



EVALUATION OF STRESS VARIABLES ON WORK LIFE BALANCE OF WOMEN EMPLOYEES IN SELECT IT COMPANIES

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ABSTRACT

Most of the women are coming forward to take up software jobs in IT industry in order to support their family. This change is now natural and dynamic due to change of environment and economic conditions. The biggest challenge for women is how to balance the demands of family and career. The literature identifies the various aspects such as environmental, social, physiological, psychological and occupational in context with Work Life Balance (WLB) and its practices. This paper reveals the empirical evidence about the impact of stress variables on Work Life Balance (WLB) of women employees in select IT companies and also in select locations.

Key words: Work life balance (WLB), women employees, family, environmental, sociological and physiological

Introduction

Work Life Balance of Women employee has become an important subject since the women are equally sharing the earning responsibility for the betterment of their family. Women are getting into jobs and they continue to work even after marriage. A married woman has more responsibility than man in taking care of young children and family. The working women efficiently overcome difficult situations by their commitment and perseverance. The participation of women in income generation activities lends them to satisfy their home needs to a greater extent. This paper aims to review the existing literature on Work Life Balance of Women Employee with an identification of various characteristics towards the achievement of WLB.

The study attempts at critical analysis of the elements in the table by eliciting ratings of respondents on a five point scale. Values arrived as a result of field survey against the demographic factors selected for the purpose of the study. The values are the output of individual ratings offered by 427 respondents for individual elements of the concept under test times.

Review of literature

Beauregard, T. A., & Henry, L. C. (2009), in their study review of the literature provides some evidence for the claim regarding recruitment, but there is insufficient evidence to support the notion that work-life practices enhance performance by means of reduced work-life conflict.

Beauregard, T. A. (2011). in his study in response to a workforce increasingly concerned with maintaining a work-life balance, organizations now offer a range of initiatives designed to facilitate the integration of work and non-work domains.

Abdullahi, Z. J., Ma, Z., Mustafa, T., & Antwi, E. A. (2017) The link between job satisfaction, employee motivation, work-life balance and productivity has widely been discussed by various authors in the past starting from 1930s with little emphasis on organisational citizenship behaviours and work life balance. However, in contemporary employee motivation studies, these uncovered aspects of organisational behaviour is gaining prominent interest as more and more employees show symptoms of work related stress and burnout with far reaching economic and socio-cultural implications. The objective of this review is to explore the intricate patterns of strategic human resources management, organisational citizenship behaviour and work life balance. It answers questions pertaining to the extent to which employees' job satisfaction and motivation stimulated by a positive

culture and work life balance impacts on employees' performance in the workplace and organisational citizenship behaviour in general.

According to Anderson, Coffey & Byerly (2002) both work-to life and life-to-work conflicts have as well been linked with high levels of stress and burnout, cognitive complications, for example lack of concentration and alertness.

Objectives of the study

1. To analyse the impact of environmental, social, physiological, psychological and occupational stressors on work life balance of women employees in IT industry in the select locations.
2. To give suggestions for the improvement of work life balance of women employees in the select companies.

Methodology: The sample size of the present study is 427 which include 244 women employees from Bangalore and 183 from Hyderabad and the period of study covers 2017-18. The nature of data is primary and the statistical tools applied for the study are; 't' test.

Data Analysis

Scale Reliability Testing

The internal consistency of the set of variables is measured with Cronbach's Alpha. It is also called scale reliability test (SRT). It is expressed as a number between 0 and 1. Reliability estimates the amount of measurement error either in scale or in a test. It can be interpreted as the correlation of test with itself. Squaring this correlation and subtracting from 1.00 produces the index of measurement error. In accordance with Nunnally (1978), the Cronbach's α value of any item should be at least 0.70 for being selected. Notwithstanding this fact, any item having Cronbach's α value more than 0.60 will be acceptable (Malhotra, 1993). The range of alpha for internal consistency is between 0.70 to 90. If it is above 0.90 may suggest redundancies and show that the test length should be shorten. From the table, the reliability of the test is 0.832. The random error in the scale is 0.457 ($.737 \times .737 = 0.543$; $1.00 - 0.543 = 0.457$). As the estimate of reliability increases, the fraction of a test score that is attributable to error will de-crease.

Table 1: Case Processing Summary

	N	%
Valid	427	100.0
Cases Excluded ^a	0	.0
Total	427	100.0

a. Listwise deletion based on all variables in the procedure.

