

CHAPTER - III

DATA ANALYSIS & INTERPRETATION

Presentation of Data Analysis:

Section-I:

Independent Variable includes personal profile such as age, marital status, educational qualification, income, work experience.

Section-II:

Quality of Work Life

Section-III:

Cross tabulations between Independent Variable & Dependent Variable.

- Cross Tabulation between Diet & Personal variable
- Cross Tabulation between Sleep & Personal variable
- Cross Tabulation between leisure & personal variable
- Cross Tabulation between work interest & personal variable
- Cross Tabulation between health & personal variable
- Cross Tabulation between social life & personal variable
- Cross tabulation between Sex life & personal variable.

Section IV:

Correlation between Work Life & family life balance

SECTION – I – PERSONAL INFORMATION

1. Table showing the Age group of the respondent.

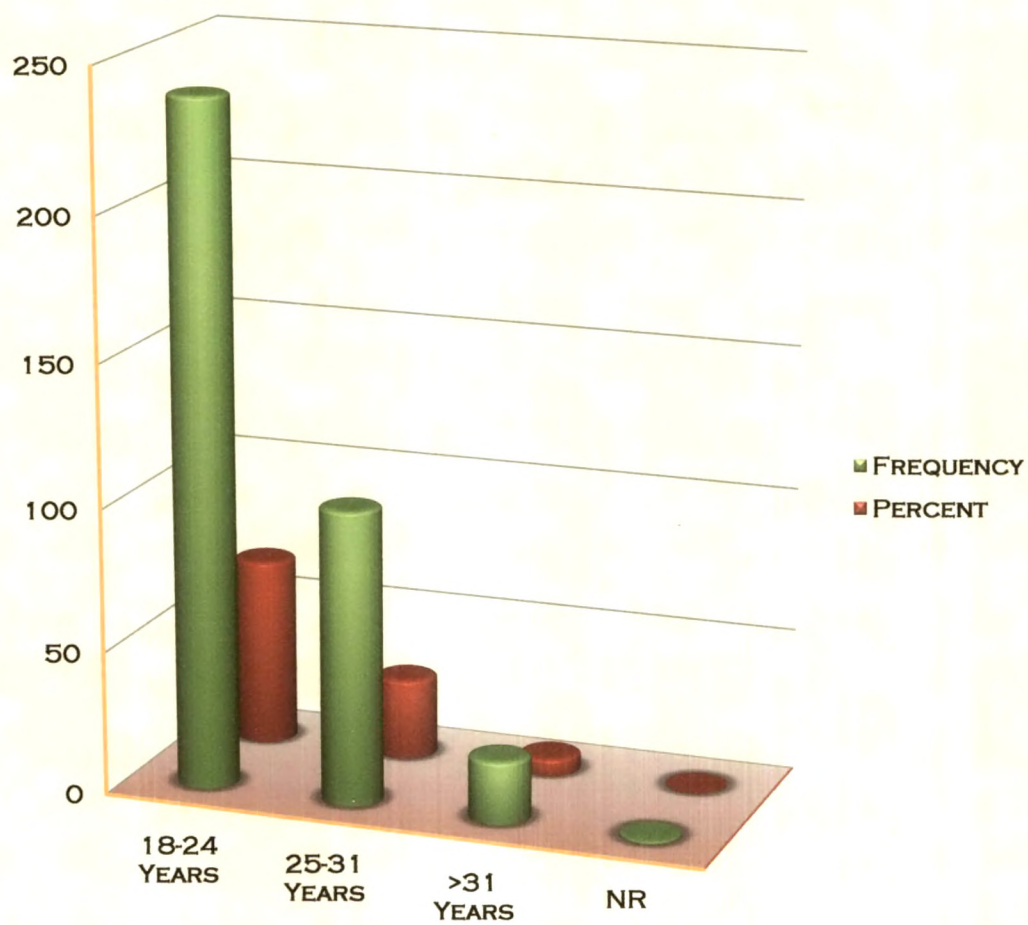
Age of the respondent			
		Frequency	Percent
	18-24 Years	239	65.5
	25-31 Years	103	28.2
	>31 Years	22	6.0
	NR	1	.3
	Total	365	100.0

From the above analysis it can be interpreted that,

- (N-239) 65.5% of the respondents belonged to the age group between 18-24 years.
- (N-103) 28.2% of the respondents belonged to the age group between 25-31 years.
- While (N-22) 6.0% of the respondents were above 31 years.

This shows that maximum respondents were very young.

Chart-1
Age of the respondent

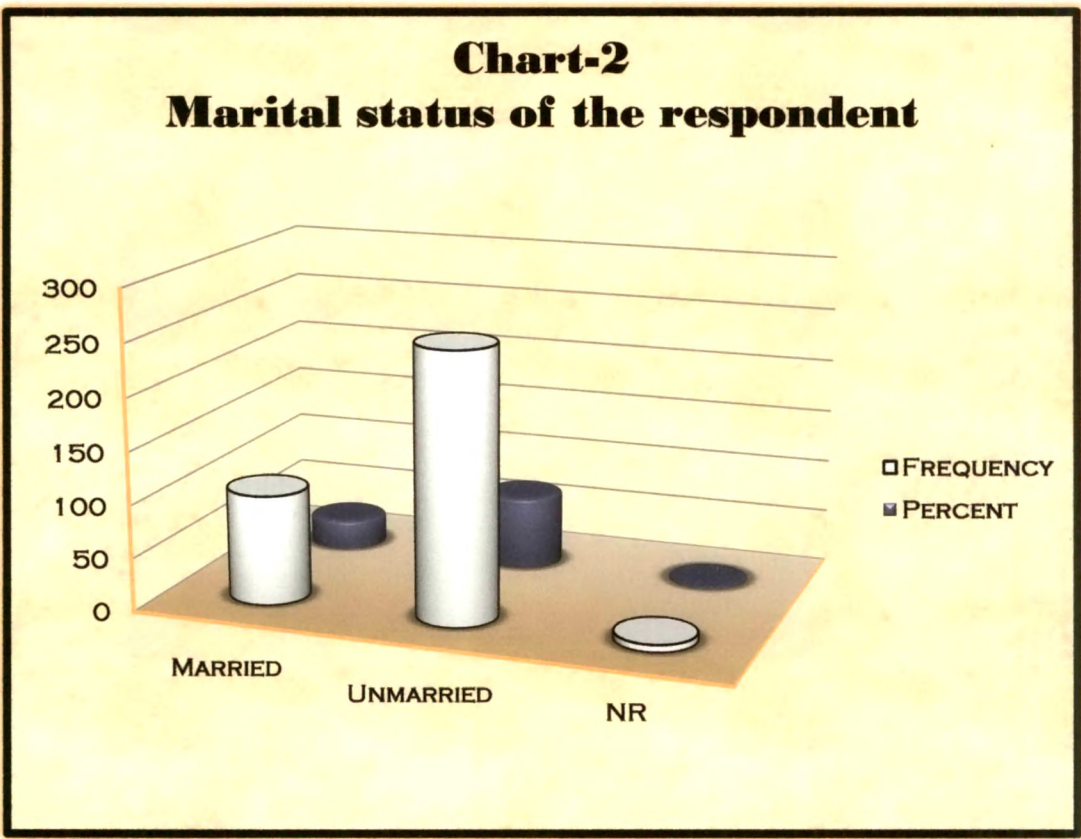


2. Table showing the marital status of the respondent.

Marital status of the respondent			
		Frequency	nt
	Married	104	28.5
	Unmarried	254	69.6
	NR	7	1.9
	Total	365	100.0

From the above analysis it is seen that only (N-104) 28.5% of the respondents were married while (N-254) 69.6% of the respondents was unmarried.

This shows that maximum respondents working were unmarried.



3. Table Showing the Educational Qualification of the respondent.

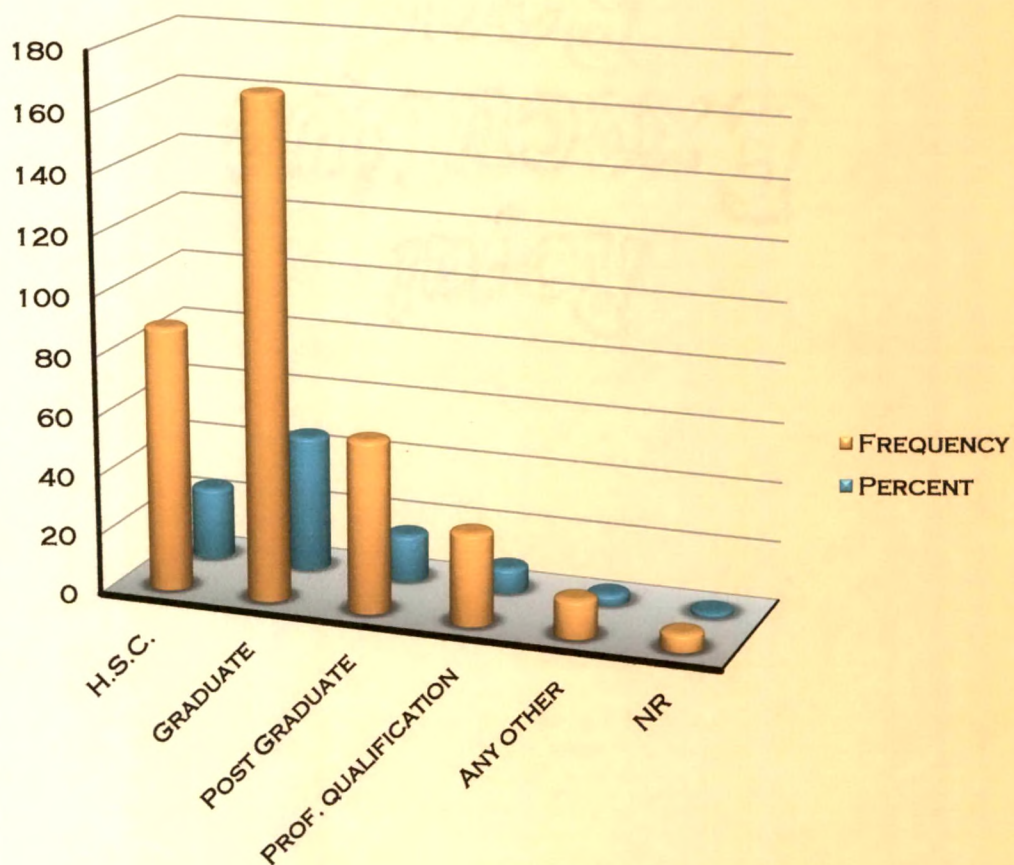
Educational Qualification of the respondent			
		Frequency	Percent
	H.S.C.	89	24.4
	Graduate	168	46.0
	Post Graduate	58	15.9
	Prof. qualification	31	8.5
	Any other	13	3.6
	NR	6	1.6
	Total	365	100.0

From the above respondents it is seen that,

- (N-89) 24.4% of the respondents had done only higher secondary.
- (N-168) 46% of the respondents has done graduation.
- (N-58) 15.9% of the respondents was post graduates.
- (N-32) 8.5% of the respondents had professional qualification.

