

# Flexible Working Hours: Employee Performance and Work Life Balance in it Sector

Mr. S.V Inothkumar<sup>1</sup>, Ms. V. A. Anandhi<sup>2</sup>

<sup>1</sup>Assistant Professor, Department of Commerce Finance, Dr.N.G.P. Arts and Science College (Autonomous), Coimbatore.

<sup>2</sup>III.B.Com Finance, Dr.N.G.P. Arts and Science College (Autonomous), *Coimbatore*.

## ABSTRACT

Flexible working hours have become a central strategy for enhancing employee performance and work-life balance in the fast-paced work environment of today, especially in the IT industry. This research examines the effects of flexible work arrangements on productivity, employee performance, personal well-being and goal alignment Through examining the responses of 120 IT workers, the research investigates how varying types of flexibility—such as flexible start and end times, compressed workweeks and working remotely impact efficiency and engagement. Results show that flexible work schedules improve productivity, lower stress and enable improved time management but also cause issues like communications gap, challenges in maintaining boundaries and workload pressure. Statistical calculations such as Rank analysis and Chi-Square tests identify strong correlations between flexible work hours depending on employee performance and work-life balance. The research offers implications of best practice for organizations that adopt flexible working arrangements to allow professional and well-being needs of the individual worker to be equally matched.

**KEYWORDS:** Flexible work hours, employee performance, work life balance, goal alignment.

## INTRODUCTION

Not that flexible working hours are a brand new phenomenon but their implementation has accelerated these days especially in the IT sector where the work is project-specific and needs collaboration involving different time zones. Flexible working hours provide a new identity for the IT sector whereby employees are granted some say in the hours they wish to have their work done. This in turn assists organizations in becoming more productive and satisfied. The study thus looks into how employee performance and work-life balance are affected by flexible working hours, the possible effects in terms of productivity and engagement, and a review of some pertinent challenges.

## OBJECTIVES

- To examine the impact of flexible working hours on employee performance
- To explore the influence of flexible working hours on work life balance
- To examine the effect of flexible working hours on alignment of personal and professional goals
- To explore the problems faced by the respondent after implementing flexible working hours

## SCOPE OF THE STUDY

This study analyzes the effect of flexible work schedules on employee performance and work-life balance in the IT industry. It analyzes the effect of types of flex work schedule on productivity levels, work satisfaction, work life balance and goal alignment. The study also investigates employees subject to flexible work schedules, exploring the benefits and disadvantages of such arrangements. Specific topics studied include how employee performance and productivity are enhanced, how employee stress is reduced, how employee work-life balance is improved, and shortcomings of flexible work schedules pertaining to employee communication gaps and a monitoring of employee performance. The research focuses specifically on employees working in the IT industry located in a specified region and time frame, therefore the themes identified will only be informative for analogous work environments.

## LIMITATIONS

This study provides an understanding of the impact of flexible working hours on employee performance, work-life balance and goal alignment, importantly it is not free from limitations. The study is carried out on the IT sector in a specific geographic location, which could limit its application to other organizations or regions. More specifically, because it is time-constrained research, the outcomes do not represent a long-term cycle or emergent work culture that is currently experiencing changes. Additionally, individual considerations and organisational rules of the place also determine an employee's experience with flexible work and thus can become a point for suspect generalization of results. Self-reported bias and other productivity quantification issues also render accuracy to this study. Despite these limitations, the research offers important insights that organizations can utilize in developing effective flexible work policies.