Table 2: Reliability Statistics

Cronbach's Alpha	N of Items
.737	14

Source: Computed from survey questionnaire data through SPSS

Sample Adequacy

Further, the sample of 427 respondents and 80 variables measuring stress levels was subject to tests of sample adequacy. The results of test of sphericity are given as Table 1 A. The Kaiser- Meyer –Olkin Measure of sample adequacy gave a value of 0.000, indicating that a large proportion of variation in these 80 variables can be represented using factor analysis.

HYPOTHESIS

For the purpose of pursuing the above objectives, the following hypothesis was developed.

1. The work-life balance of women employees in IT Industry vary with stress variables subject to the select locations.

Environment stressors and location

H₀-1 Environmental stress on work life balance of women employees of IT industry do not vary between Bangalore and Hyderabad.

H₁-1 Environmental stress on work life balance of women employees of IT industry vary between Bangalore and Hyderabad.

Table: 1 Independent sample ‘t’ test Women Employees With Regards to Environment Stressors between Bangalore and Hyderabad

Environment stressors Component	Between locations	t-test for Equality of Means			
		t	df	Sig. (2-tailed)	Mean Difference
Weather	Equal variances assumed	.510	425	.611	.01503
Noise	Equal variances assumed	-.367	425	.714	-.01093
Crowding	Equal variances assumed	.287	425	.774	.00820
Pollution	Equal variances assumed	1.609	425	.108	.05464
Traffic	Equal variances assumed	3.478	425	.001	.07104
substandard housing	Equal variances assumed	-1.824	425	.069	-.03279
Crime	Equal variances assumed	-.630	425	.529	-.01503

Source: Calculations using IBM SPSS20

From table 1, it has been observed that the calculated ‘t’ value and ‘p’-value for weather, noise, crowding, pollution, substandard housing and crime are; 0.510 and 0.611, 0.367 and 0.714, 0.287 and 0.774, 1.609 and 0.108, -1.824 and 0.069, 0.630 and 0.529 respectively. With respect to above stress variables, the calculated ‘p’ value is more than 0.05. Hence the null hypothesis has been accepted and alternate hypothesis is rejected. In other words the stress variables like weather, noise, crowding, pollution, substandard housing and crime do not vary the impact on the stress levels of women employees of IT industry in their work life balance between Bangalore and Hyderabad. But the calculated ‘t’ value and ‘p’-value for traffic stressor are 3.478 and 0.001 with mean difference of 0.071 at an acceptable 5% level of statistical significance i.e .the calculated ‘p’ value (0.001) is less than the critical value i.e 0.05. Therefore the null hypothesis is rejected and alternate hypothesis has been accepted. In other words, there is a significant observation of traffic impact and its variation as a major stress factor over work-life balance of women employees between Bangalore and Hyderabad with a substantial difference of 4.98 and 4.91 respectively. It understood that the alone traffic causes much variations at their work life balance.

Social stressors and location

H₀-2 Social stresses on work life balance of women employees of IT industry do not vary between Bangalore and Hyderabad.

H₁-2 Social stresses on work life balance of women employees of IT industry vary between Bangalore and Hyderabad.

Table: 2 Independent sample ‘t’ test Women Employees With Regards to Social Stressors between Bangalore and Hyderabad

Social Stressors			t-test for Equality of Means			
			t	df	Sig. (2-tailed)	Mean Difference
Deadlines	Equal assumed variances		2.92	425	0.004	0.10246
Job interviews	Equal assumed variances		-0.52	425	0.606	-0.01639
Presentations	Equal assumed variances		-0.21	425	0.833	-0.00683
Disagreements	Equal assumed variances		-0.61	425	0.541	-0.01913
Demands for your time and attention	Equal assumed variances		-0.41	425	0.683	-0.0123
Loss of a loved one	Equal assumed variances		-0.11	425	0.913	-0.0041
Marriage	Equal assumed variances		-1.46	425	0.144	-0.02459
Pregnancy	Equal assumed variances		2.677	425	0.008	0.05874
Sex difficulties	Equal assumed variances		0.968	425	0.334	0.03005
Disputes with Spouse	Equal assumed variances		0.173	425	0.862	0.00546
Marital Reconciliation	Equal assumed variances		1.218	425	0.224	0.05601
Divorce	Equal assumed variances		-0.66	425	0.507	-0.01913
Co-parenting	Equal assumed variances		-2.66	425	0.008	-0.04098
Change in health of family member	Equal assumed variances		0.098	425	0.922	0.00273
Son or Daughter leaving home	Equal assumed variances		-1.11	425	0.266	-0.03142
Meaningful and fulfilling relationships	Equal assumed variances		-0.8	425	0.424	-0.04098
Economic and financial conditions	Equal assumed variances		-1.03	425	0.303	-0.02459
Race and gender	Equal assumed variances		0.043	425	0.966	0.00137
Residential or community conditions	Equal assumed variances		0.751	425	0.453	0.02322
Friends	Equal assumed variances		-0.66	425	0.51	-0.01366

