



## A Study on Work Life Management at Atrity Info Solutions Private Limited, Chennai.


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### ABSTRACT

Work-life management has become a significant aspect of employee well-being and organizational success, particularly in the Information Technology sector where employees often face demanding work schedules and high performance expectations. This study focuses on analyzing work-life management practices among employees at Atrity Info Solutions Private Limited, Chennai. The main purpose of the study is to understand how employees balance their professional responsibilities and personal life. It examines factors such as workload, working hours, organizational support, and personal commitments that influence work-life balance. Maintaining a healthy balance between work and personal life helps improve employee satisfaction and reduces stress levels. Organizations that support work-life management practices can enhance productivity and employee commitment. The study also highlights the importance of supportive workplace policies in creating a balanced working environment. The research is based on primary and secondary data collected from employees of the organization through structured questionnaires and available company information. The study evaluates employee perceptions regarding flexible work practices, management support, and overall job satisfaction related to work-life balance. Statistical tools are used to analyze the responses and identify key factors affecting work-life management. The findings of the study indicate that effective work-life management practices contribute to better employee performance and organizational efficiency. It also reveals that supportive management and flexible work policies play a vital role in improving employee well-being. The study provides suggestions to strengthen work-life management strategies within the organization. These recommendations may help the organization improve employee morale and maintain a productive workforce. Ultimately, the study emphasizes the importance of balancing professional and personal life for sustainable organizational growth.

**Keywords:** *Work-Life Management, Employee Well-Being, Organizational Success, Information Technology Sector, Work-Life Balance, Employee Satisfaction, Job Stress, Flexible Work Practices, Management Support, Employee Commitment.*



## ***I. INTRODUCTION:***

Work life management has become an important concept in modern organizations, especially in the Information Technology industry where employees often experience high work pressure and demanding schedules. It refers to the ability of employees to balance their professional responsibilities with their personal life commitments. Maintaining a proper balance between work and personal life is essential for the well-being of employees as well as for improving organizational performance. Employees who manage their work and personal life effectively are more likely to experience job satisfaction and reduced stress. Work life management also helps employees maintain better mental and physical health. Organizations that focus on employee well-being tend to have higher productivity and lower turnover rates. A supportive work environment encourages employees to perform their tasks more efficiently. Therefore, work life management has become a key factor in achieving both employee satisfaction and organizational success. In the current competitive business environment, organizations expect employees to perform efficiently and meet strict deadlines. At the same time, employees also have personal responsibilities such as family, health, and social commitments. When there is an imbalance between work and personal life, it may lead to stress, dissatisfaction, and reduced productivity. Employees who face continuous work pressure may experience burnout and fatigue. This can negatively affect their performance and motivation in the workplace. Organizations must understand the importance of supporting employees in managing their work and personal life. Providing flexible working hours and supportive policies can help employees maintain a proper balance. Effective work life management strategies contribute to a healthier work environment. Hence, organizations should focus on improving policies that support employee well-being.

## ***II. INDUSTRY PROFILE***

Atrity Info Solutions Pvt. Ltd. operates in the Information Technology (IT) and IT-Enabled Services (ITES) industry. This industry focuses on delivering software applications, digital platforms, and technical consulting services to businesses. It supports automation, communication, and data management across various sectors. The IT industry enhances organizational efficiency and decision-making capabilities. Rapid technological innovation drives continuous service improvement. Businesses rely on IT solutions for scalability and competitiveness. Cloud computing and artificial intelligence are transforming traditional operations. The industry encourages digital adoption among small and medium enterprises. Continuous research and development strengthen service capabilities. The IT sector remains a backbone of modern business infrastructure.

The Indian IT sector has emerged as one of the fastest-growing industries in the country. It contributes significantly to GDP and foreign exchange earnings. The sector provides large-scale employment opportunities for skilled professionals. Government initiatives such as Digital India promote technology adoption nationwide. Indian IT firms serve clients across global markets. Continuous investment in innovation enhances service quality. Startups and emerging tech companies add dynamism to the ecosystem. Export-driven growth strengthens the global presence of Indian firms. Increasing demand for digital transformation fuels expansion. The sector continues to attract domestic and international investments.