While (N-3.6%) of the respondents had other qualification like diploma in technical courses etc.

Chart-3
Educational Qualification of the respondent



4. Table showing the monthly income of the respondent.

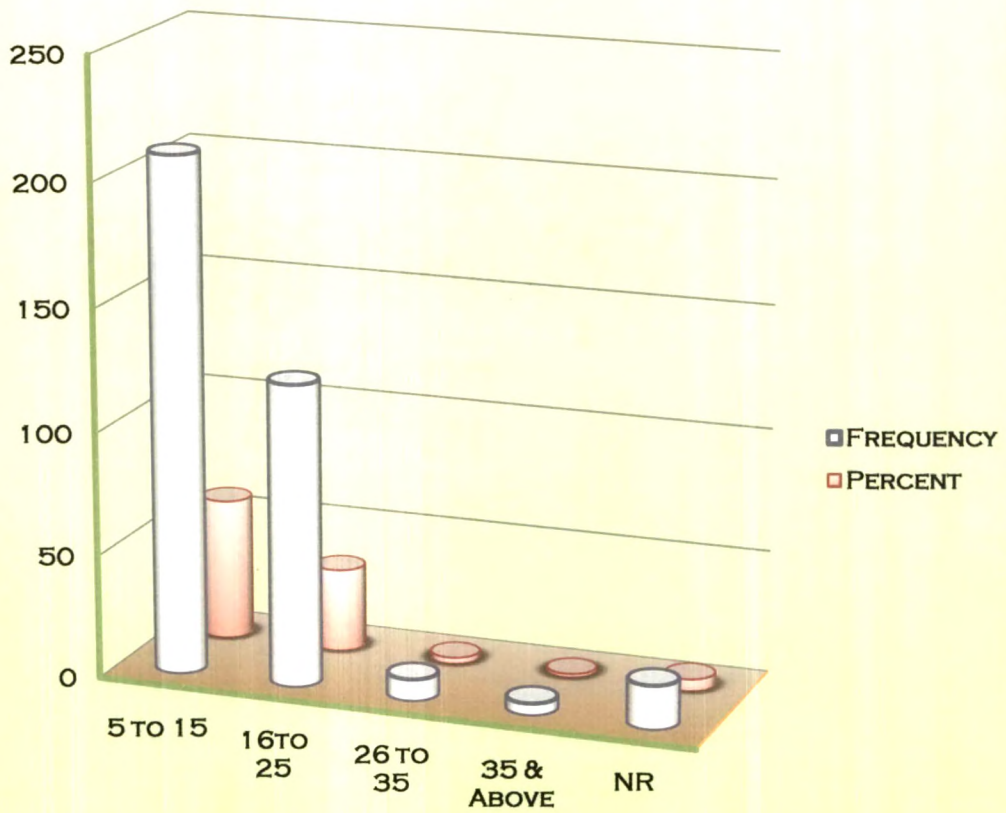
Income of the respondent			
		Frequency	Percent
	5 to 15	210	57.5
	16to 25	123	33.7
	26 to 35	9	2.5
	35 & Above	5	1.4
	NR	18	4.9
	Total	365	100.0

From the above analysis it is seen that,

- (N-210) 57.5% of the respondents had monthly income between Rs. 5000-15000.
- (N-123) 33.7% of the respondents had monthly income between Rs. 16,000-25,000.
- (N-9) 2.5% of the respondents had monthly income between Rs.26,000-35,000.
- (N-5) 1.4% of the respondents had monthly income above Rs. 35,000.

Thus from the above interpretation average monthly income of the respondents below Rs.15,000.

Chart-4
Income of the respondent



5. Table showing the no. of years working in BPO sector.

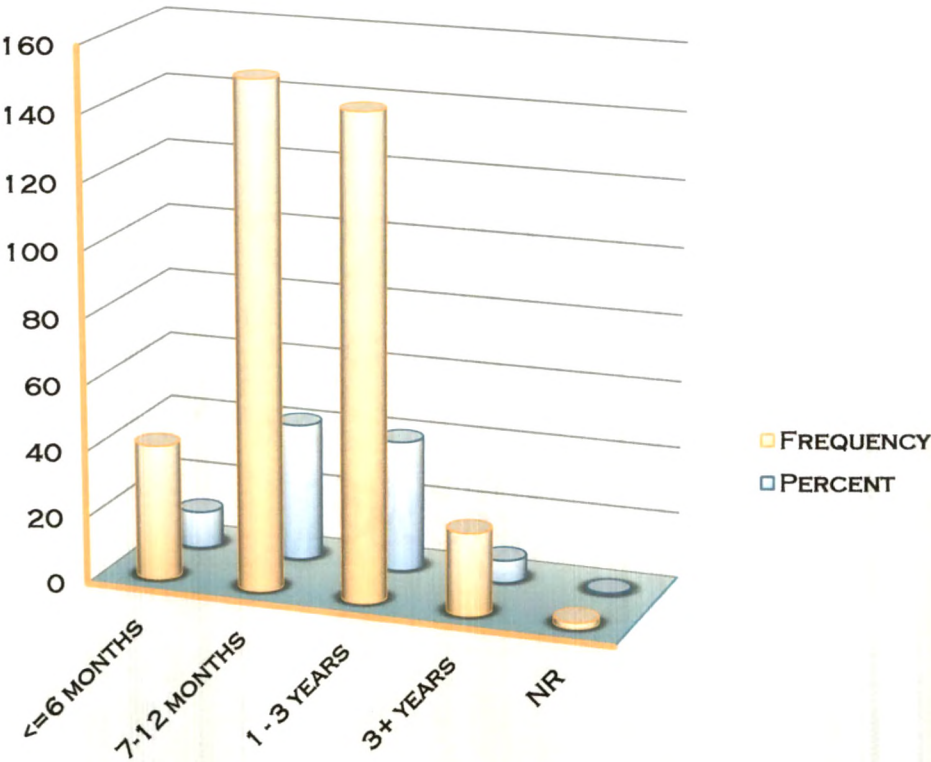
No of years working in BPO Respondent			
		Frequency	Percent
	<=6 months	41	11.2
	7-12 months	152	41.6
	1 - 3 years	145	39.7
	3+ years	25	6.8
	NR	2	.5
	Total	365	100.0

From the above analysis it is seen that,

- (N-41) 11.2% of the respondents had 6 months of working experience in the BPO sector.
- (N-152) 41.6% of the respondents had 7-12 months of working experience in the BPO sector.
- (N-145) 39.7% of the respondents had 1-3 years of working experience in the BPO sector.
- While (N-25) 6.8% of the respondents had 3+ years of working experience in the BPO sector.

Thus from the interpretation it is seen that maximum respondents had below one years of working experience in BPO.

Chart-5
No of years working in BPO
Respondent



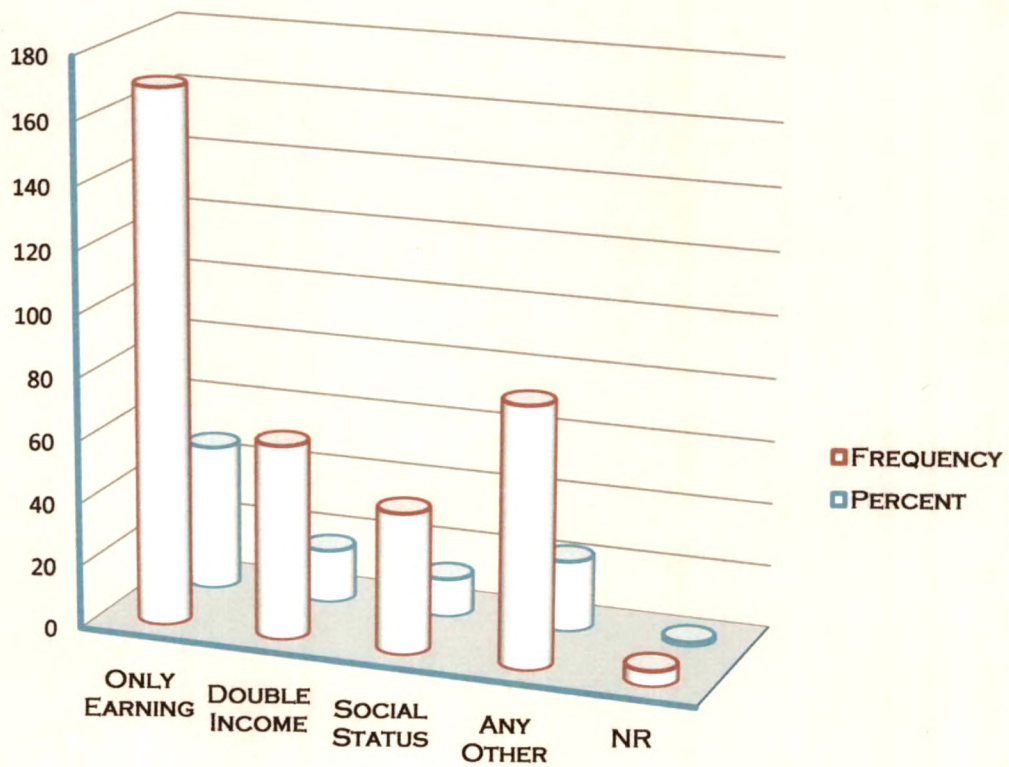
6. Table showing motive to take up this job.

Motive to take up this job		
	Frequency	Percent
	Only Earning	170
	Double Income	62
	Social Status	45
	Any Other	83
	NR	5
	Total	365
		100.0

From the above analysis it is seen that,

- 46% (N-170) of the respondents have cited only earning was the motive to take up this job.
- 17% (N- 62) of the respondents have cited the reason for double income.
- 2.3% (N-45) of the respondents have said that it helps in increasing social status in the community.
- While 22.7% (N-83) of the respondents have cited other reasons such interest level, family business and so on.

