

A Survey Of Investigating The Factors Of Work-Life Balance Among IT Employees

Dr G Alex Rajesh

Principal & Professor, Sri Venkateswara Institute of IT and Management, Coimbatore

Sreeja R

Research Scholar, CMS Institute of Management Studies, Coimbatore

Abstract

Work-life balance does not include allocating the same amount of time to your personal and professional obligations, since this is quite unlikely to happen in reality. The balance between a person's career and personal life will also change throughout time. The ideal balance will alter depending on your stage of life—from single to married to expecting children to close to retirement—so it is important to find it early on. You shouldn't try to achieve a balance that is ideal or universally applicable. The two sides of a valid definition of work-life balance are, in reality, success and satisfaction. The following is a useful description of work-life balance: "Meaningful everyday success and satisfaction in each of my four life quadrants: work, family, friends, and self." By making sure that you not only succeed but also consistently demonstrate the pleasure of both your career and life, you may attain your ideal work-life balance. As a result of this study, it can be said that women in particular should prioritize striking a balance between their personal and professional lives. Unlike in the traditional economy, women today are expected to play a variety of roles that support both the growth of their families and their social contributions. To prevent conflicts that develop in their personal and professional lives, it is important for all women to pursue balanced lives. In creating a harmonious balance between their professional and family lives, women play a pivotal role. They cannot, under any circumstances, place the blame for their imbalance on others; if they do so, despair results, which inevitably has an impact on their health. So that work life is equalized, women must be empowered. The purpose of the research is to determine how work-life balance affects IT employees.

Keywords: Work-life balance, Job satisfaction, Emotional Intelligence, Self-efficacy

Introduction to Work Life Balance

The instruments we have been using Geetha Manoharan, Subhashini Durai, and Gunaseelan Alex Rajesh depend on the efficacy of the performers in various domains (2022). A relatively recent method of managing people in any organization is human resource management (HRM). This method views people as the most important resource. It is focused with the human aspect of organizational management. Since that an organization is made up of individuals, it is important to ensure that their level of dedication is maintained as well as that their talents are acquired, developed, and motivated to achieve better levels of achievement. These actions are within the purview of HRM. In order to assess the efficacy, quantity, cost, and quality of HR operations in order to assess their contribution to the overall success of the business, metrics and analytics have become very important. This project, which is exploratory in nature, seeks to understand how the Recruiting and Selection process could benefit from integration with HR analytics. Durai, Krishnaveni, and Manoharan, S. (2022). Acquisition, development, motivation, and maintenance of human resources are the four key operations that make up the process known as human resource management (HRM). The upkeep of positive interpersonal relationships inside the organization is the responsibility of human resource management. Together with accomplishing organizational and personal objectives, it is also concerned with the growth of people. Artificial intelligence has not yet generated any controversy and has quietly become prevalent in many aspects of our daily life. Abdul Razak, M. Pandya Nayak, Geetha Manoharan, Subhashini Durai, Gunaseelan Alex Rajesh, Col. B.S. Rao, and Sunitha Purushottam Ashtikar (2023).

The equilibrium between a person's job and personal life is referred to as their "work-life balance." Manoharan, G., and Ashtikar, S. P. (2022). It aims to minimize role conflict while yet delivering happiness and well-functioning at home and at work. It is widely acknowledged that maintaining a healthy work-life balance is crucial for a person's psychological well-being, and that signs of a good work-family role balance include strong self-esteem, contentment, and a general feeling of harmony in life. In the past, workers that made up the majority of male and fewer female employees were excluded from the notion of Work-Life Balance (WLB). Work-life balance has become more important throughout time as a result of women's employment practices. The line between work and life has been more blurry and complicated as families have moved away from the male breadwinner tendency to dual-earner couples. The desire for

work has made a disconcerting entrance into the family and personal life, notwithstanding the favorable trend towards technological improvement. Work-family balance is described as the "extent to which a person is equally engaged-and equally happy with his or her professional function and family role." The study by Manoharan, G., Ashtikar, S. P., Smitha, V., Sundaramoorthi, S., and Krishna, I. M. (2023) states that work-life balance includes an insight into the factors which contribute to a proper Work Life Balance, the relationship between Work Life Balance, job satisfaction, stress, and Work Life Balance, benefits of an effective Work Life Balance, the policies adopted by organizations towards balancing work and personal life, and the awareness and preference of employee