Software development is a core activity within the IT industry. It involves designing, coding, testing, and maintaining applications. Customized software solutions address specific business requirements. Agile methodologies improve development efficiency and adaptability. Quality assurance ensures reliability and performance. Integration of advanced technologies enhances functionality. Businesses benefit from scalable and secure software systems. Continuous updates maintain system relevance. Development teams collaborate to deliver innovative solutions. Software services remain central to digital transformation initiatives.



### **III. COMPANY PROFILE**

Atrity Info Solutions Private Limited, an ISO 9001:2008, ISO 27001:2013, and ISO 9001:2015 certified company is one of the fastest growing IT companies in India known for its Dedication, Passion, and Excellence. We believe that enabling technology convergence with business goals and professionalism can open up a whole new world of possibilities. You are our crowning priority. We provide the most proficient services that help our clients to transform them into truly digital and data-driven enterprises. We specialize in understanding our customers' needs and we stay ahead with the latest technology and work together in order to deliver astonishing digital transformations. Atrity's growth from a very small clientele to hundreds in India and globally has witnessed the rise of entrepreneurial start-ups and we continue to grow innovative with every project we deliver.

Our vision is to establish a strong bond of trust with our clients built on the foundation of quality services, safety and high returns. We believe that our goals of solutions and excellence are achievable with innovation and coordination amongst the key players with common goals. We provide the best quality services with a significant vision for building a productive business relationship. Our mission is to consistently deliver customized quality services with a humane touch to the complete satisfaction of our clients. Atrity surmounts the client's expectations and also maintains a long-lasting relationship based on trust, mutual respect and pride.

Exploit Atrity's future-proof IT solutions to the fullest and build a healthy IT environment. Our team has mastered the art of IT organization setup from requirements gathering, code analysis, review, software design, business intelligence, software development, to testing. Atrity provides a new perspective of our

unique capabilities. Our delivery model includes integrated technical development & support by which we ensure our clients receive the right solutions with the right people at the right price. We help our customers realize the true benefits of technology investments by aligning IT service offerings with business goals and strategies. Atrity brings in-depth knowledge and expertise across a broad spectrum of domains.

Atrity offers testing and quality assurance services for IT and Engineering Automotive Software. We specialize in test automation of Web, Mobile and Desktop Applications. Expert test engineers are an integral part of every project we work on to ensure the deliverables meet the most stringent quality standards set by our clients. We also leverage our QA talent pool to deploy testing teams to handle customer projects onsite. Services offered include Static Analysis, Code Coverage, Functional Testing, and Performance Testing in IT, Automotive and Avionics domains. With our hybrid, multi-cloud, on-premises, AI-powered, industry-focused cloud computing solutions, you can enable your staff to unlock your business data from one place, automate the data retrieval process, and create applications across clouds. Organizations stay ahead when business outcomes become the language of design and engineering teams. Software Product Engineering (SPE) is more than software development. It goes beyond features and emphasizes at great user experiences and outcomes. Klaus brings together top digital engineering, design and product development talent to build software that stays on top

### **IV. REVIEW OF LITERATURE**

**Khurana and Singh (2025)** emphasize that the landscape of work-life balance has shifted into a "digital integration" phase where the traditional boundaries of time and space have completely dissolved. Their research highlights that employee productivity is no longer a measure of hours spent at a desk but is instead a direct result of mental clarity and emotional stability.

**Marecki (2024)** investigates the critical link between work-life balance, employee productivity, and overall well-being in the modern corporate environment. The research highlights that work-life balance initiatives, such as remote work and role sharing, serve as significant drivers for reducing workplace friction and enhancing employee engagement.



**Ngwenya and Utete (2023)** examine the profound impact of work-life balance on employee absenteeism within the context of leading electronic organizations. The study identifies that the blurring of lines between home and work, exacerbated by technological advancements, has led to a dramatic increase in both planned and unplanned absenteeism. The authors argue that when employees experience an imbalance, they suffer from physical, mental, and emotional strain, which inevitably leads to burnout and a subsequent inability to report for duty.

**Ghareeb (2019)** conducts an analysis of the relationship between work-life balance and productivity, establishing a strong positive correlation between the two variables. The research emphasizes that for effective productivity to be enhanced, the level of employee motivation must be improved through robust work-life balance initiatives.