Chart-6
Motive to take up this job



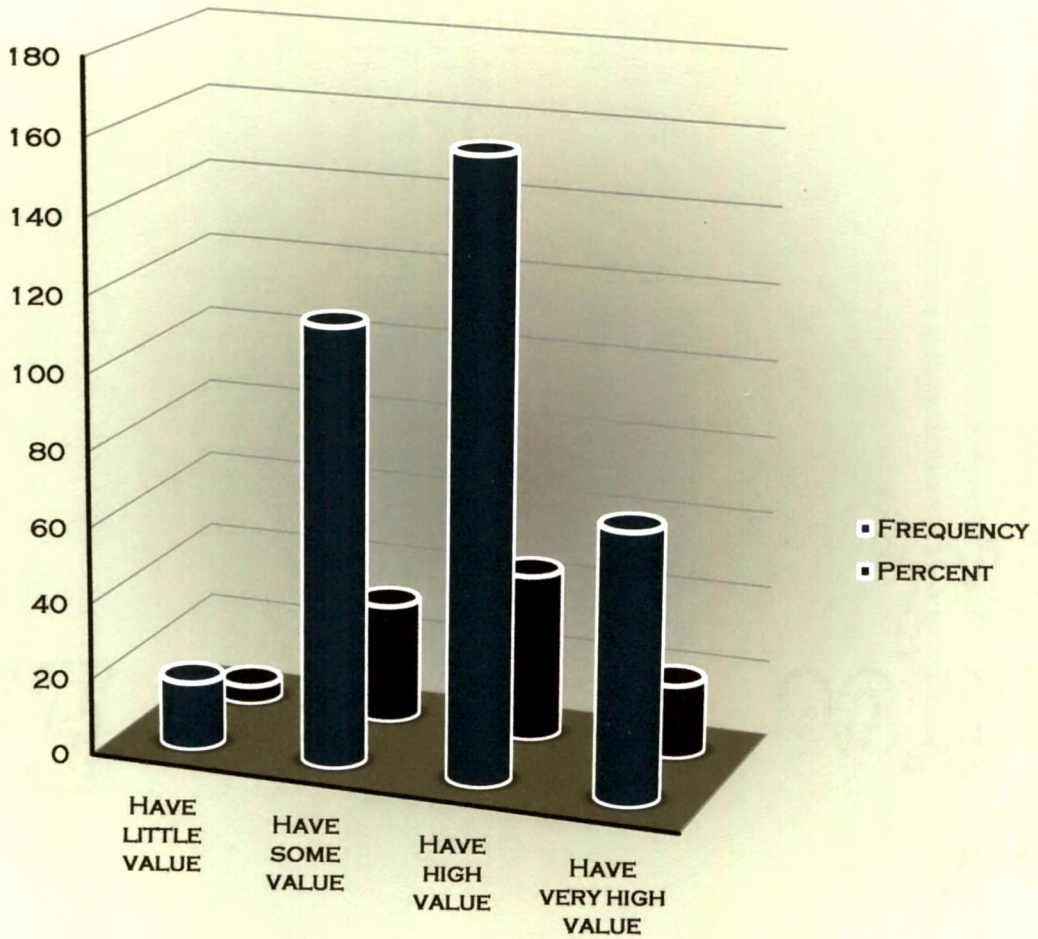
7. Table showing the value of working by respondents.

Value of working			
		Frequency	Percent
	Have little value	18	4.9
	Have some value	115	31.5
	Have high value	161	44.1
	Have very high value	71	19.5
	Total	365	100.0

From the above analysis it is seen that,

- Very few i.e. 4.9% (N-18) of the respondents had a very little value for working.
- 31.5% (N-115) of the respondents have said that they have some value for working.
- 44.1% (N-161) of the respondents have said that respondents have a high value for working.
- While 19.5% (N-71) of the respondents have said respondents have a very high value for working.

Chart-7
Value of working



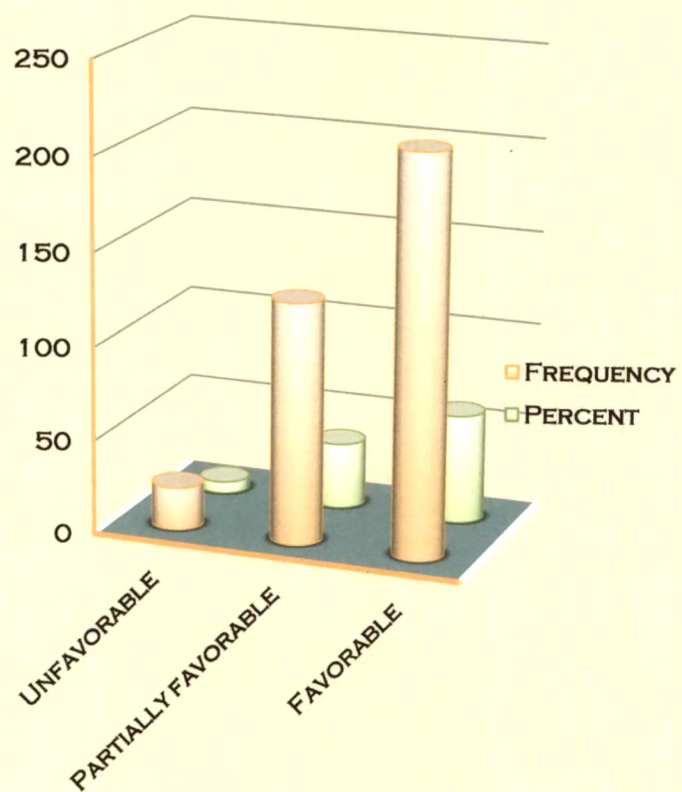
8. Table showing the attitude of the family members of the respondents towards working in BPO.

Attitude of the family members of the respondents towards working in BPO			
		Frequency	Percent
	Unfavourable	23	6.3
	Partially favourable	129	35.3
	Favourable	213	58.4
	Total	365	100.0

From the above analysis it is seen that,

- 6.3% of the respondents said that the attitude of the family members were unfavourable.
- 35.3% of the respondents said that attitude of the family members were partially favourable.
- While maximum i.e. 58.4% of the respondents said that attitude of the family members seem to be favourable towards working in BPO sector.

Chart-8
Attitude of the family members of
the respondents towards working in
BPO



INFORMATION ABOUT THE SPOUSE

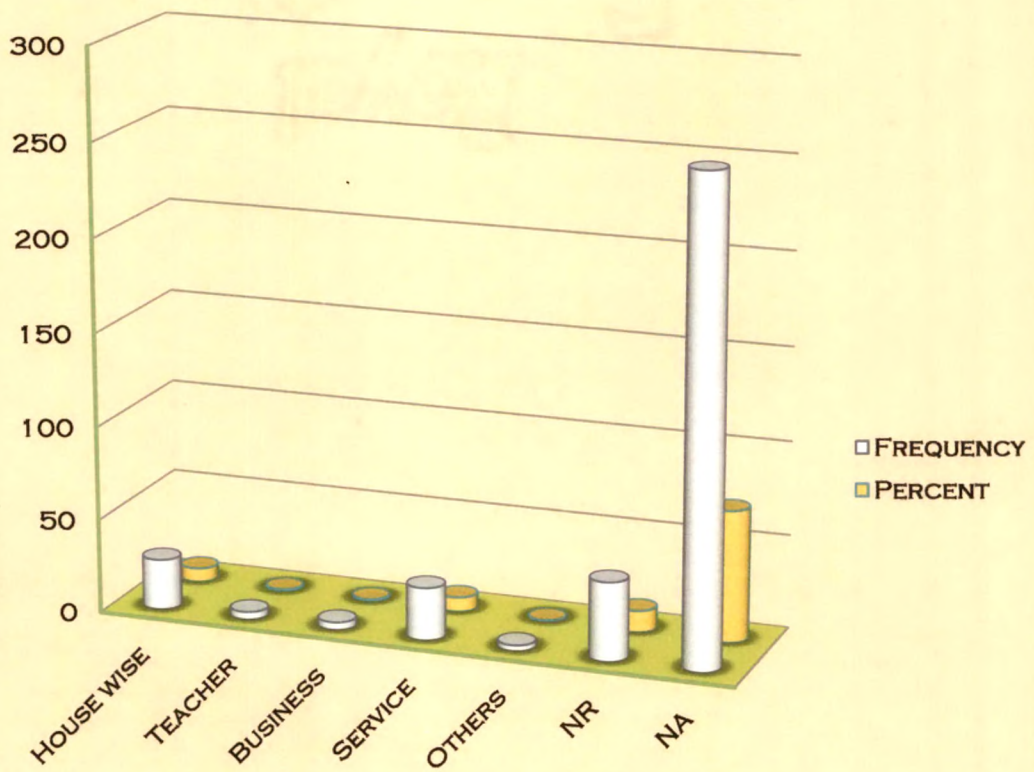
9. Table showing the respondents spouse occupation.

Spouse occupation			
		Frequency	Percent
	House wise	27	7.4
	Teacher	4	1.1
	Business	4	1.1
	Service	28	7.7
	Others	3	.8
	NR	42	11.5
	NA	257	70.4
	Total	365	100.0

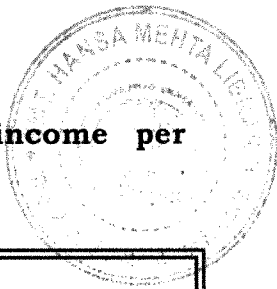
From the above analysis it is seen that,

- 7.4% of respondent's spouse were housewife.
- 7.7% of the respondent's spouse were doing service.
- While 8% of the respondents' spouses were involve in other activities like, self employed, working from home and so on.

Chart-9
Spouse occupation



10. Table showing the respondents spouse income per month.

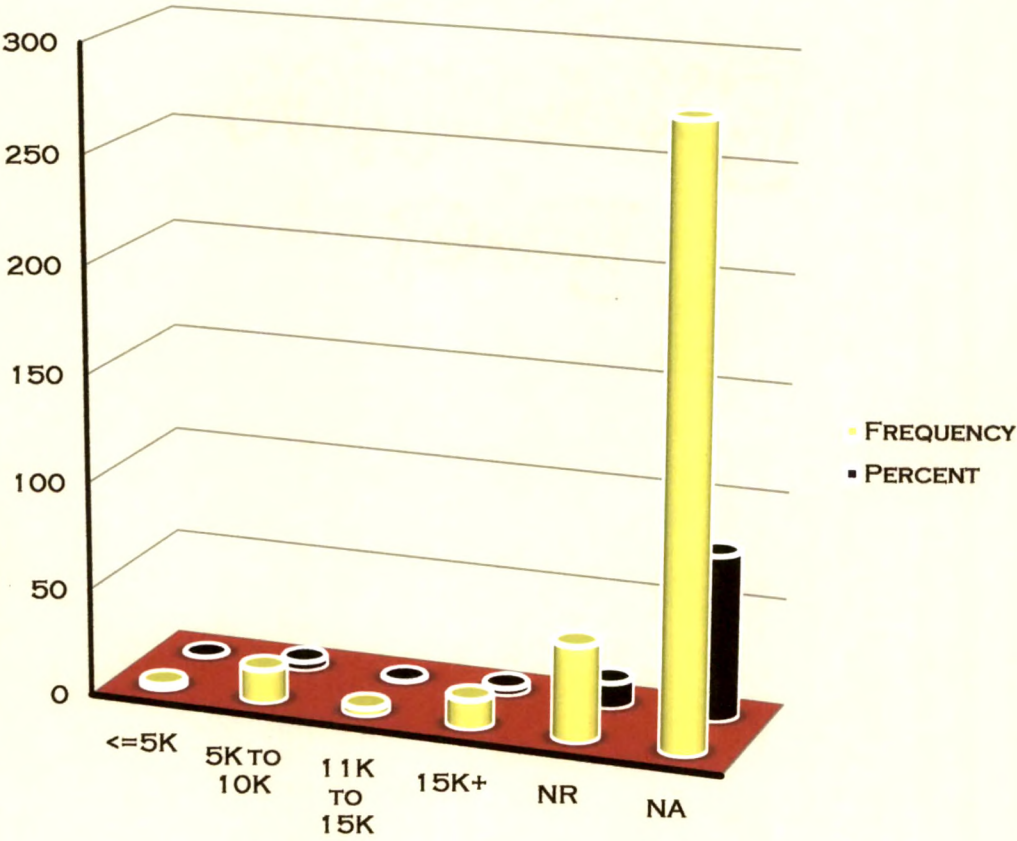


Spouse income			
		Frequency	Percent
	<=5K	3	.8
	5K to 10K	16	4.4
	11K to 15K	4	1.1
	15K+	14	3.8
	NR	45	12.3
	NA	283	77.5
	Total	365	100.0

From the above analysis it is seen that,

- 8% of the respondents spouse income is below 5,000 per month..
- 4.4% of the respondents spouse income is between 5,000-10,000 per month.
- 1.1% of the respondents spouse income is between 11,000-15,000 per month.
- 14% of the respondents spouse income is above 15,000 per month.
- 12.3% of the respondents had given no Response.
- While 77.5% of the respondents were not applicable.