The data was analyzed using a survey approach and a percentage analysis in Microsoft Excel. The study's findings demonstrate that using AI for SCM involves a variety of roles and obligations that must be shown at various organizational levels. Subhashini Durai, Gunaseelan, and Geetha Manoharan Sunitha Purushottam Ashtikar, Alex Rajesh, Abdul Razak, Col. B.S. Rao (2023). The benefits of having a healthy work-life balance include better health, increased motivation at work, increased job satisfaction, increased staff morale, and increased productivity. Many signs, including workplace stress, work-life conflicts, absenteeism, a high attrition rate, burnouts, job switching, work drinking, health concerns, etc., are linked to the detrimental effects of an unbalanced work-life. Work-life balance has been a more prevalent topic of discussion in publications. The term "artificial intelligence" (AI) refers to a broad range of technologies that may provide a corporation a number of advantages in terms of increased customer satisfaction and improved commercial value. Organizations and businesses are now more than ever resorting to intelligence technology to boost their business value as a result of an abundance of data and a sharp growth in processing power. The use of AI in corporate processes is being encouraged by this, although more research must be done on its implications. G. Manoharan, P. Vanitha, R. Singh, M. Tiwari, M. Lourens, R. Raman (2022). This emphasizes the present concern in society and organizations about the influence of multiple roles on professional women's health and well-being and its consequences related work and family performance as well as women's position in society. John, S. F.; Geetha, M. (2017). an investigation about how emotional intelligence affects physicians in Coimbatore. *International Journal in Management & Social Science*, 5(3), 305–320. Throughout the assessment of the

worldwide literature, the following factors impacting the experience of work-life balance were discovered.

Review of literature on Work Life Balance among educators

According to Panchal, M. (2020), striking a balance between work and personal life is a notion having varied connotations among various stakeholders and repercussions. For a variety of reasons, worries regarding work-life balance have gained increased attention. Work-family and work-life balance problems have attracted a lot of attention from companies and workers during the last 20 years, particularly in the IT sector. It seems that current study on the balance between work and life in IT departments has been vital to establish the conditions for balancing work and personal interests given the increasing workload and time demands on workers.

The research by Deepa D., Jayamala D., and Priya B.N. (2020). Workaholism and an unbalanced work-life schedule have become common behaviors among IT workers. The success of every organization depends heavily on having a stress-free and content staff, however many IT industries do not follow this trend. Because of the very stressful job, personnel in the IT industry are workaholics. Due to current developments like high-speed internet connections, which enable people to get addicted to their job, it is now more often believed that self-negligence is a sign of workaholism. The lines between professional life and family life are erased by workaholism. The imbalances in work and personal life caused by overworking can have an impact on workers' family lives. It has been discovered that workaholism and a work-life imbalance influence many aspects of life. Regarding the workplace, workaholic peers or coworkers are probably problematic since they often feel the need to manage them and have trouble delegating tasks. Considering that they spend so much time working, they have little energy left over for other pursuits. Their ability to have a social life outside of work is also compromised. These circumstances result in frequent breakdowns amid personnel turnover and problems with mental and physical health. This research investigates the workaholism and work-life balance of IT industry workers.

Deepa, S., Kumaresan, A., Suganthirabab, P., Srinivasan, V., Vishnuram, S., Alagesan, J., and Krishnan Vasanthi, R. (2023). The coronavirus epidemic caused the whole education sector to transition from offline to online delivery methods. Numerous teachers, particularly women, who were diagnosed with musculoskeletal, psychological, and other neurodegenerative