**Brough and Kalliath (2018)** investigate how work-life balance initiatives like paid leaves, work breaks, and flexible scheduling impact the perceived performance of employees and managers. Utilizing Herzberg's Two-Factor Theory, the research finds that these initiatives serve as "hygiene factors" that prevent dissatisfaction and "motivators" that drive higher productivity.

**Gyanchandani (2017)** explores the concept of work-life equilibrium among software professionals, focusing on factors such as time management, social needs, and rewards. The research highlights that many employees in high-pressure sectors often sacrifice their personal time to meet professional demands, which eventually leads to role conflicts and reduced long-term productivity.

## ***V. RESEARCH METHODOLOGY***

Research methodology is a science of collecting, identifying and presenting facts in such a way that it leads to unearthing some truths (or) angles of reality. Research in common parlance refers to search for knowledge. In fact, research is an art of scientific investigation. Research methodology is the science of collecting, identifying and presenting facts in such a way that it leads to unearthing some truths or angles of reality.

### **Research design**

Research design is the arrangement of conditions for collections and analysis of data in manner that image to combine relevance of the research design in the conceptual structure within which research is conducted. It constitutes the blueprint for the collection, measurement and analysis of data.

- Types of research - Descriptive research
- Data source - Primary and Secondary data
- Data collection method - Survey
- Data collection tool – Questionnaires
- Sample size – 100

### **Methods of data collection**

In this Research, internal and external source of data are used. Raw materials were collected through facts and figure of researches works. Internal data includes records and documents Collected directly from the company and other data collected are external data. In data collection, there are two types.

### **Primary data**

Primary data refers to the original data collected directly from the respondents for the first time for a specific research purpose. In this study on work life management at Atrity Info Solutions Private Limited, Chennai, primary data was collected from the employees of the organization. The data was gathered using a structured questionnaire designed to understand employees' opinions and experiences regarding work life balance, workload, working hours, organizational support, and job satisfaction.



## Secondary data

The data which is collected from the published sources i.e., not originally collected of the first time is called secondary data. Here the secondary data is data collected from the company's brochures, pamphlets, catalogues and the website.

- Performance and Potential Review form
- Reference Books
- Internet

## Sampling design

The sampling technique used in this study is simple random sampling method. This method is also called as the method of chance selection. Each and every item of population has equal chance to be included in the sample.

## Sampling size

It refers to the number of items to be selected from the universe to constitute as a sample. In this study 100 Employee in Atrity Info Solutions Private Limited, Chennai was selected as size of sample.

## Tools used for analysis

To analyse and interpret collected data the following statistical tools were used.

- SPSS
- Percentage Analysis
- ANOVA
- Correlation
- Chi-Square

## Percentage analysis

Percentage analysis is the method to represent raw streams of data as a percentage (a part in 100-percent) for better understanding of collected data.

## Correlation

Correlation is used to test relationship between quantitative variables or categories variables. In other words, it is measure of how things are related. The study of how variables are correlated is called correlation analysis. Correlation is a statistical measure that indicates that extent to which are more variable fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease in parallel. A negative correlation indicates the extent to which one variable increases as the other decrease.

## Anova

An analysis of various helps to examine the signification mean differences among more than two group on an interval or ratio scaled dependent variable. The result of ANOVA shows whether or not the means of various group are significantly different from one other, as indicated by the F statistic show whether two sample variance differ from each other or are from the sample population.

## Chi-square analysis

In this project chi-square test was used. This is an analysis of technique which analyzed the stated data in the project. It analysis the assumed data and calculated in the study. The Chi-square test is an important test

amongst the several tests of significant developed by statistical. Chi-square, symbolically written as  $\chi^2$  (Pronounce as Ki-Spare), is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance.

### Limitations of the study

- The study is limited only to employees of Atrity Info Solutions Private Limited, Chennai.
- The sample size is limited and may not represent all employees of the organization.
- The study is based mainly on the responses given by employees through questionnaires.
- Time constraints limited the depth of the research analysis.
- The findings may vary depending on changes in organizational policies and employee perceptions

