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Poster

Work-Life Balance in the IT Industries: A Comprehensive Study

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Abstract

In the IT industry, particularly experiencing dynamic and demanding operations, the concern about the quality of working life has become a predominant issue. They identified flexible work schedules as a trend that has been changed by COVID-19, leading people to transform from a well-structured work environment to working from home. Working from home has mixed up work and personal life, creating new mental and practical challenges. This research explores the shift to remote and hybrid work, flexibility of remote work on work-life balance in IT, using productivity, well-being, and socio-technical formations. IT professionals, in terms of productivity and flexibility, and, in contrast, some others experience elevated stress levels and isolation. For example, while some of the software developers noted that remote working had enabled them to avoid daily traffic and set flexible working hours, others reported distraction and poor working environments caused by ineffective domestic working stations led to stress on their health. In addition, existing studies reveal that personal preference for remote or office work can largely depend on factors such as family obligations, technical support, and available pro-organizational culture, suggesting that IT workers may require differential support to achieve work-life balance. This study emphasizes the challenges and factors affecting work-life balance in the IT industry.

Work-Life Balance in the IT Industries: A Comprehensive Study



A. Introduction

This study aims to investigate work-life balance in the IT industry, identifying key factors, challenges, and potential solutions. It explores remote and hybrid work impacts on well-being, productivity, and job satisfaction.

B. Objective

- Identify the major factors impacting work-life balance in IT.
- Analyze different work setups (**remote, hybrid and onsite**).

C. Research Questions

1. How has the transition from onsite to remote and hybrid work patterns affected software professionals' work-life balance?
2. How do remote and hybrid work arrangements impact productivity, job satisfaction, and retention?

D. Methodology

Research Design:

Mixed-method approach combining qualitative and quantitative techniques.

Data Collection:

1. Survey: 20 questions, 10 participants
2. Interviews: Virtual, 6 participants
3. Case Study: 3-day study, 3 work setups, 3 participants

Data Analysis:

1. Quantitative: Excel, SQL, Power BI, Python (K-means clustering).
2. Qualitative: Thematic and interpretative analysis.

Ethics:

Confidentiality, informed consent, transparency, and objectivity upheld.

F. Results

- Low stress enhances well-being (-0.30 correlation).
- Hybrid work models lower isolation and increase autonomy, improving well-being.
- Need for superior organizational support in flexible work arrangements.

G. Conclusion

- Hybrid models are optimal for balancing productivity and stress. organizations should support to improve work autonomy and collaboration.
- Future implications include defining clearer work-life boundaries and increasing employer support for hybrid work environments.



E. Analysis

- Structured routines support work-life balance.
- Strong team dynamics enhance employee experience.
- Wellness support contributes to well-being.
- Flexible scheduling improves work-life integration.
- Clear organizational policies reduce role ambiguity.
- Mental health support mitigates stress and burnout.
- Defined work-life boundaries prevent overworking.

References

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