diseases, have detailed increased exhaustion, lack of sleep, a decline in quality of life (QoL), a reduction in physical activity, and excessive stress from online classes during the COVID-19 lockdown. The purpose of this research is to examine the impact of three types of exercise on tiredness, sleep, and quality of life in women with Parkinson's disease, as well as the link between age, disease severity, disease stage, and working years (PD). For this randomized controlled experiment, 44 female educators with PD in stages I–II who were between the ages of 40 and 60 participated. Group A got a three-modal exercise program through online video sessions for a total of 36 sessions over the course of six weeks, whereas Group B received Nordic walking. The Fatigue Severity Scale, Parkinson's Disease Sleep Scale, and Parkinson's Disease Quality of Life Questionnaire-39 were the end measures. Age, Hoehn and Yahr scale, working years, and PD in years did not associated with one another ($p > 0.50$). The three-modal exercise experimental Group A demonstrated statistically significant improvement in QoL ($p < 0.001$), sleep ($p < 0.001$), and weariness ($p < 0.001$). Women in the area of education who took part in a three-modal exercise program for PD reported a substantial improvement in their quality of life, sleep patterns, and degree of tiredness.

Lokganathan, E. T., and Pramila, M. (2020), Due to the responsibilities that workers perform at home and the overflow of personal life into professional life, work-life balance is one of the most difficult problems that employees confront in the twenty-first century. Consequences of good work-life balance benefit the organization in a number of ways, including enhanced performance, increased productivity, augmented employee satisfaction and happiness, sound well-being, enhanced organizational image, improved employee retention, reduced cost, reduced stress, and improved quality of life, among other things. Similar outcomes of poor WLB include low morale and motivation, a rise in complaints, work-family conflicts, low productivity, a negative organizational image, bad quality of work life, poor quality of life, and more. The study's major goal is to identify the variables that affect work-life balance and its results as well as to examine how employees' work-life balance varies across different demographic features. In order to achieve this goal, a sample of 116 workers from Coimbatore-based ITeS firms were gathered. Once the data was analyzed using statistical techniques, it was determined that employers should be concerned about employees' workloads in order to maintain a healthy work-life balance.

Pasay-an, E., Pangket, P., Nialla, J.Y., and Laban, L.B. (2014). Work-life balance is an urgent issue that has to be addressed in all enterprises. The nursing profession, and nurses working in academic settings in particular, cannot be excused for the variety of responsibilities they play. The purpose of this research was to identify and investigate how nurse educators combine their job and personal lives for a better lifestyle. The study's respondents were nurse educators from the schools of nursing in the Filipino province of Benguet and the city of Baguio. The sequential explanatory technique was especially used in the mixed method study design. It was discovered that, despite having very complicated jobs, nurse educators can retain their calm in their profession with or without interference from their personal lives, or vice versa. The researchers took key remarks from the participants' verbatim narratives and arranged them into themes for further investigation. Time management, separating work and personal life, and multitasking all emerged as common themes among the participants. In light of this, it is advised that nurse educators keep their calm in order to do great job and live fulfilling lives. They must establish boundaries between their personal and professional lives in order to do this.

Kee, D.M.; Selim, I. (2022), there are two types of employers: those that encourage their staff to maintain a work-life balance and those who think that workers should devote their whole lives to carrying out their duties at the office. Several types of workers struggle to maintain a healthy balance between work and life. The boundaries between work and life were more permeable, particularly during the epidemic. According to this research, self-efficacy may function as a moderator under personal resources. This research experimentally evaluated the influence of emotional demands and supervisor support in predicting the academics' sense of work-life balance in Egypt during the COVID-19 epidemic, drawing on the Job Demands-Resources Theory (JD-R) and Conservation of Resources Theory (COR). 504 academics working for Egypt's top 10 private institutions provided the information. The findings show a connection between emotional demands and supervisor support for work-life balance. The connection between supervisor support and work-life balance was influenced by self-efficacy. Self-efficacy did not, however, act as a moderator in the link between work-life balance and emotional demands. Our research offers fresh perspectives, adds to the body of knowledge on the subject of academics' work-life balance during the pandemic, and improves institutions' comprehension of how to put work-life balance plans into practice.