## VI. DATA ANALYSIS AND INTERPRETATION

**Table 1 - Classification of Respondents based on gender**

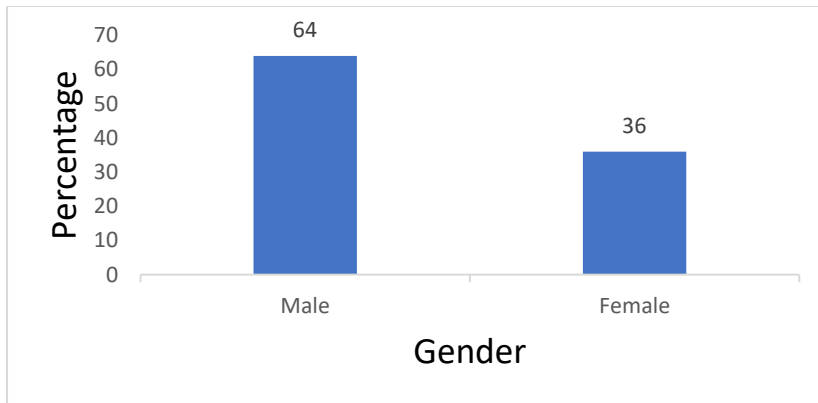
S.No	Gender	No. of Respondents	Percentage
1	Male	64	64
2	Female	36	36
	Total	100	100

Source: Primary data

### Interpretation:

The above table shown, 64% of the respondents are male and remaining 36% are female.

**Chart 1 - Classification of Respondents based on gender**



**Table 2 - Classification of Respondents based on Age**

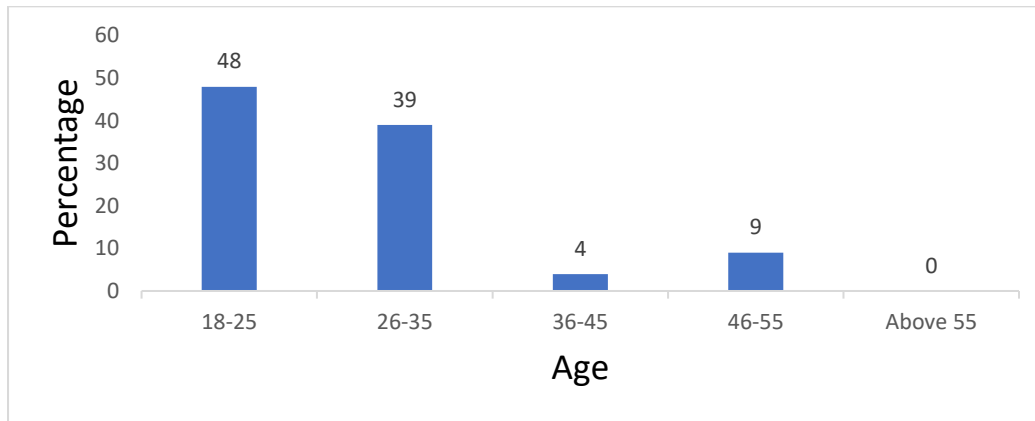
S.No	Age	No. of Respondents	Percentage
1	Below 20	48	48
2	21-30	39	39
3	31-40	4	4
4	41-50	9	9
5	Above 50	0	0
	Total	100	100

**Source: Primary data**

**Interpretation:**

The above table shown, 48% of the respondents are Below 20, 39% are 21-30, 4% are 31-40, and remaining 9% are 41-50

**Chart 2 - Classification of Respondents based on Age**



**Table 3 - Classification of Respondents based on Education**

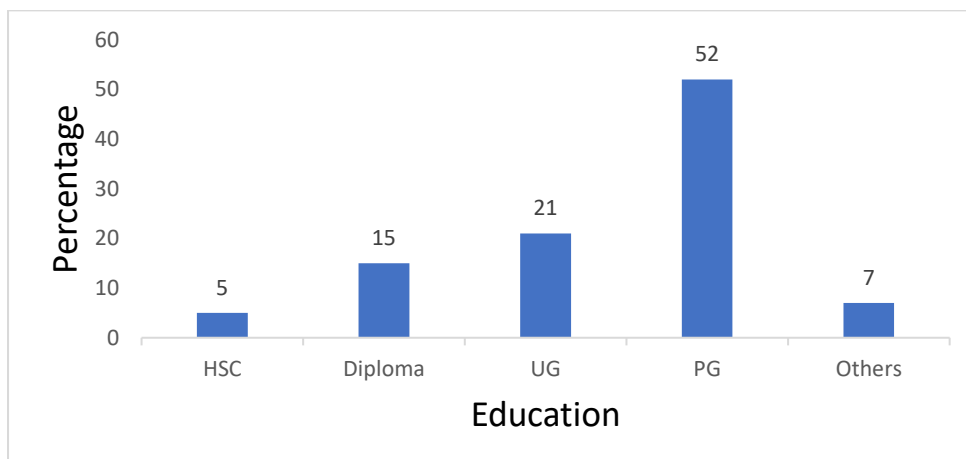
S.No	Education	No. of Respondents	Percentage
1	Up to HSC	5	5
2	Diploma	15	15
3	UG	21	21
4	PG	52	52
5	Others	7	7
	Total	100	100