Chart-10
Spouse income



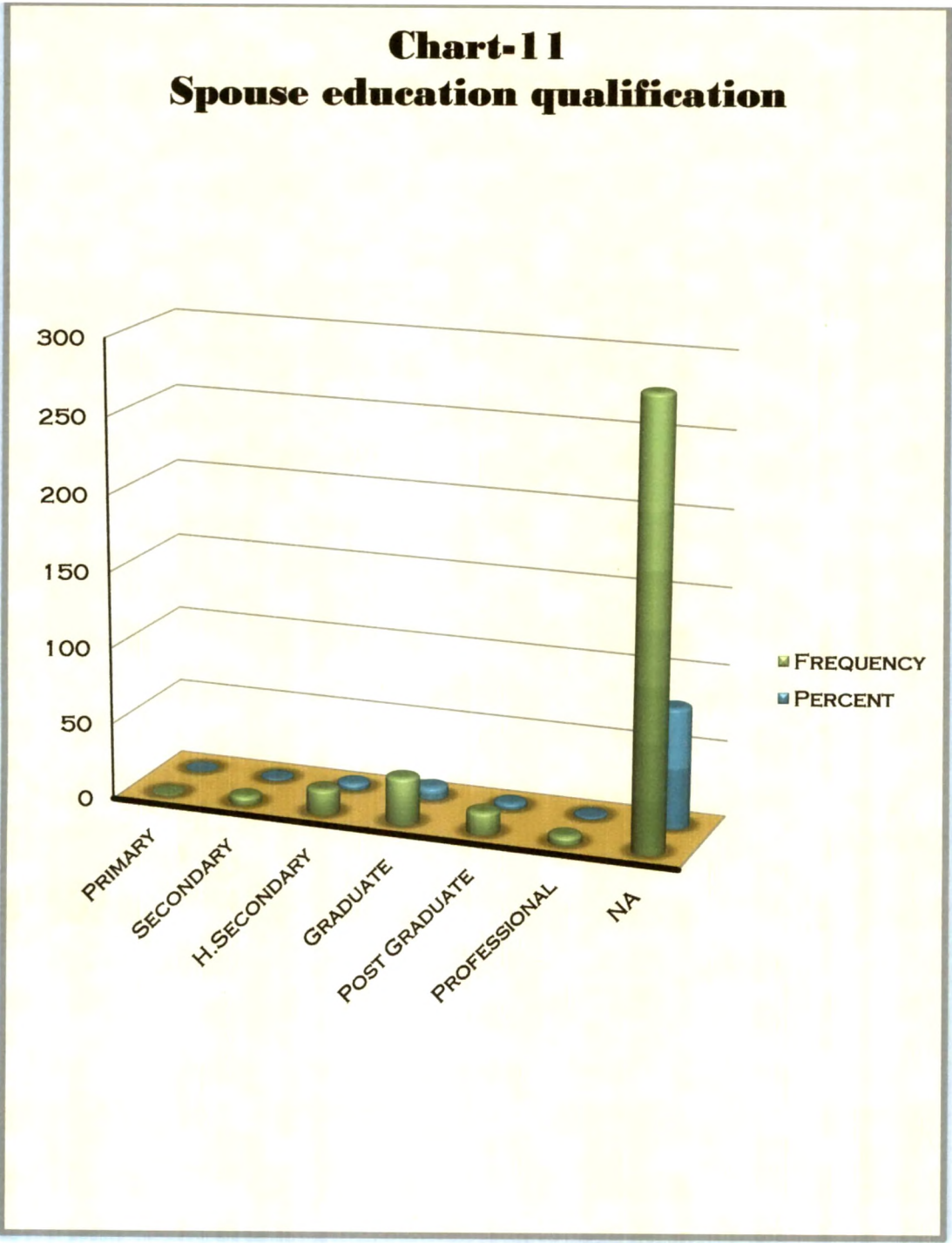
11. Table showing the respondents spouse educational qualification.

Spouse education qualification			
		Frequency	Percent
	Primary	1	.3
	Secondary	6	1.6
	H.Secondary	17	4.7
	Graduate	31	8.5
	Post Graduate	15	4.1
	Professional	6	1.6
	NA	289	79.2
	Total	365	100.0

From the above table it is seen that,

- 3% of the respondents spouse had primary education.
- 1.6% of the respondents spouse had secondary education.
- 4.7% of the respondents spouse had higher secondary education.
- 8.5% of the respondents spouse had done graduation.
- 1.6% of the respondents spouse had post graduation.
- 1.6% of the respondents spouse had professional education.

Chart-11
Spouse education qualification



Information about Family

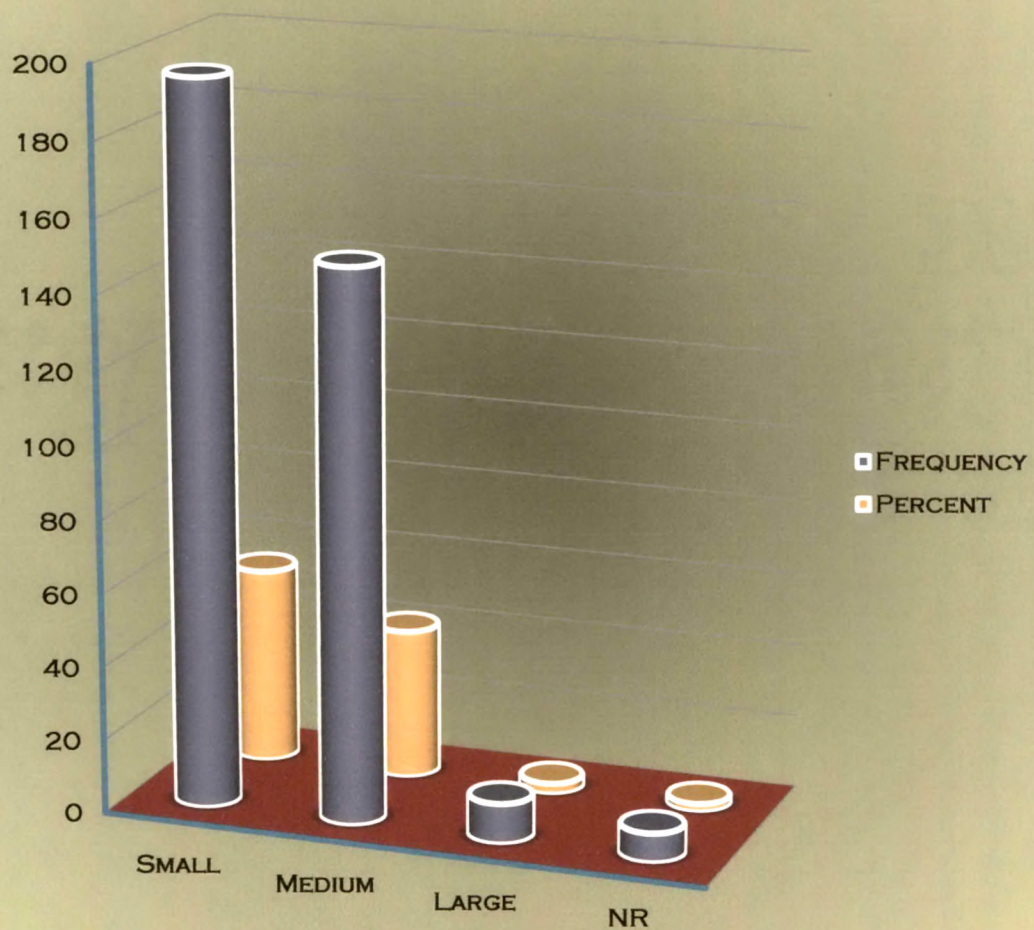
12. Table showing no. of family members of the respondents.

No of family members			
		Frequency	Percent
	Small	196	53.7
	Medium	150	41.1
	Large	11	3.0
	NR	8	2.2
	Total	365	100.0

From the above analysis it is seen that,

- 53.7% of the respondents had a small family.
- 41.1% of the respondents had a medium family.
- 3.0% of the respondents had a large family.