Rathinavelu, S., Viswanathan, R., Manikandan, G., Murugaiah, S., Velusamy, K., Ramesh, A.B., & Jageerkhan, M.N. (2022). Purpose: This essay aims to clarify the factors that influence college professors' concerns about hierarchies. The chi square and GARRETT placement are the two measuring tools used in this investigation. The research found that many educators believe that if they have the right information and instruction on managing emotional intelligence, they would have a pleasant work life and be able to handle it. Theoretical Foundation: It has been shown that teachers' emotional intelligence affects their comfort level, self-efficacy, work satisfaction, and interpersonal connections with students. As a result, emotional intelligence directly affects how students are taught and learn (Jennings & Greenberg, 2009). Design/methodology/approach: For this research, information was gathered from 500 respondents using a disproportionate stratified random sample approach. Findings: According to analysis, college professors who get awareness and training in emotional intelligence (EI) "enable them to have a stress-free work life and have good balance." Future Implications: We first suggest that future research make use of our framework and conduct research on teachers to train special children's teachers in order to ascertain the direct and indirect effects of stakeholder demands, awareness of the work-life imbalance, and training must be given at regular intervals. Originality Value: The study focuses on the fundamental determinants of work-life balance and emotional intelligence among college professors. This study will serve as a guide for how emotional intelligence might help instructors manage their personal and professional lives.

S, S. (2022). (2022). the degree to which an individual prioritizes their personal and professional interests is described as work-life balance. Increased productivity, fewer cases of illness and absenteeism, a happier, less stressed workforce, improvements in employee mental health and well-being, and a more engaged workforce are all influenced by work-life balance. Mental diseases like anxiety and sadness are brought on by the imbalance between job and life. Several research have examined the effects of work-life balance, but only a few have examined the effects of the COVID epidemic on the workplace. After this, a culture of working from home was created, particularly in the IT sector. This introduces a fresh alteration to the current paradigm. Nowadays, this results in job changes and resignations as workers are asked to work from offices. This research attempts to assess the degree of work-life balance among women working in the IT industry. In order to create a better model, previous models were examined

and assessed for this aim. By analyzing the review data from forty earlier investigations, a fictitious model was created. In the future, it is intended to gather and analyze real-time data in order to verify the model. Work from home, COVID-19, personal, professional, and psychological aspects, as well as work life balance (WLB),

Barbe, T., Crawford, R.P., and Randolph, J.J. (2022). Background: It is important to find and keep nursing professors from a variety of generations, races/ethnic groups, and genders. The aim of this research was to determine if the generational cohort, race/ethnicity, and gender of full-time faculty members teaching in prelicensure, baccalaureate nursing programs predicted job satisfaction, life satisfaction, or work-life balance. Methods: A survey that comprised demographic questions, the Job Satisfaction Scale, the Satisfaction with Life Scale, and the Work-Life Balance Self-Assessment was completed by faculty members (N = 363) from several nursing schools in the United States. Results: For nursing faculty, significant connections and differences were found. Teachers of color expressed less happiness in their jobs and personal lives than White faculty. Conclusions: As the need for more diverse nursing faculty grows, more study on the unique experiences of faculty of color is needed. Among the authors are Leo, A., Holdsworth, E.A., Wilcox, K.C., Khan, M.I., Vila, J.A., and Tobin, J. (2022). There is increasing concern that women, particularly those who are pregnant, have been disproportionately affected by the COVID-19 epidemic. In comparison to their male colleagues, female educators, and those with childcare duties in particular, have also reported greater levels of stress and difficulties juggling work and personal obligations. It's unknown precisely what causes these differences. Although some have suggested that the gendered division of home tasks is the key cause, other pandemic- and job-related stresses may also play a role in female educators' elevated stress levels and difficulties with work and family obligations. This mixed-methods study makes use of survey information from 752 educators throughout New York State to answer this issue. Results show that women reported greater levels of stress and difficulties with work and family than their male counterparts. However, qualitative analyses of open-ended survey responses showed that childcare responsibilities were still a significant factor affecting work-life balance challenges for both men and women, despite quantitative analyses showing that gender disparities in work-life balance challenges were related to the higher stress women experienced from work and COVID-19 rather than

childcare responsibilities. This paper contributes deeper understandings to the gendered consequences of the pandemic and has substantial ramifications for the teaching profession.