Source: Calculations from social stressors data through SPSS

From table 2, it has been observed that the calculated ‘t’ value and ‘p’-value for deadlines, pregnancy, co-parenting are; 2.92 and 0.004, 2.677 and 0.008, -2.66 and 0.008 with mean difference of 0.102, 0.058 and -0.040 at 5% level of significance with 425 degrees of freedom. With respect to above stress variables, the calculated ‘p’ value is less than 0.05. Hence the null hypothesis has been rejected and alternate hypothesis is accepted. It has been inferred that the social stressors like deadlines, pregnancy, co-parenting have significantly varied on the stress levels of women employees of IT industry in their work life balance between Bangalore and Hyderabad. With respect to the rest of the social stressors have no significant impact on the stress levels of women employees in the IT industry between Bangalore and Hyderabad. And it has been supported by their respective calculated ‘p’ value.

Physiological stressors

H₀-3 Physiological stresses on work life balance of women employees of IT industry do not vary between Bangalore and Hyderabad.

H₁-3 Physiological stresses on work life balance of women employees of IT industry vary between Bangalore and Hyderabad.

Table 3: Independent sample ‘t’ test Women Employees With Regards to Physiological Stressors between Bangalore and Hyderabad

Physiological stressors Between locations		t-test for Equality of Means			
		t	df	Sig. (2-tailed)	Mean Difference
Poor nutrition	Equal variances assumed	1.449	425	0.148	-0.04781
Lack of exercise	Equal variances assumed	0.818	425	0.414	0.04508
Illness	Equal variances assumed	0.344	425	0.731	0.01093
Sleep disturbances	Equal variances assumed	-0.09	425	0.928	-0.00273
Giving birth	Equal variances assumed	-3.848	425	0	-0.08197
Menopause	Equal variances assumed	0.045	425	0.965	0.00137
Aging	Equal variances assumed	0.226	425	0.821	0.01093
Accidents	Equal variances assumed	0.09	425	0.928	0.00273

Source: Calculations from physiological stressors data through SPSS

From table 3, it has been observed that the calculated ‘t’ value and ‘p’-value for giving birth is; -3.848 and 0.000 with mean difference of -0.081 at 5% level of significance with 425 degrees of freedom. Here the calculated ‘p’ value is less than 0.05. Hence the null hypothesis has been rejected and alternate hypothesis is accepted. It has been inferred that alone giving birth is significantly varied on the stress levels of women employees of IT industry in their

work life balance between Bangalore and Hyderabad. With respect to the rest of the physiological stressors do not vary on the stress levels of women employees in the IT industry between Bangalore and Hyderabad. And it has been supported by their respective calculated ‘p’ value.

Psychological stressors and location

H₀-4 Psychological Stresses on work life balance of women employees of IT industry do not vary between Bangalore and Hyderabad.

H₁-4 Psychological Stresses on work life balance of women employees of IT industry vary between Bangalore and Hyderabad.

Table 4: Independent sample ‘t’ test Women Employees With Regards to Psychological Stressors between Bangalore and Hyderabad

Psychological Stressors	Between Location	t-test for Equality of Means			
		t	df	Sig. (2-tailed)	Mean Difference
Eating	Equal variances assumed	.441	425	.659	.01366
Aggression	Equal variances assumed	.045	425	.965	.00137
Sexual behaviour	Equal variances assumed	-.559	425	.577	-.01776
Irritation	Equal variances assumed	-1.113	425	.266	-.03279
Anger	Equal variances assumed	.306	425	.760	.00956
Anxiety	Equal variances assumed	-.045	425	.965	-.00137
Discouragement	Equal variances assumed	-.045	425	.965	-.00137
Depression	Equal variances assumed	-.045	425	.965	-.00137
Flexible thinking	Equal variances assumed	1.429	425	.154	.04645
Attention	Equal variances assumed	-.278	425	.781	-.01366
Ability to problem solving	Equal variances assumed	-.225	425	.822	-.00683
Ability of judgment	Equal variances assumed	.405	425	.686	.01230
Decision making	Equal variances assumed	-.045	425	.965	-.00137
Creativity	Equal variances assumed	.473	425	.636	.01366

Source: Calculations from psychological stressors data through SPSS

From table 4, it has been observed that the calculated ‘t’ value and ‘p’-value for Eating 0.441 and 0.659 with mean difference of 0.136 at 5% level of significance with 425 degrees of freedom. The calculated ‘p’ value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the eating habit will vary the stress levels of women employees between the select locations.