**Source: Primary data**

**Interpretation:**

The above table shown, 5% of the respondents are Up to HSC, 15% are Diploma, 21% are UG, 52% are PG and remaining 7% are others

**Chart 3 - Classification of Respondents based on Education**



**Table 4 - Working Experience**

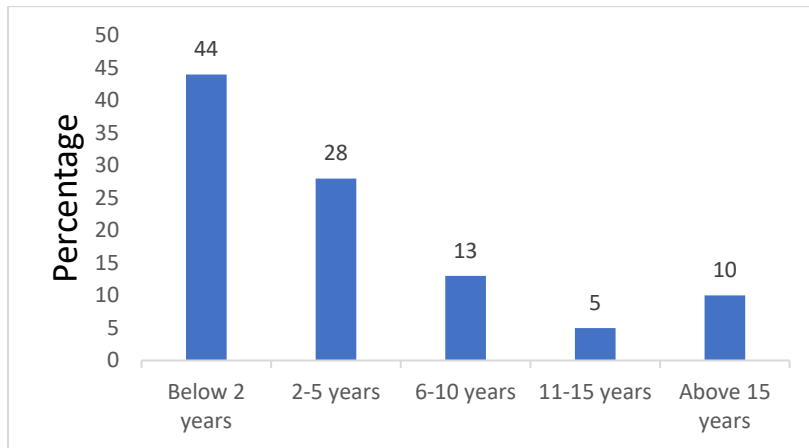
S.No	Particulars	No. of Respondents	Percentage
1	Below 1 years	44	44
2	1-2 years	28	28
3	2-5 years	13	13
4	5-10 years	5	5
5	Above 10 years	10	10
	Total	100	100

Source: Primary data

**Interpretation:**

The above table shown, 44% of the respondents are Below 2 years, 28% are 1-2 years, 13% are 2-5 years, 5% are 5-10 years and remaining 10% are Above 10 years.

**Chart 4 - Working Experience**



**Table 5 - Income**

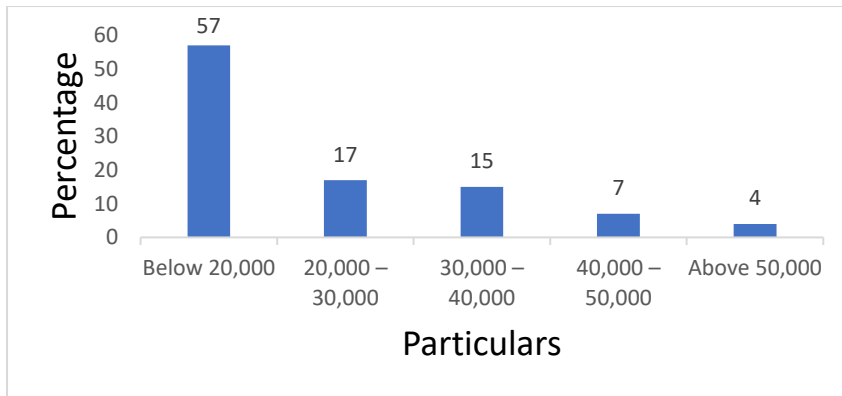
S.No	Particulars	No. of Respondents	Percentage
1	Below 20,000	57	57
2	20,000 – 30,000	17	17
3	30,000 – 40,000	15	15
4	40,000 – 50,000	7	7
5	Above 50,000	4	4
	Total	100	100

Source: Primary data

**Interpretation:**

The above table shown, 57% of the respondents are Below 20,000, 17% are 20,000 – 30,000, 15% are 30,000 – 40,000, 7% are 40,000 – 50,000 and remaining 4% are Above 50,000.