Rinne, J., Leino-Kilpi, H., Saaranen, T., Pasanen, M., and Salminen, L. (2022). The occupational well-being (OW) of educators is the balance between resources and workload factors as seen from four aspects of working life: (i) the individual, (ii) working conditions, (iii) professional competence, and (iv) work community. The individual factor was specifically important to this study's examination of how educators' physical and mental workability. Aims to research both the personal element of educators' OW and the associated factors. Methods Educators in Finland who work in the fields of health and social care education participated in a cross-sectional survey. The 'Occupational well-being of social and health care teachers—index questionnaire' was used in an electronic survey to collect the data. Descriptive statistics, exploratory factor analysis, and linear regression analysis were used to analyze the data using SPSS version 27. Results The educators (n = 552, response rate 31%) thought they had very few resources for managing their mental workload (2.41, standard deviation [SD] 0.98). The workplace support for OW was also found to need more improvements (2.37, SD 0.88), especially during working hours. The personal and professional background variables, as well as overall OW, were found to be associated with the individual aspect of OW. Conclusions The educators' perceptions suggested that resources to deal with workload factors should be promoted. Providing resources for educators at work, enabling wellness activities during work hours, and preventing backlog situations would all help to promote the educators' OW.

This study by A. V., B., M., V., & M. P., A. (2022) aims to evaluate the impact of work from home (WFH) on the work-life balance of IT personnel. The research looked at 200 full-time IT workers from Technopark and Infopark, two well-known IT parks in India. Data analysis techniques included regression and Multidimensional Scaling ALSCAL (Euclidean Distance Model). We looked at the relevance of gender on work-life balance (WLB) and work-from-home job satisfaction (WFH). The study discovered that WFH had a large beneficial impact on the WLB and that its workers had good relationships with both their jobs and their families. We discovered that all WFH workers, regardless of gender, were equally satisfied with their jobs. We observed some anxiety among the WFH women workers as they have struggled to strike a balance between their personal and professional life. The study's conclusions have

significant global policy repercussions for the IT industry. This report has offered a first step in the direction of WFH activities in the global IT sector policymaking.

Moyer, s. m. (2022). The work-life balance (WLB) of nursing faculty was examined in this scoping review. The lack of nursing faculty has led to rising workloads that make it difficult for faculty to meet WLB. The workforce of nursing faculty may benefit from having a better understanding of WLB. This study examined articles that reported on the WLB of nursing faculty and were published between January 2000 and December 2020 using Arksey and O'Malley's scoping review methodology. All articles, including editorials and other summaries, were eligible for inclusion, regardless of whether they employed quantitative, qualitative, or mixed-method research techniques. The review included 33 articles. Perceptions of WLB, traits associated with WLB, and methods to achieve WLB among nursing faculty were grouped into three main categories. There is a dearth of research on nursing faculty's WLB. The recruitment and retention of nursing faculty may greatly benefit from further study on tactics that enhance WLB.

Ogakwu, N.V., Ede, M.O., Amaeze, F.E., Manafa, I.F., Okeke, F.C., Omeke, F.C., Amadi, K.C., Ede, A.O., and Ekesionye, N.E. (2022). The effectiveness of the occupational health model of rational emotive behavior on work-life balance (WLB) and burnout management (BOM) among public school teachers was investigated in this study. The study used a randomized control group with a pretest-posttest format. 141 teachers from rural communities in Nigeria's Enugu state were chosen as participants, with a focus on inclusion criteria. The data was collected using two instruments. The repeated measure analysis of variance was used to analyze the data. As compared to teachers in the control group, the results showed that rational emotive occupational health coaching (REOHC) significantly improved teachers' ability to manage WLB and burnout. At the follow-up stage, REOHC demonstrated effectiveness over a three-month period. In the long run, REOHC has proven to be a valid and reliable therapeutic intervention strategy for the treatment of WLB and BOM in teachers. The researchers are optimistic that the application of REOHC to other related social and psychological-based self-defeating beliefs by social workers, psychologists, counselors, and employers of labor can improve their emotionality and productivity at home and at work.