The calculated ‘t’ value and ‘p’-value for Aggression 0.045 and 0.965 with mean difference of 0.001 at 5% level of significance with 425 degrees of freedom. The calculated ‘p’ value is more than the critical value. Therefore the null hypothesis is accepted and alternate

hypothesis is rejected. In other words, the Aggression does not carry the much impact on stress levels of women employees between Bangalore and Hyderabad.

The calculated 't' value and 'p' value for sexual behaviour -0.559 and 0.577 with mean difference of -0.017 at 5% level of significance with 425 degrees of freedom. The calculated 'p' value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the sexual behaviour does not carry the much impact on stress levels of women employees between Bangalore and Hyderabad.

The calculated 't' value and 'p' value for irritation -1.133 and 0.266 with mean difference of 0.032 at 5% level of significance with 425 degrees of freedom. The calculated 'p' value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the irritation does not carry the much impact on stress levels of women employees between Bangalore and Hyderabad.

The calculated 't' value and 'p' value for anger 0.306 and 0.760 with mean difference of 0.009 at 5% level of significance with 425 degrees of freedom. The calculated 'p' value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the anger does not carry the much impact on stress levels of women employees between Bangalore and Hyderabad.

The calculated 't' value and 'p' value for both anxiety, discouragement and depression - 0.045 and 0.965 with mean difference of -0.001 at 5% level of significance with 425 degrees of freedom. The calculated 'p' value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the anxiety, discouragement and depression do not carry the much impact on stress levels of women employees between Bangalore and Hyderabad.

The calculated 't' value and 'p' value for flexible thinking 1.429 and 0.154 with mean difference of 0.046 at 5% level of significance with 425 degrees of freedom. The calculated 'p' value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the flexible thinking does not carry much impact on stress levels of women employees between Bangalore and Hyderabad.

The calculated 't' value and 'p' value for attention -0.278 and 0.781 with mean difference of -0.013 at 5% level of significance with 425 degrees of freedom. The calculated 'p' value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the attention does not carry much impact on stress levels of women employees between Bangalore and Hyderabad.

The calculated 't' value and 'p' value for ability to problem solving -0.225 and 0.822 with mean difference of -0.006 at 5% level of significance with 425 degrees of freedom. The calculated 'p' value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the ability to problem solving does not carry much impact on stress levels of women employees between Bangalore and Hyderabad.

The calculated 't' value and 'p' value for ability of judgment 0.405 and 0.686 with mean difference of 0.012 at 5% level of significance with 425 degrees of freedom. The calculated 'p' value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the ability of judgment does not carry much impact on stress levels of women employees of IT industry between Bangalore and Hyderabad.

The calculated 't' value and 'p' value for decision making -0.045 and 0.965 with mean difference of -0.001 at 5% level of significance with 425 degrees of freedom. The calculated 'p' value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the decision making does not carry much impact on stress levels of women employees of IT industry between Bangalore and Hyderabad.

The calculated 't' value and 'p' value for creativity 0.473 and 0.636 with mean difference of 0.013 at 5% level of significance with 425 degrees of freedom. The calculated 'p' value is more than the critical value. Therefore the null hypothesis is accepted and alternate hypothesis is rejected. In other words, the creativity does not carry much impact on stress levels of women employees of IT industry between Bangalore and Hyderabad.

Occupational stressors and location

H₀-5 Occupational stresses on work life balance of women employees of IT industry do not vary between Bangalore and Hyderabad.

H₁-5 Occupational stresses on work life balance of women employees of IT industry vary between Bangalore and Hyderabad.

Table 5: Independent sample ‘t’ test Women Employees With Regards to Occupational Stressors between Bangalore and Hyderabad