**Chart 5 - Income**



**Table 6 - The organization provides flexible working hours to support work life management.**

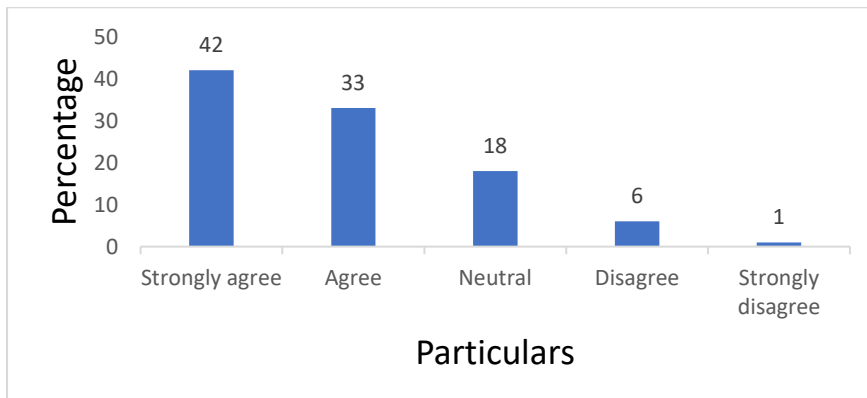
S.No	Particulars	No. of Respondents	Percentage
1	Strongly agree	42	42
2	Agree	33	33
3	Neutral	18	18
4	Disagree	6	6
5	Strongly disagree	1	1
	Total	100	100

Source: Primary data

**Interpretation:**

The above table shown, 42% of the respondents are strongly agree, 33% are agree, 18% are neutral, 6% are disagree and remaining 1% are strongly agree.

**Chart 6 - The organization provides flexible working hours to support work life management.**





## VII. FINDINGS

- The majority of respondents (64%) are male. Female respondents constitute only 36%. This indicates male dominance in the sample.
- The majority of respondents (48%) belong to the below 20 age group. This is followed by 39% in the 21–30 category. It shows a young respondent base.
- The majority of respondents (52%) are postgraduates. Other education levels have significantly lower representation. This indicates a highly educated group.
- The majority of respondents (44%) have below 1 year of experience. Fewer respondents have higher experience levels. This shows a less experienced workforce.
- The majority of respondents (57%) earn below ₹20,000. Very few fall in higher income categories. This reflects lower income distribution.
- The majority of respondents (42%) strongly agree that flexible working hours are provided. This is the highest among all responses. It indicates strong approval.

## VII. SUGGESTIONS / RECOMMENDATIONS

- The company should implement a flexible working hours system to help employees balance personal and professional responsibilities effectively.
- Management can introduce a “Right to Disconnect” policy, ensuring employees are not required to respond to work communications after office hours.
- The organization should provide work-from-home or hybrid work options to reduce commuting stress and improve productivity.
- Regular employee wellness programs such as yoga, meditation, and stress management sessions should be conducted.
- The company should encourage proper leave utilization so employees can take sufficient rest and avoid burnout.
- There should be clear workload distribution to prevent excessive pressure on employees and maintain efficiency.
- The organization can arrange family-friendly policies like parental leave and childcare support to help employees manage personal commitments.
- Management should promote a supportive work culture where supervisors understand employee needs and provide emotional support.

## IX. CONCLUSION

The study on work life management at Atrity Info Solutions Private Limited, Chennai highlights the growing importance of maintaining a balance between professional and personal life in the IT sector. It is observed that effective work-life management significantly contributes to employee satisfaction, productivity, and overall organizational performance. The findings indicate that employees experience better mental well-being and reduced stress when supportive policies are in place. Flexible work arrangements and a positive work environment play a crucial role in enhancing employee efficiency. However, challenges such as workload pressure and extended working hours still affect the balance of employees. The study also reveals that organizational support and understanding from management are essential in minimizing work-life conflicts. Employees who achieve a proper balance tend to show higher commitment and loyalty towards the organization. Work-life management practices also help in reducing absenteeism and employee turnover. Furthermore, it improves creativity and innovation among employees by providing them with sufficient personal time. The research emphasizes that companies must prioritize employee well-being as a strategic objective. Continuous evaluation



and improvement of work-life policies are necessary for long-term success. Overall, maintaining a healthy work-life balance is vital for both employee growth and organizational sustainability.

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