Kotini-Shah, P., Man, B., Pobee, R.A., Hirshfield, L.E., Risman, B.J., Buhimschi, I.A., & Weinreich, H.M. (2021). The coronavirus disease 2019 (COVID-19) pandemic has made it more difficult for academic health sciences faculty to strike a balance between patient care, education, and research. In order to comprehend the impact of the pandemic on faculty and the ensuing policy implications, this study aimed to identify the personal and professional characteristics of faculty. A large urban public university and medical center's faculty received a 93-question survey. Data on stress and self-care, work distribution and productivity before and during the pandemic, demographic, family, and academic characteristics, and work distribution and productivity were gathered. To find classes of faculty members who shared similar traits, latent class analysis (LCA) was used. Chi-square and analysis of variance were used to compare latent classes. Of the 497 respondents, 60% were female. Based on six important indicator variables, four latent classes of faculty were identified. Class 1 individuals were more likely to be female, assistant professors, non-tenured, reporting high levels of home and work stress; Class 2 faculty were more likely to be female, associate professors, tenured, reporting high levels of home and work stress; Class 3 faculty were more likely to be male, professors, tenured, reporting moderate levels of work but low levels of home stress; and Class 4 faculty were more likely to be adjunct professors, non-tenured, reporting low levels of home and work stress. Class 2 reported significantly reduced scholarly output, postponed self-care, and significantly increased administrative and clinical responsibilities. Not all faculty members have been impacted equally by the pandemic. Increased workloads, stress, and reduced self-care had a negative impact on people in their early and mid-career. When changing hiring or promotion policies, academic leaders need to be aware of these variations and inclusive of faculty with various backgrounds.

Discussions and conclusion

According to Manoharan, G., Durai, S., and Rajesh, G. A., a number of metrics can be used to assess how effectively a workforce performs within an organization (2022, May). The two most significant areas in a person's life are work and family, and how they interact has been the focus of research by academics around the world. There is a perceived need to integrate and balance the demands of family life and professional obligations. As a result, over the past two decades, research into the interface between work and family has dramatically increased. Shashi Kant Gupta, Dr. Hitesh Keserwani, Rekha P. T., Jyothi P. R., Geetha Manoharan, Dr. Pallavi Mane

(2021). Research on WLB has grown as a result of the changing social structures brought on by dual-career couples, single-parent families, an increase in the number of parents who are responsible for the dependent care of their children, and aging parents. Because the job requirements for sales associates are the same for both men and women, it is necessary to calculate metrics for performance evaluation that could be a better source of analysis for fixing wages and incentives, performance appraisals, etc. Manoharan, G., Durai, S., and Rajesh, G. A. (2022, May). In the research literature on WLB, samples from emerging markets are conspicuously underrepresented. The study by Geetha, M., & John, S. F. (2017) demonstrates how various aspects of emotional intelligence and self-efficacy are measured and then linked to job satisfaction among B-School professors. The findings of the research could be put to the test by various kinds and sizes of businesses. The results of the study are assisting schools in understanding how emotional intelligence and self-efficacy impact teacher performance. Work satisfaction is a crucial psychological quality that must be addressed in order to improve the concept of performance evaluation (Gopinathan R & Geetha Manoharan, 2023). A chapter of this research should likely be conducted in various cultural contexts, according to increased globalization and the understanding that employed parents in almost all modern societies find it difficult to balance work and family. However, it has been noted that individuals have used it most frequently to enhance performance in professional settings (S Gokula Krishnan, Geetha Manoharan (2022). The idea of work-life balance is based on the idea that paid work and personal life should be viewed as complementary rather than competitive aspects of a full life. However, recent research indicates that emotions are essential for motivating actions that are essential for addressing issues with survival or well-being, both personally and professionally (Geetha M. and Veera Darshini A, 2020). Employers must support work-life balance in order to adhere to legal obligations that give working parents the right to request flexible scheduling, to advance equality of opportunity by ensuring that employees who have caring responsibilities are not discriminated against at work, and to increase access to paid employment and career opportunities. The business case for work-life balance is also compelling. Evidence from both independent research and employers' own evaluations of flexible working arrangements has shown that assisting employees in finding a balance between their paid work and personal lives improved staff recruitment and retention, decreased absenteeism, and increased staff commitment and productivity.