## LITERATURE REVIEW

- Impact of Flexible Working Hours on Employee Productivity in Indian IT Sector, Goyal, et al., 2022, Goyal, et al.'s 2022 study examined the impact of flexible working hours on employee productivity in Indian IT firms. The findings showed that flexible schedules improved work management, reduced commute time, and increased performance for concentration tasks
- Work-Life Balance and Flexible Work Arrangements in Indian Corporates, Kumar, et al., 2021, Kumar, et al.'s 2021 study examined the impact of flexible work arrangements on work-life balance in Indian corporates. They found that employees with flexible schedules were better at balancing personal and professional commitments.
- Flexible Work Arrangements and Employee Productivity, Bloom et al., 2022, A study by Bloom et al. (2022) found that flexible work arrangements in U.S. firms led to a 13% increase in productivity among 16,000 employees. This was attributed to reduced commuting stress, better work-life balance, and peak productivity hours. The study suggests that companies should provide structured but flexible guidelines to ensure individual productivity and teamwork efficiency.
- Work-Life Balance in Flexible Work Schedules, Eurofound, 2021, Eurofound's study on work-life balance in 28 EU countries found that countries with strong work-life policies (Sweden, Denmark, and the Netherlands) experienced higher job satisfaction and better employee retention. The study suggests legislative support to ensure flexibility benefits employees.

**Based on the existing literature survey, the following hypotheses are formulated for the study.**

H1: Flexible working hours have significant impact on employee performance.

H2: Flexible working hours have significant influence on work life balance.

H3: Flexible working hours significantly help in alignment on personal and professional goals.

## METHODS AND MATERIALS

This study uses descriptive research method for examining the influence of flexible working hours on performance and work-life balance among workers in the IT sector. Surveys and questionnaires have been utilized for data collection among IT professionals under different flexible modes of employment. The investigation takes the aid of random sampling procedure in gathering evidence from different sets of employees as well as ranges of experience. Statistical measures like Percentage Analysis, Rank Analysis, Descriptive Statistics, and Chi-Square tests are used to analyze the data. Questionnaires, statistical packages like MS Excel or SPSS, and peer-reviewed research on flexible work policy are used in understanding clearly the impact of flexible work arrangements on employees and in guiding organizations in creating effective work policies.

## DATA ANALYSIS AND INTERPRETATION

### Rank Analysis

The rank analysis done from 120 responses collected indicates that flexibility in starting and finishing times affects employee performance most as it enables people to work at their best time. The freedom to take breaks when necessary comes in second enabling employees to deal with tiredness and concentrate effectively. Work-life balance enhancements come third, indicating that employees work better when they achieve good personal-professional balance. Although fewer home distractions help with productivity, it is ranked lower, meaning that home settings are still challenging. Shorter commuting time has the lowest effect, but it still helps employees by saving them stress and energy. In general, the results indicate that organizations need to give more importance to flexible scheduling and break choices to improve employee performance under flexible work arrangements.

FACTORS	RANK
Flexible start and end times	1
Ability to take breaks when needed	2
Work life balance improvements	3
Fewer distractions at home	4
Reduced commuting time	5

### Chi Square test

The results of the Chi-Square tests show there is a statistically significant relationship between the variables because the values of Pearson Chi-Square  $p = 0.011$  and the Likelihood Ratio  $p = 0.019$ , both being under the accepted level of significance of 0.05. This suggests that if work hours are balanced it may have a positive effect on the employee's capacity to participate in family and social activities. The Linear-by-Linear Association, however, suggests that it may not be completely linear with  $p = 0.237$  or may be dependent on other contextual factors. The results continually demonstrate through a sample of 120, how important work-life balance is, while demonstrating that when workload is well managed, employees are able to spend quality time with family, socialize, and overall well-being. Companies that allow for flexibility and healthier work hours may well create opportunity for their employees, while fostering personal growth and professional success.

Particulars	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	25.765*	12	<.011
Likelihood Ratio	23.420	12	<.019
Linear-by-Linear Association	5.150	1	<.237
<b>N of Valid Cases</b>	120		

## CONCLUSION

The study on flexible work hours highlights their significant impact on the performance and work-life balance of employees in the IT sector though it has some drawbacks in some respects. With industries transforming into accommodating modern-day workforce demands as well as technological advancements, flexible work practices have emerged as a central pillar to enhancing the health and productivity of employees. The findings show that employees experience greater job satisfaction, reduced stress levels, and improved efficiency when they have control over their work schedules, and individuals and organizations benefit thereby.

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