Chart-12
No of family members



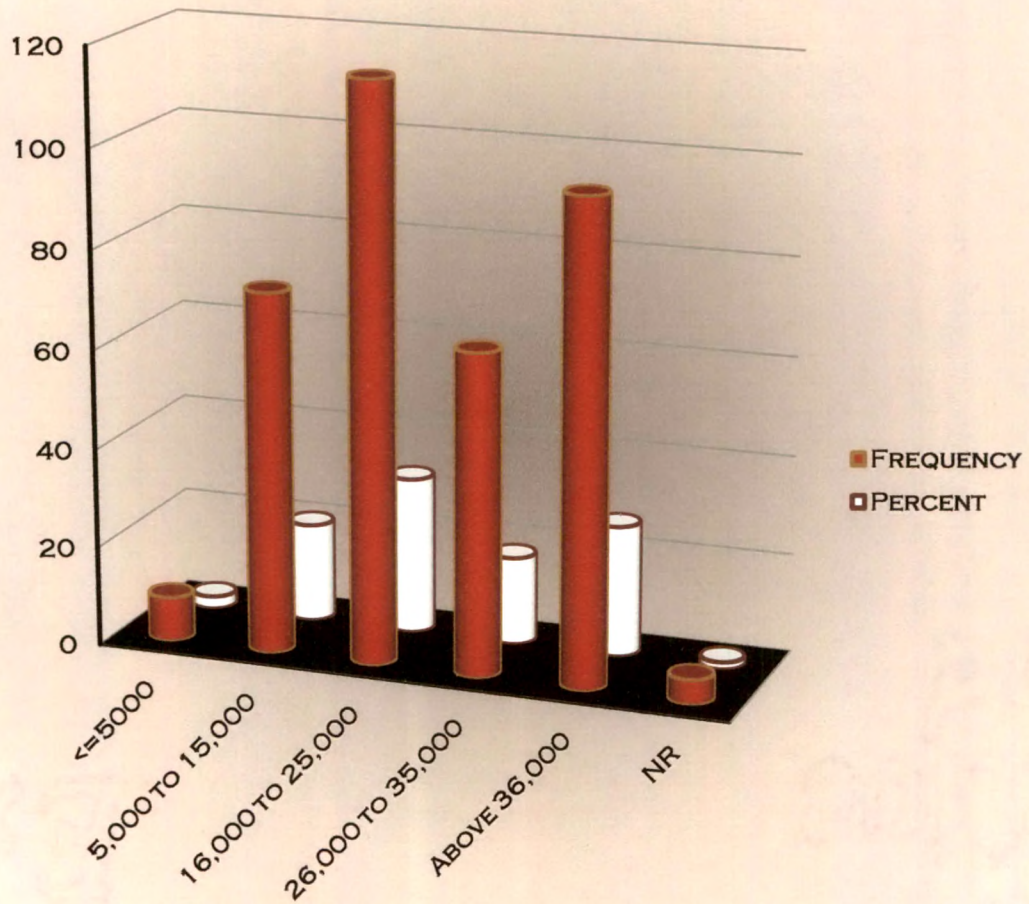
13. Table showing the income of the family of the respondents.

Income of family		
	Frequency	Percent
<=5000	9	2.5
5,000 to 15,000	73	20.0
16,000 to 25,000	116	31.8
26,000 to 35,000	65	17.8
Above 36,000	97	26.6
NR	5	1.4
Total	365	100.0

From the above analysis it is seen that,

- 2.5% of the respondents had below 5,000 income of the family per month.
- 20% of the respondents had 5,000-15,000 income of the family per month.
- 31% of the respondents had 16,000-25,000 income of the family per month.
- 17.8% of the respondents had 26,000-35,000 income of the family per month.
- While 26.6% of the respondents had above 36,000 income of the family per month.

Chart-13
Income of family



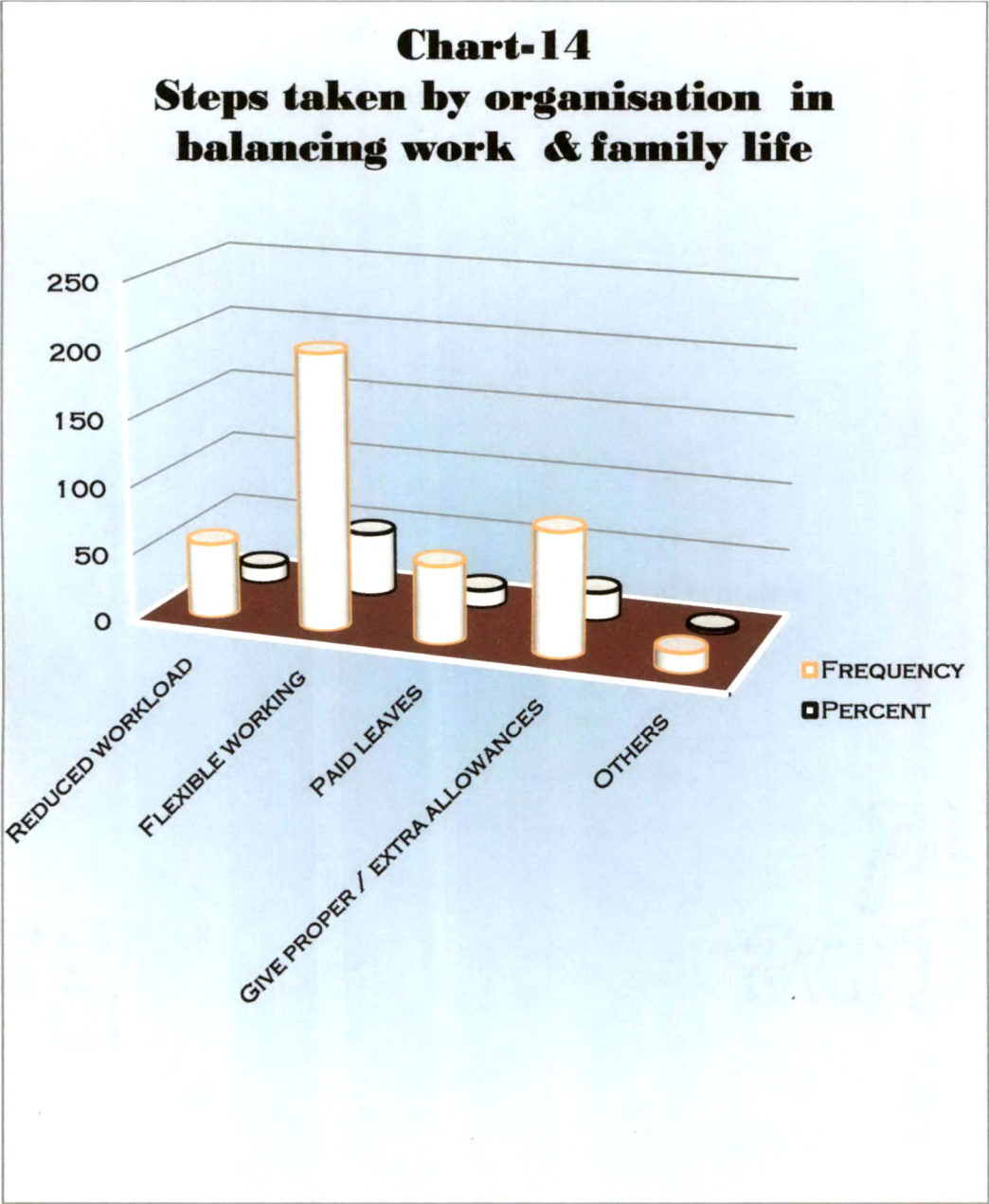
14. Table showing the responses of the respondents regarding the steps taken by the organization in balancing work & family life.

Steps taken by organisation in balancing work & family life				
		Responses		cent of Cases
		N	ercent	
	Reduced workload	56	13.2	16.8%
	Flexible working	04	48.0	61.3%
	Paid leaves	58	13.6	17.4%
	ve proper / extra allowances	92	21.6	27.6%
	Others	15	3.5	4.5%
Total		25	00.0%	127.6%

From the above analysis it is seen that,

- (N-56) 13.2% of the respondents felt that organization can reduce the workload of the employees in order to maintain the balance between work & family life.
- (N-204) 48% of the respondents felt that organization can go for flexible working hours in order to maintain the balance between work & family life.
- (N-58) 13.6% of the respondents felt that organization can give paid leaves in order to maintain the balance between work & family life.
- (N-92) 21.6% of the respondents felt that organization can give proper/extra allowances in order to maintain the balance between work & family life.
- While (N-15) 3.5% of the respondents felt that organization can give other benefits like improving the quality of work life of the employees so on. In order to maintain the balance between work & family life.

Thus from the above analysis it is seen that maximum respondents felt the need of flexible working hours so maintain balance between work & family.



SECTION- II - QUALITY OF WORKLIFE

15. Table showing leadership looks for new ways to improve the working relationship within my organization with reference to age, marital status, Educational Qualification, monthly income, work experience

(Master Table)

				ae
18-24 Years	239	2.16	5.629	
25-31 Years	103	1.87	.882	
>31 Years	22	1.64	.581	
NR	1	2.00		
Total	365	2.05	4.581	
MARITAL STATUS				.097
Married	104	1.96	.902	
Unmarried	254	2.10	5.462	
NR	7	1.43	.535	
Total	365	2.05	4.581	
EDUCATIONAL QUALIFICATION				.881
H.S.C.	89	1.75	.773	
Graduate	168	1.92	.844	
Post Graduate	58	3.17	11.354	
Prof. qualification	31	1.55	.675	
Any other	13	2.08	.954	

NR	6	1.67	.516	
Total	365	2.05	4.581	
MONTHLY INCOME				.329
5 to 15	210	1.88	.801	
16 to 25	123	2.42	7.820	
26to 35	9	1.67	.707	
36 & Above	5	1.40	.548	
NR	18	1.78	.808	
Total	365	2.05	4.581	
WORK EXPERIENCE				.174
<=6 months	41	1.83	.704	
7-12 months	152	2.28	7.040	
1 - 3 years	145	1.88	.854	
3+ years	25	1.92	.759	
NR	2	2.00	.000	
Total	365	2.05	4.581	

There was no association found between QWL parameter & leadership looks for new ways to improve the working relationship within organization

16. Table showing that boss / head would be responsive to employees needs with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.296
18-24 Years	239	2.49	5.628	
25-31 Years	103	2.00	.714	
>31 Years	22	2.09	.811	
NR	1	3.00		
Total	365	2.33	4.576	
MARITAL STATUS				.018 *
Married	104	2.27	.862	
Unmarried	254	2.35	5.461	
NR	7	2.14	.378	
Total	365	2.33	4.576	
EDUCATIONAL QUALIFICATION				.917
H.S.C.	89	2.10	1.001	
Graduate	168	2.06	.779	
Post Graduate	58	3.48	11.314	
Prof. Qualification	31	2.16	.934	
Any other	13	2.62	.961	
NR	6	2.17	.753	
Total	365	2.33	4.576	

MONTHLY INCOME				.305
5 to 10	210	2.16	.852	
10 to 20	123	2.69	7.800	
30 to 40	9	2.22	.667	
40 & Above	5	1.80	1.304	
NR	18	2.00	.840	
Total	365	2.33	4.576	
WORK EXPERIENCE				.282
<=6 months	41	2.17	.919	
7-12 months	152	2.63	7.022	
1 - 3 years	145	2.09	.833	
3+ years	25	2.12	.881	
NR	2	2.50	.707	
Total	365	2.33	4.576	

There was association found between QWL- parameter like both / head would be responsive to employees need and Marital Status (F.018)

17. Table showing staff member in organization has confidence in their head of their department with reference to age, marital status, Educational Qualification, monthly income, work experience.