References

1. Manoharan, G., & Ashtikar, S. P. (2022). The Relationship between Job-Related Factors on Work-Life Balance and Job Satisfaction. *The Changing Role of Human Resource Management in the Global Competitive Environment*, 169.
2. Manoharan, G., Ashtikar, S. P., Smitha, V., Sundaramoorthi, S., & Krishna, I. M. (2023). Work-life balance perceptions of women in the IT and ITeS Sectors in Kerala: A research study. In *The Changing Role of Human Resource Management in the Global Competitive Environment* (pp. 3363–3375).
3. Deepa, D., Jayamala, D., & Priya, B.N. (2020). To Study Workaholism and Work Life Balance among Employees in Information Technology Industry.
4. Geetha Manoharan, Subhashini Durai, Gunaseelan Alex Rajesh, Abdul Razak, Col B.S. Rao, Sunitha Purushottam Ashtikar, Chapter One - A study on the perceptions of officials on their duties and responsibilities at various levels of the organizational structure in order to accomplish artificial intelligence-based smart city implementation, *Artificial Intelligence and Machine Learning in Smart City Planning*, Elsevier, 2023, Pages 1-10, ISBN 9780323995030, <https://doi.org/10.1016/B978-0-323-99503-0.00007-7>.
5. Panchal, M. (2020). A Study on Impact of Work life Balance Among It-Employees in Gurugram.
6. M. Lourens, R. Raman, P. Vanitha, R. Singh, G. Manoharan and M. Tiwari, "Agile Technology and Artificial Intelligent Systems in Business Development," *2022 5th International Conference on Contemporary Computing and Informatics (IC3I)*, Uttar Pradesh, India, 2022, pp. 1602-1607, doi: 10.1109/IC3I56241.2022.10073410.
7. Deepa, S., Kumaresan, A., Suganthirabab, P., Srinivasan, V., Vishnuram, S., Alagesan, J., & Krishnan Vasanthi, R. (2023). Improving work life balance among female educationists during the COVID-19 lockdown. *Work*.
8. Lokganathan, E.T., & Pramila, M. (2020). A Study on Work-Life Balance Among Ites employees With Special Reference To Coimbatore District of Tamilnadu.
9. Geetha, M. & Sripiraba, B. (2017). A Study to Access the Impact of Emotional Intelligence and Self-Efficacy on Job Satisfaction among the B-school Faculties in Coimbatore. *Asian Journal of Business and Management*, 5(1): 39-46.

10. Durai, S., Krishnaveni, & Manoharan, G. (2022). Leveraging HR metrics for effective recruitment & selection process in IT industries in Chennai and Coimbatore, Tamil Nadu. AIP Conference Proceedings, 2418(1), 020011. <https://doi.org/10.1063/5.0081942>
11. Abdul Razak, M. Pandya Nayak, Geetha Manoharan, Subhashini Durai, Gunaseelan Alex Rajesh, Col B.S. Rao, Sunitha Purushottam Ashtikar, Chapter Seven - Reigniting the power of artificial intelligence in education sector for the educators and students competence, Artificial Intelligence and Machine Learning in Smart City Planning, Elsevier, 2023, Pages 103-116, ISBN 9780323995030, <https://doi.org/10.1016/B978-0-323-99503-0.00009-0>.
12. Pasay-an, E., Pangket, P., Nialla, J.Y., & Laban, L.B. (2014). Work Life Balance Among Nurse Educators Towards Quality Life: A Mixed Method Study. International Journal of Sciences: Basic and Applied Research, 18, 386-401.
13. Selim, I., & Kee, D.M. (2022). Using Job Demands-Resources Theory to Predict Work-Life Balance among Academicians in Private Universities in Egypt during the COVID-19 Pandemic. Inf., 14, 12.
14. Manoharan, G., Durai, S., & Rajesh,G.A.(2022, May). Emotional intelligence:A comparison of male and female doctors in the workplace. In AIP Conference Proceedings (Vol. 2418, No. 1, p. 020006). AIP Publishing LLC
15. Manikandan, G., Murugaiah, S., Velusamy, K., Ramesh, A.B., Rathinavelu, S., Viswanathan, R., & Jageerkhan, M.N. (2022). Work Life Imbalance and Emotional Intelligence: a Major Role and Segment Among College Teachers. International Journal of Professional Business Review.
16. S, S. (2022). A STUDY ON WORK LIFE BALANCE OF WOMEN IT EMPLOYEES POST COVID-19 PANDEMIC. *INTERANTIONAL JOURNAL OF SCIENTIFIC RESEARCH IN ENGINEERING AND MANAGEMENT*.
17. Manoharan, G., Durai, S., & Rajesh, G. A. (2022, May). A case of designing performance metrics for sales associates in a retail store in Coimbatore, using the BEI technique. In *AIP Conference Proceedings* (Vol. 2418, No. 1). AIP Publishing.
18. Crawford, R.P., Barbe, T., & Randolph, J.J. (2022). Demographic Differences in Satisfaction and Work-Life Balance of Prelicensure Nursing Faculty. *Nurse Educator*, 48, 92 - 97.