Occupational Stressors	Between location	t-test for Equality of Means			
		t	df	Sig. (2-tailed)	Mean Difference
Changes in responsibility	Equal variances assumed	.000	425	1.000	.00000
Lack of employees	Equal variances assumed	.090	425	.928	.00273
Control	Equal variances assumed	-.045	425	.965	-.00137
Organization culture	Equal variances assumed	-.114	425	.909	-.00546
Operating style	Equal variances assumed	1.440	425	.151	.03962
Emphasis on competition	Equal variances assumed	2.269	425	.024	.04781
Fear of job loss	Equal variances assumed	.227	425	.821	.00683
Technological change	Equal variances assumed	.172	425	.864	.00410
Push for multi tasking	Equal variances assumed	-.225	425	.822	-.00683
New responsibilities	Equal variances assumed	-.409	425	.683	-.01230
lack of job security	Equal variances assumed	-.045	425	.965	-.00137
Poor working conditions	Equal variances assumed	.045	425	.965	.00137
Threats of violence	Equal variances assumed	.045	425	.965	.00137
Sexual harassment and bullying	Equal variances assumed	-1.358	425	.175	-.03962
Lack of flexibility	Equal variances assumed	.130	425	.897	.00410
Lack of control over work	Equal variances assumed	-.132	425	.895	-.00410
Too demanding job or too high work load	Equal variances assumed	-2.013	425	.045	-.06421
Monotonous or boring work	Equal variances assumed	.220	425	.826	.01093
Lack of training	Equal variances assumed	-1.068	425	.286	-.02869
Globalization	Equal variances assumed	-.045	425	.965	-.00137
Relocation	Equal variances assumed	-.222	425	.825	-.00546
Role ambiguity	Equal variances assumed	-.090	425	.928	-.00273
Rules and regulations	Equal variances assumed	1.963	425	.050	.04235
Change in work hours	Equal variances assumed	-.119	425	.906	-.00273
Trouble with boss	Equal variances assumed	.091	425	.928	.00273
Peer relation	Equal variances assumed	-.045	425	.965	-.00137
Relationship with subordinates	Equal variances assumed	-.045	425	.965	-.00137
Low status	Equal variances assumed	-.126	425	.900	-.00410

Source: Calculations from occupational stressors data through SPSS

From table 5, it has been observed that the calculated ‘t’ value and ‘p’ value for emphasis on competition 2.269 and 0.024 with mean difference of 0.047 at 5% level of significance with 425 degrees of freedom. The calculated ‘p’ value is less than the critical value. Therefore the alternate hypothesis is accepted and null hypothesis is rejected. In other words, the emphasis on competition has varied much on the stress levels of women employees of IT industry between Bangalore and Hyderabad.

The calculated ‘t’ value and ‘p’ value for too much workload -2.013 and 0.045 with mean difference of -0.064 at 5% level of significance with 425 degrees of freedom. The calculated ‘p’ value is less than the critical value. Therefore the alternate hypothesis is accepted and null

hypothesis is ejected. In other words, the too much workload had serious impact on the stress levels of women between the select locations.

The rest of the occupational stressors do not have any impact on the stress levels of women employees of IT industry between Bangalore and Hyderabad. Because their calculated 'p' value is more than the critical value (i.e 0.05). Therefore, the occupational stressors like changes in responsibility, lack of employees, control, organization culture, operating style, fear of job loss, technological change, push for multi tasking, new responsibilities, lack of job security, poor working conditions, threats of violence, sexual harassment and bullying, lack of flexibility, lack of control over work, monotonous or boring work, lack of training, globalization, role ambiguity, rules and regulations, change in work hours, trouble with boss, peer relation, relationship with subordinates and low status are having negligible impact on the stress levels of women employees of IT industry between Bangalore and Hyderabad.

Summary of findings and conclusion

The interesting findings with respect to location are summarized in the following paragraphs:

The traffic heavily causes for the high stress levels of women employees of select IT companies between Bangalore and Hyderabad. This was evidenced from its maximum and minimum impacts (4 and 5). Rest of all the environmental stressors seldom affects on the work-life balance of women employees between Bangalore and Hyderabad. In other words, there is a significant observation of traffic impact and its variation as a major stress factor over work-life balance of women employees between Bangalore and Hyderabad with a substantial difference of 4.98 and 4.91 respectively. The social stressors like deadlines, pregnancy, and co-parenting have significantly varied on the work-life balance of women employees of select IT companies between Bangalore and Hyderabad and rest of them does not impact their work-life balance.

The physiological stressor, except giving birth, does not impact the work-life balance of women employees of select IT companies between Bangalore and Hyderabad. The psychological stressors do not impact the work-life balance of women employees of select IT companies between the select locations. The occupational stressors like emphasis on competition and workload together significantly varied on the stress levels of women employees of select IT companies between Bangalore and Hyderabad and rest of them do not affect the work-life balance of women employees. And lastly the

implemented stress strategies work out well on the stress reduction of women employees of select IT companies between Bangalore and Hyderabad.

Suggestions and recommendations

Reduce the onsite working hours and onsite working days to avoid the traffic impact on the work-life balance of women employees of select IT companies and moreover it is a win-win situation for both employer and employees in terms of reduction of overheads and stressfulness. And deadlines impact has to be mitigated by the process of collaboration and sharing of information. Workload of employees has to be set in such a way that should not affect either productivity or creativity.

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