		A	td.	Value
				309
18-24 Years	239	2.93	9.648	
25-31 Years	103	2.09	.876	
>31 Years	22	2.14	1.207	
NR	1	3.00	.	
Total	365	2.64	7.831	
MARITAL STATUS				8.414
Married	104	2.01	.990	
Unmarried	254	2.58	7.670	
NR	7	14.29	32.515	
Total	365	2.64	7.831	
EDUCATIONAL QUALIFICATION				.792
H.S.C.	89	3.66	12.888	
Graduate	168	1.94	.880	
Post Graduate	58	3.59	11.308	
Prof. Qualification	31	1.97	.983	
Any other	13	2.23	.927	
NR	6	2.50	.548	
Total	365	2.64	7.831	

MONTHLY INCOME				.091
5 to 10	210	2.76	8.421	
10 to 20	123	2.64	7.811	
30 to 40	9	2.11	1.537	
40 & Above	5	1.80	.447	
NR	18	1.78	.878	
Total	365	2.64	7.831	
WORK EXPERIENCE				.750
<=6 months	41	1.95	.865	
7-12 months	152	3.48	12.059	
1 - 3 years	145	2.06	.899	
3+ years	25	2.04	1.098	
NR	2	3.00	1.414	
Total	365	2.64	7.831	

There was no association found between QWL- parameter & showing staff member in organization has confidence in their head of their department.

18. Table showing leadership in organization fosters healthy informal relationships to improve the culture of the organization with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.130
18-24 Years	239	3.48	11.079	
25-31 Years	103	3.87	11.919	
>31 Years	22	2.32	1.129	
NR	1	2.00		
Total	365	3.52	10.967	
MARITAL STATUS				.102
Married	104	3.82	11.875	
Unmarried	254	3.43	10.748	
NR	7	2.14	.690	
Total	365	3.52	10.967	
EDUCATIONAL QUALIFICATION				1.265
H.S.C.	89	4.00	12.839	
Graduate	168	2.60	6.671	
Post Graduate	58	5.17	15.814	
Prof. qualification	31	2.03	.706	
Any other	13	8.77	23.830	
NR	6	2.33	.516	
Total	365	3.52	10.967	

MONTHLY INCOME				.513
5 to 10	210	3.37	10.241	
10 to 20	123	3.46	10.948	
30 to 40	9	1.89	.782	
40 & Above	5	1.80	.447	
NR	18	6.89	20.271	
Total	365	3.52	10.967	
WORK EXPERIENCE				.178
<=6 months	41	4.32	13.415	
7-12 months	152	3.70	12.030	
1 - 3 years	145	3.34	10.078	
3+ years	25	2.16	.850	
NR	2	2.00	.000	
Total	365	3.52	10.967	

There was no association found between QWL parameter & leadership in organization fosters healthy informal relationships to improve the culture of the organization.

19. Table showing there is a high cooperation between work groups in organization with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.259
18-24 Years	239	2.64	7.892	
25-31 Years	103	2.00	.874	
>31 Years	22	2.23	1.066	
NR	1	1.00	.	
Total	365	2.43	6.411	
MARITAL STATUS				.356
Married	104	2.88	8.468	
Unmarried	254	2.24	5.460	
NR	7	2.43	.535	
Total	365	2.43	6.411	
EDUCATIONAL QUALIFICATION				.594
H.S.C.	89	2.87	9.164	
Graduate	168	1.98	.726	
Post Graduate	58	3.45	11.336	
Prof. qualification	31	1.90	.908	
Any other	13	2.23	.832	
NR	6	1.83	.408	
Total	365	2.43	6.411	

MONTHLY INCOME				.858
5 to 10	210	2.01	.748	
10 to 20	123	3.29	10.966	
30 to 40	9	2.11	1.364	
40 & Above	5	1.80	.837	
NR	18	1.67	.840	
Total	365	2.43	6.411	
WORK EXPERIENCE				.074
<=6 months	41	1.98	.821	
7-12 months	152	2.49	7.027	
1 - 3 years	145	2.53	7.187	
3+ years	25	2.20	1.041	
NR	2	2.00	.000	
Total	365	2.43	6.411	

There was no association found between QWL parameter & there is a high cooperation between work groups in organization.

20. Table showing Heads / leaders are clear about who does what in my organization with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.642
18-24 Years	239	3.27	11.104	
25-31 Years	103	1.88	.718	
>31 Years	22	1.91	.811	
NR	1	2.00		
Total	365	2.79	9.013	
MARITAL STATUS				6.435
Married	104	1.87	.813	
Unmarried	254	2.85	9.355	
NR	7	14.29	32.510	
Total	365	2.79	9.013	
EDUCATIONAL QUALIFICATION				.344
H.S.C.	89	3.65	12.886	
Graduate	168	2.45	6.678	
Post Graduate	58	3.26	11.341	
Prof. qualification	31	1.90	.978	
Any other	13	1.69	.630	
NR	6	2.17	.408	
Total	365	2.79	9.013	

MONTHLY INCOME				.260
5 to 10	210	2.68	8.420	
10 to 20	123	3.30	10.960	
30 to 40	9	1.44	.527	
40 & Above	5	2.20	.447	
NR	18	1.44	.616	
Total	365	2.79	9.013	
WORK EXPERIENCE				.426
<=6 months	41	1.88	.748	
7-12 months	152	3.47	12.055	
1 - 3 years	145	2.50	7.190	
3+ years	25	1.92	.812	
NR	2	1.50	.707	
Total	365	2.79	9.013	

There is no association found between QWL parameter & showing Heads / leaders are clear about who does what in my organization.

21. Table showing staff members automatically take initiatives to complete task/ duties with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.172
18-24 Years	239	2.39	5.627	
25-31 Years	103	2.08	.893	
>31 Years	22	1.86	.990	
NR	1	2.00		
Total	365	2.27	4.584	
MARITAL STATUS				.190
Married	104	2.04	1.014	
Unmarried	254	2.37	5.457	
NR	7	2.14	.378	
Total	365	2.27	4.584	
EDUCATIONAL QUALIFICATION				.868
H.S.C.	89	1.99	.959	
Graduate	168	2.10	.828	
Post Graduate	58	3.41	11.329	
Prof. Qualification	31	2.06	1.031	
Any other	13	1.92	1.038	
NR	6	2.00	.632	
Total	365	2.27	4.584	

MONTHLY INCOME				.237
5 to 10	210	2.09	.820	
10 to 20	123	2.59	7.812	
30 to 40	9	2.22	1.202	
40 & Above	5	2.20	.837	
NR	18	2.22	1.309	
Total	365	2.27	4.584	
WORK EXPERIENCE				.313
<=6 months	41	2.17	.771	
7-12 months	152	2.58	7.034	
1 - 3 years	145	2.03	.877	
3+ years	25	1.96	.841	
NR	2	1.50	.707	
Total	365	2.27	4.584	

There is no association found between QWL parameter & staff members automatically take initiatives to complete task/duties.

22. Table showing staff members treat each other with dignity and respect with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.301
18-24 Years	239	2.65	7.901	
25-31 Years	103	3.57	11.960	
>31 Years	22	2.18	1.006	
NR	1	2.00		
Total	365	2.88	9.009	
MARITAL STATUS				.427
Married	104	3.56	11.913	
Unmarried	254	2.63	7.661	
NR	7	2.00	1.000	
Total	365	2.88	9.009	
EDUCATIONAL QUALIFICATION				.675
H.S.C.	89	2.89	9.174	
Graduate	168	2.44	6.684	
Post Graduate	58	4.79	15.876	
Prof. Qualification	31	2.06	.680	
Any other	13	2.38	1.044	
NR	6	1.83	.753	
Total	365	2.88	9.009	

MONTHLY INCOME				.207
5 to 10	89	2.89	9.174	
10 to 20	168	2.44	6.684	
30 to 40	58	4.79	15.876	
40 & Above	31	2.06	.680	
NR	13	2.38	1.044	
Total	6	1.83	.753	
WORK EXPERIENCE				1.441
<=6 months	41	1.95	.893	
7-12 months	152	3.68	12.033	
1 - 3 years	145	1.86	.736	
3+ years	25	5.56	17.200	
NR	2	2.00	.000	
Total	365	2.88	9.009	

There is no association found between QWL parameter & staff members treat each other with dignity and respect.

23. Table showing staff members share a sense of purpose & vision for organization with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.129
18-24 Years	239	3.41	11.087	
25-31 Years	103	2.84	8.514	
>31 Years	22	2.36	1.136	
NR	1	3.00		
Total	365	3.19	10.043	
MARITAL STATUS				4.962
Married	104	2.06	.984	
Unmarried ,	254	3.35	10.756	
NR	7	14.14	32.575	
Total	365	3.19	10.043	
EDUCATIONAL QUALIFICATION				.640
H.S.C.	89	4.72	15.664	
Graduate	168	2.63	6.681	
Post Graduate	58	3.41	11.322	
Prof. qualification	31	2.16	.934	
Any other	13	2.00	1.000	
NR	6	2.00	.632	
Total	365	3.19	10.043	

MONTHLY INCOME				.164
5 to 10	210	3.27	10.256	
10 to 20	123	3.40	10.957	
30 to 40	9	1.78	.667	
40 & Above	5	2.40	1.517	
NR	18	1.72	.575	
Total	365	3.19	10.043	
WORK EXPERIENCE				.639
<=6 months	41	2.17	.771	
7-12 months	152	3.64	12.039	
1 - 3 years	145	2.62	7.187	
3+ years	25	5.52	17.212	
NR	2	2.00	.000	
Total	365	3.19	10.043	

There is no association found between QWL- parameter & staff members share a sense of purpose & vision for organization.

24. Table showing routine information flow is well coordinated in my work place with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.218
18-24 Years	239	2.46	5.620	
25-31 Years	103	2.14	.886	
>31 Years	22	1.82	.853	
NR	1	2.00		
Total	365	2.33	4.577	
MARITAL STATUS				.383
Married	104	2.04	.902	
Unmarried	254	2.46	5.453	
NR	7	1.71	.756	
Total	365	2.33	4.577	
EDUCATIONAL QUALIFICATION				.762
H.S.C.	89	2.00	.866	
Graduate	168	2.21	.901	
Post Graduate	58	3.38	11.326	
Prof. qualification	31	2.23	.845	
Any other	13	1.85	.899	
NR	6	2.00	.632	
Total	365	2.33	4.577	

MONTHLY INCOME				.564
5 to 10	210	2.15	.850	
10 to 20	123	2.80	7.796	
30 to 40	9	1.78	.833	
40 & Above	5	2.00	.707	
NR	18	1.56	.616	
Total	365	2.33	4.577	
WORK EXPERIENCE				.313
<=6 months	41	2.39	.997	
7-12 months	152	2.62	7.031	
1 - 3 years	145	2.05	.730	
3+ years	25	2.16	.898	
NR	2	1.50	.707	
Total	365	2.33	4.577	

There is no association found between QWL parameter & showing routine information flow is well coordinated in my work place.