19. Manoharan, G., Durai, S., & Rajesh, G. A. (2022, May). Identifying performance indicators and metrics for performance measurement of the workforce is the need of the hour: A case of a retail garment store in Coimbatore. In *AIP Conference Proceedings* (Vol. 2418, No. 1). AIP Publishing.
20. Leo, A., Holdsworth, E.A., Wilcox, K.C., Khan, M.I., Ávila, J.A., & Tobin, J. (2022). Gendered impacts of the COVID-19 pandemic: a mixed-method study of teacher stress and work-life balance. *Community, Work & Family*, 25, 682 - 703.
21. Geetha Manoharan, Subhashini Durai, and Gunaseelan Alex Rajesh, "Identifying performance indicators and metrics for performance measurement of the workforce is the need of the hour: A case of a retail garment store in Coimbatore", *AIP Conference Proceedings* 2418, 020008 (2022) <https://doi.org/10.1063/5.0081821>
22. Gopinathan, R; Manoharan, Geetha, "Work-Life Balance Practices and Organizational Performance for Achieving Superior Performance", *The Changing Role of Human Resource Management in the Global Competitive Environment*, 2022, 217.
23. S Gokula Krishnan, Geetha Manoharan, "An Investigation in Analysing the Key Aspects of High-Performance Work Practice for Enhancing Productivity in the Organisation", *The Changing Role of Human Resource Management in the Global Competitive Environment*, 2022, 217.
24. Rinne, J., Leino-Kilpi, H., Saaranen, T., Pasanen, M., & Salminen, L. (2022). Educators' occupational well-being in health and social care education. *Occupational Medicine (Oxford, England)*, 72, 289 - 297.
25. Moyer, S.M. (2022). Work-Life Balance of Nursing Faculty: A Scoping Review. *Nursing Education Perspectives*, 43, 211 - 216.
26. Ogakwu, N.V., Ede, M.O., Amaeze, F.E., Manafa, I.F., Okeke, F.C., Omeke, F.C., Amadi, K.C., Ede, A.O., & Ekesionye, N.E. (2022). Occupational health intervention for work-life balance and burnout management among teachers in rural communities. *Journal of community psychology*.
27. A. V., B., M., V., & M. P., A. (2022). Assessing the Effect of Work From Home on the Work-Life Balance of IT Employees. *International Journal of Human Capital and Information Technology Professionals*.
28. Kotini-Shah, P., Man, B., Pabee, R.A., Hirshfield, L.E., Risman, B.J., Buhimschi, I.A., & Weinreich, H.M. (2021). Work-Life Balance and Productivity Among Academic

Faculty During the COVID-19 Pandemic: A Latent Class Analysis. Journal of women's health.

29. Shashi Kant Gupta, Dr. Hitesh Keserwani, Rekha. P. T., Jyothi P. R., Geetha Manoharan, Dr. Pallavi Mane, "Effect of Employee Empowerment on Job Satisfaction in Manufacturing Industry", Turkish Online Journal of Qualitative Inquiry (TOJQI), Volume12-Issue 3-July 2021.
30. Veera Darshini A and Geetha M, "A Study on the awareness of Knowledge Management in building up the career concerning Coimbatore District, Tamil Nadu", International Journal of Advances and Management, Volume 2 Issue 7, Oct 2020, 686-695. DOI: 10.35629/5252 0207686695
31. Geetha, M., & John, S. F. (2017). A study to explore the impact of Emotional Intelligence among the doctors working in Coimbatore city. International Journal in Management & Social Science, 5(3), 305-320.