

## **A PERCEPTION ON QUALITY OF WORK-LIFE AMONG MALE AND FEMALE EMPLOYEES IN THE INFORMATION TECHNOLOGY COMPANIES**

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### **ABSTRACT**

Work has become an indispensable part of the everyday life of males and females, in which they spend more than one third of their life at their work place. Hence, the eminence and importance of Quality of Work-Life (QWL) is unparalleled and unquestionable. A high QWL is related to job satisfaction, which in turn is a strong predictor of absenteeism and turnover. In the present study, the researcher has chosen the Information Technology companies in Chennai and based on the interview with the employees in the organization, a pilot study was conducted with the respondents in the total sample (N = 150). The factors contribute to quality of work-life that includes Stress at work, Work-Life Balance, Job Security, Social Integration in the workplace, Management Policies and Communication at the work place. This article focuses on the factors affecting Quality of Work-Life (QWL) of the employees in the Information Technology companies and examines the significant difference between male and female employees' perception over Quality of Work-Life (QWL) and offers suggestions to improve the work- life of the employees in the Information Technology companies. It is clear from this study that compare to male, female employees are greatly affected in the Quality of work –life factors such as stress, Social integration and communication at the work place.

**KEYWORDS:** Quality of Work-Life (QWL), Information Technology (IT), Gender, Chennai