25. Table showing an appropriate forum for the exchange of important information with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				1.962
18-24 Years	239	2.43	5.613	
25-31 Years	103	2.11	.851	
>31 Years	22	5.68	18.409	
NR	1	3.00		
Total	365	2.54	6.404	
MARITAL STATUS				.260
Married	104	2.16	.802	
Unmarried	254	2.70	7.658	
NR	7	2.29	.756	
Total	365	2.54	6.404	
EDUCATIONAL QUALIFICATION				.493
H.S.C.	89	2.00	.798	
Graduate	168	2.58	6.675	
Post Graduate	58	3.59	11.309	
Prof. Qualification	31	2.26	.930	
Any other	13	1.69	.947	
NR	6	2.33	.816	
Total	365	2.54	6.404	

MONTHLY INCOME				.909
5 to 10	210	2.13	.775	
10 to 20	123	3.42	10.954	
30 to 40	9	1.78	.667	
40 & Above	5	2.20	.837	
NR	18	1.72	.669	
Total	365	2.54	6.404	
WORK EXPERIENCE				.160
<=6 months	41	2.05	.773	
7-12 months	152	2.63	7.013	
1 - 3 years	145	2.70	7.180	
3+ years	25	1.92	1.077	
NR	2	1.50	.707	
Total	365	2.54	6.404	

There is no association found between QWL parameter & an appropriate forum for the exchange of important information.

26. Table showing everyone in organization can participate in formulation of specific goals & objectives with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.084
18-24 Years	239	2.47	5.650	
25-31 Years	103	2.66	1.044	
>31 Years	22	2.36	1.049	
NR	1	1.00	.	
Total	365	2.52	4.610	
MARITAL STATUS				.029
Married	104	2.44	1.096	
Unmarried	254	2.55	5.483	
NR	7	2.29	1.113	
Total	365	2.52	4.610	
EDUCATIONAL QUALIFICATION				1.366
H.S.C.	89	1.94	.896	
Graduate	168	2.43	1.098	
Post Graduate	58	3.86	11.291	
Prof. Qualification	31	2.42	1.089	
Any other	13	1.69	1.109	
NR	6	2.50	.837	
Total	365	2.52	4.610	

MONTHLY INCOME				.388
5 to 10	210	2.41	1.104	
10 to 20	123	2.86	7.805	
30 to 40	9	1.78	.441	
40 & Above	5	2.40	1.140	
NR	18	1.72	.752	
Total	365	2.52	4.610	
WORK EXPERIENCE				.248
<=6 months	41	2.00	.742	
7-12 months	152	2.76	7.038	
1 - 3 years	145	2.43	1.129	
3+ years	25	2.36	1.114	
NR	2	2.50	.707	
Total	365	2.52	4.610	

There is association found between QWL parameter like everyone in organization can participate in formulation of specific goals & objectives and marital status. (F-.029)

27. Table showing organization responds positively to changes in the field with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.345
18-24 Years	239	2.87	7.879	
25-31 Years	103	2.14	.919	
>31 Years	22	2.23	.685	
NR	1	3.00	.	
Total	365	2.62	6.400	
MARITAL STATUS				.358
Married	104	2.18	.785	
Unmarried	254	2.81	7.652	
NR	7	2.43	.787	
Total	365	2.62	6.400	
EDUCATIONAL QUALIFICATION				.491
H.S.C.	89	2.08	.956	
Graduate	168	2.67	6.664	
Post Graduate	58	3.67	11.294	
Prof. qualification	31	2.13	.806	
Any other	13	2.15	1.144	
NR	6	2.83	1.169	
Total	365	2.62	6.400	

MONTHLY INCOME				.036
5 to 10	210	2.64	5.966	
10 to 20	123	2.70	7.806	
30 to 40	9	2.44	1.014	
40 & Above	5	2.00	.000	
NR	18	2.22	1.215	
Total	365	2.62	6.400	
WORK EXPERIENCE				.019
<=6 months	41	2.41	.836	
7-12 months	152	2.69	7.018	
1 - 3 years	145	2.64	7.182	
3+ years	25	2.48	.823	
NR	2	2.50	.707	
Total	365	2.62	6.400	

There is association found between QWL parameter like organization responds positively to changes in the field and monthly income (F- .036) & Work experience. (F-.019)

28. Table showing equipments that are used are adequate to accomplish my work with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.942
18-24 Years	239	4.29	13.501	
25-31 Years	103	2.26	.840	
>31 Years	22	2.27	1.077	
NR	1	2.00		
Total	365	3.59	10.972	
MARITAL STATUS				.253
Married	104	3.11	8.457	
Unmarried	254	3.84	11.992	
NR	7	1.86	1.069	
Total	365	3.59	10.972	
EDUCATIONAL QUALIFICATION				2.116
H.S.C.	89	2.33	1.156	
Graduate	168	4.13	13.170	
Post Graduate	58	3.57	11.315	
Prof. qualification	31	2.35	.877	
Any other	13	2.46	1.391	
NR	6	16.50	35.041	
Total	365	3.59	10.972	

MONTHLY INCOME				2.503
5 to 10	210	3.37	10.252	
10 to 20	123	3.54	10.946	
30 to 40	9	2.67	1.732	
40 & Above	5	18.80	38.687	
NR	18	2.83	1.581	
Total	365	3.59	10.972	
WORK EXPERIENCE				.187
<=6 months	41	4.20	13.441	
7-12 months	152	3.92	12.022	
1 - 3 years	145	3.32	10.088	
3+ years	25	2.32	.988	
NR	2	1.50	.707	
Total	365	3.59	10.972	

There is no association found between QWL parameter & equipments that are used adequate to accomplish work.

29. Table showing Equipments in organization are well maintained with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.190
18-24 Years	239	3.36	9.639	
25-31 Years	103	2.97	8.504	
>31 Years	22	2.00	.873	
NR	1	5.00		
Total	365	3.18	9.010	
MARITAL STATUS				.022
Married	104	3.03	8.487	
Unmarried	254	3.24	9.350	
NR	7	3.00	1.414	
Total	365	3.18	9.010	
EDUCATIONAL QUALIFICATION				2.302
H.S.C.	89	3.28	9.169	
Graduate	168	2.12	1.037	
Post Graduate	58	5.26	15.810	
Prof. qualification	31	2.29	1.101	
Any other	13	9.08	23.743	
NR	6	2.83	1.169	
Total	365	3.18	9.010	

MONTHLY INCOME				9.952
5 to 10	210	2.60	6.009	
10 to 20	123	2.87	7.825	
30 to 40	9	21.00	37.990	
40 & Above	5	2.40	.894	
NR	18	3.22	1.592	
Total	365	3.18	9.010	
WORK EXPERIENCE				.276
<=6 months	41	2.22	.988	
7-12 months	152	3.46	9.875	
1 - 3 years	145	3.36	10.097	
3+ years	25	2.08	.759	
NR	2	1.50	.707	
Total	365	3.18	9.010	

There is association found between QWL parameter like organizations are well maintained & marital status. (F- .022)

30. Table showing staff members are trained & developed for additional duties & increased responsibilities with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				2.386
18-24 Years	239	2.24	5.648	
25-31 Years	103	1.96	.816	
>31 Years	22	5.86	18.373	
NR	1	4.00		
Total	365	2.38	6.428	
MARITAL STATUS				.191
Married	104	2.09	.986	
Unmarried	254	2.52	7.680	
NR	7	1.86	.690	
Total	365	2.38	6.428	
EDUCATIONAL QUALIFICATION				.493
H.S.C.	89	1.92	1.068	
Graduate	168	2.35	6.697	
Post Graduate	58	3.52	11.323	
Prof. Qualification	31	2.13	.763	
Any other	13	1.85	1.281	
NR	6	1.67	.516	
Total	365	2.38	6.428	

MONTHLY INCOME				.889
5 to 10	210	1.91	.808	
10 to 20	123	3.26	10.982	
30 to 40	9	1.78	.833	
40 & Above	5	1.60	.548	
NR	18	2.39	1.461	
Total	365	2.38	6.428	
WORK EXPERIENCE				.122
<=6 months	41	1.93	.755	
7-12 months	152	2.47	7.053	
1 - 3 years	145	2.52	7.202	
3+ years	25	1.88	.833	
NR	2	1.50	.707	
Total	365	2.38	6.428	

There is no association found between QWL parameter & staff members are trained & developed for additional duties & increased responsibilities.

31. Table showing participation of employee in establishing training goals & objectives with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.013
18-24 Years	239	2.42	5.641	
25-31 Years	103	2.49	1.136	
>31 Years	22	2.32	1.211	
NR	1	2.00		
Total	365	2.43	4.610	
MARITAL STATUS				.093
Married	104	2.34	1.076	
Unmarried	254	2.48	5.484	
NR	7	1.86	.690	
Total	365	2.43	4.610	
EDUCATIONAL QUALIFICATION				1.252
H.S.C.	89	2.01	1.028	
Graduate	168	2.21	1.008	
Post Graduate	58	3.79	11.313	
Prof. Qualification	31	2.42	1.089	
Any other	13	2.23	.725	
NR	6	2.17	.753	
Total	365	2.43	4.610	

MONTHLY INCOME				.247
5 to 10	210	2.37	1.105	
10 to 20	123	2.67	7.810	
30 to 40	9	1.78	.833	
40 & Above	5	2.80	1.095	
NR	18	1.72	.669	
Total	365	2.43	4.610	
WORK EXPERIENCE				.252
<=6 months	41	2.10	.944	
7-12 months	152	2.70	7.044	
1 - 3 years	145	2.26	1.026	
3+ years	25	2.28	1.173	
NR	2	3.00	1.414	
Total	365	2.43	4.610	

There is association found between QWL parameter like participation of employee in establishing training goals & objectives & Age. (F-.013)

32. Table showing time is available for staff members to learn what is expected of them to be successful in their current job with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.130
18-24 Years	239	2.39	5.619	
25-31 Years	103	2.20	.943	
>31 Years	22	1.82	.733	
NR	1	2.00		
Total	365	2.30	4.577	
MARITAL STATUS				.174
Married	104	2.09	.925	
Unmarried	254	2.40	5.453	
NR	7	2.14	1.069	
Total	365	2.30	4.577	
EDUCATIONAL QUALIFICATION				1.091
H.S.C.	89	2.11	.947	
Graduate	168	2.04	.745	
Post Graduate	58	3.57	11.317	
Prof. qualification	31	2.23	.920	
Any other	13	1.62	.870	
NR	6	2.17	.983	
Total	365	2.30	4.577	

MONTHLY INCOME				.394
5 to 10	210	2.17	.806	
10 to 20	123	2.68	7.811	
30 to 40	9	1.44	.726	
40 & Above	5	1.80	.447	
NR	18	1.83	.707	
Total	365	2.30	4.577	
WORK EXPERIENCE				.246
<=6 months	41	2.17	.892	
7-12 months	152	2.57	7.023	
1 - 3 years	145	2.16	.887	
3+ years	25	1.80	.707	
NR	2	2.00	.000	
Total	365	2.30	4.577	

There is no association found between QWL parameter & time available for staff members to learn what is expected of them to be successful in their current job.

33. Table showing organization regularly collects information about how well, it is doing with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.221
18-24 Years	239	2.31	5.625	
25-31 Years	103	1.92	1.036	
>31 Years	22	2.09	1.065	
NR	1	4.00		
Total	365	2.19	4.593	
MARITAL STATUS				.025
Married	104	2.15	1.003	
Unmarried	254	2.21	5.470	
NR	7	1.86	.690	
Total	365	2.19	4.593	
EDUCATIONAL QUALIFICATION				1.191
H.S.C.	89	1.90	.853	
Graduate	168	1.90	.849	
Post Graduate	58	3.52	11.342	
Prof. qualification	31	2.26	.893	
Any other	13	1.85	.899	
NR	6	2.00	.632	
Total	365	2.19	4.593	

MONTHLY INCOME				.877
5 to 10	210	1.84	.849	
10 to 20	123	2.81	7.804	
30 to 40	9	2.11	1.054	
40 & Above	5	2.00	.707	
NR	18	2.11	.832	
Total	365	2.19	4.593	
WORK EXPERIENCE				.279
<=6 months	41	1.90	.768	
7-12 months	152	2.49	7.040	
1 - 3 years	145	2.01	.897	
3+ years	25	1.88	1.130	
NR	2	2.00	.000	
Total	365	2.19	4.593	

There is association found between QWL parameter like organization regularly collects information about how well, it is doing & Marital status. (F-.025)

34. Table showing staff members collaborate to improve policies & procedures with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.398
18-24 Years	239	2.85	7.891	
25-31 Years	103	2.15	.868	
>31 Years	22	1.82	.795	
NR	1	2.00		
Total	365	2.58	6.411	
MARITAL STATUS				.252
Married	104	2.96	8.467	
Unmarried	254	2.43	5.462	
NR	7	2.43	.976	
Total	365	2.58	6.411	
EDUCATIONAL QUALIFICATION				.275
H.S.C.	89	2.29	1.047	
Graduate	168	2.54	6.678	
Post Graduate	58	3.45	11.331	
Prof. qualification	31	2.29	.824	
Any other	13	2.31	1.109	
NR	6	2.00	.894	
Total	365	2.58	6.411	

MONTHLY INCOME				2.296
5 to 10	210	2.25	.828	
10 to 20	123	2.64	7.818	
30 to 40	9	1.56	.527	
40 & Above	5	1.60	.548	
NR	18	6.89	20.268	
Total	365	2.58	6.411	
WORK EXPERIENCE				.651
<=6 months	41	2.34	.883	
7-12 months	152	3.21	9.867	
1 - 3 years	145	2.11	.867	
3+ years	25	1.88	.600	
NR	2	3.00	1.414	
Total	365	2.58	6.411	

There is no association found between QWL parameter & staff members collaborate to improve policies & procedures.

35. Table showing changes are quickly made in formal policies & procedure with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.058
18-24 Years	239	2.72	5.629	
25-31 Years	103	2.66	1.034	
>31 Years	22	3.00	1.024	
NR	1	4.00	.	
Total	365	2.73	4.592	
MARITAL STATUS				.090
Married	104	2.61	.949	
Unmarried	254	2.79	5.472	
NR	7	2.29	.756	
Total	365	2.73	4.592	
EDUCATIONAL QUALIFICATION				1.756
H.S.C.	89	2.33	.974	
Graduate	168	2.40	1.004	
Post Graduate	58	4.31	11.233	
Prof. qualification	31	2.94	1.063	
Any other	13	2.38	1.044	
NR	6	2.00	.632	
Total	365	2.73	4.592	

MONTHLY INCOME				.181
5 to 10	210	2.64	1.036	
10 to 20	123	2.97	7.789	
30 to 40	9	2.00	1.000	
40 & Above	5	2.80	1.095	
NR	18	2.39	1.145	
Total	365	2.73	4.592	
WORK EXPERIENCE				.214
<=6 months	41	2.32	.879	
7-12 months	152	2.95	7.024	
1 - 3 years	145	2.58	1.018	
3+ years	25	2.88	1.054	
NR	2	3.00	1.414	
Total	365	2.73	4.592	

There is association found between QWL parameter like changes are quickly made in formal policies & procedure & Age. (F-.058)

36. Table showing adequate facilities are provided in our organization with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.452
18-24 Years	239	3.18	9.621	
25-31 Years	103	2.23	.843	
>31 Years	22	2.00	.976	
NR	1	4.00		
Total	365	2.85	7.811	
MARITAL STATUS				.557
Married	104	2.17	.886	
Unmarried	254	3.13	9.336	
NR	7	2.57	.976	
Total	365	2.85	7.811	
EDUCATIONAL QUALIFICATION				.883
H.S.C.	89	3.18	9.140	
Graduate	168	2.06	.802	
Post Graduate	58	3.76	11.297	
Prof. qualification	31	4.68	15.480	
Any other	13	2.31	1.032	
NR	6	2.83	.753	
Total	365	2.85	7.811	

MONTHLY INCOME				.103
5 to 10	210	2.98	8.400	
10 to 20	123	2.82	7.792	
30 to 40	9	1.67	1.000	
40 & Above	5	2.20	.837	
NR	18	2.22	1.003	
Total	365	2.85	7.811	
WORK EXPERIENCE				.202
<=6 months	41	2.34	.825	
7-12 months	152	3.20	9.865	
1 - 3 years	145	2.78	7.181	
3+ years	25	1.96	.676	
NR	2	2.50	.707	
Total	365	2.85	7.811	

There is no association found between QWL parameter & adequate facilities are provided in organization.

37. Table showing facilities are maintained with a high standard of safety with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.334
18-24 Years	239	2.40	5.631	
25-31 Years	103	3.07	8.503	
>31 Years	22	2.00	1.069	
NR	1	4.00		
Total	365	2.57	6.417	
MARITAL STATUS				.340
Married	104	3.01	8.469	
Unmarried	254	2.39	5.468	
NR	7	2.43	1.134	
Total	365	2.57	6.417	
EDUCATIONAL QUALIFICATION				3.081
H.S.C.	89	2.00	.965	
Graduate	168	2.05	.846	
Post Graduate	58	3.72	11.296	
Prof. qualification	31	2.35	1.112	
Any other	13	8.54	23.894	
NR	6	2.67	1.211	
Total	365	2.57	6.417	

MONTHLY INCOME				.808
5 to 10	210	2.20	.897	
10 to 20	123	3.40	10.962	
30 to 40	9	1.67	.866	
40 & Above	5	2.20	1.095	
NR	18	1.72	.895	
Total	365	2.57	6.417	
WORK EXPERIENCE				.093
<=6 months	41	2.27	.775	
7-12 months	152	2.54	7.037	
1 - 3 years	145	2.77	7.191	
3+ years	25	2.12	.971	
NR	2	2.00	1.414	
Total	365	2.57	6.417	

There is no association found between QWL parameter & facilities are maintained with a high standard of safety adequate facilities are provided in organization.

38. Table showing staff members are rewarded appropriately for their performance with reference to age, marital status, Educational Qualification, monthly income, work experience.

	N	M	Std.	F.Value
AGE				.051
18-24 Years	239	2.14	5.638	
25-31 Years	103	1.96	1.056	
>31 Years	22	2.14	1.082	
NR	1	3.00		
Total	365	2.09	4.601	
MARITAL STATUS				.082
Married	104	1.97	.990	
Unmarried	254	2.13	5.477	
NR	7	2.57	1.397	
Total	365	2.09	4.601	
EDUCATIONAL QUALIFICATION				1.008
H.S.C.	89	1.85	.911	
Graduate	168	1.83	.838	
Post Graduate	58	3.33	11.353	
Prof. qualification	31	1.90	1.136	
Any other	13	1.92	1.115	
NR	6	2.33	1.366	
Total	365	2.09	4.601	

MONTHLY INCOME				.366
5 to 10	210	1.96	1.002	
10 to 20	123	2.46	7.818	
30 to 40	9	1.56	.527	
40 & Above	5	1.20	.447	
NR	18	1.61	.608	
Total	365	2.09	4.601	
WORK EXPERIENCE				.152
<=6 months	41	1.93	.959	
7-12 months	152	2.32	7.054	
1 - 3 years	145	1.94	.911	
3+ years	25	1.88	1.013	
NR	2	2.00	.000	
Total	365	2.09	4.601	

There is association found between QWL parameter like staff members are rewarded appropriately for their performance & Age. (F-.051)

SECTION- III

Cross tabulations between Independent Variable & Dependent Variables.

DIET

39. Table showing the significant relation between Age and Diet.

		Age of the respondent							
		18-24 Years		25-31 Years		>31 Years		NR	
		N	%	N	%	N	%	N	%
Frequency of taking meal in a day.	One time	50	13.7%	18	4.9%	7	1.9%	0	.0%
	Two time	105	28.8%	54	14.8%	14	3.8%	1	.3%
	Three time	66	18.1%	26	7.1%	1	.3%	0	.0%
	Four time	18	4.9%	5	1.4%	0	.0%	0	.0%
	NR	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square		11.829							
Df		9							
Sig.		.223 ^{a,b}							
Had balance diet.	Yes	154	42.2%	67	18.4%	15	4.1%	1	.3%
	No	84	23.0%	36	9.9%	7	1.9%	0	.0%
	NR	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square		1.175							
Df		6							
Sig.		.978 ^{a,b}							
Balance diet means	Whole some food	62	17.0%	35	9.6%	8	2.2%	0	.0%

	Satisfied	66	18.1%	28	7.7%	7	1.9%	1	.3%
	hungry								
	Felt fresh after eating	46	12.6%	11	3.0%	1	.3%	0	.0%
	Above all	53	14.5%	23	6.3%	5	1.4%	0	.0%
	NR	12	3.3%	6	1.6%	1	.3%	0	.0%
Chi-square		10.155							
Df		12							
Sig.		.602^{a,b}							
Consumption of tea or coffee or other carbonated drinks.	Yes	185	50.7%	87	23.8%	12	3.3%	0	.0%
	No	54	14.8%	15	4.1%	10	2.7%	1	.3%
	NR	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square		16.378							
Df		6							
Sig.		.012^{a,b,*}							
Diet contained soda, aginomoto artificial colors, saturated fats, white flour.	Yes	154	42.2%	73	20.0%	13	3.6%	0	.0%
	No	84	23.0%	30	8.2%	9	2.5%	1	.3%
	NR	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square		4.211							
Df		6							
Sig.		.648^{a,b}							

From the above table, it can be analysed that majority of the respondents i.e.

- (N=105) 28.8% were between the age group of 18 - 24 years took meals twice a day;

- (N-154) 42.2% were between the age group 18 - 24 years had balanced diet.
- (N-66)18.1% was between the 18-24 yrs believed that balanced diet was merely the food that satisfied their hunger.
- N-185(50.7%) was between the age group of 18 - 24 of years consumed tea or coffee or other carborated drinks.
- N-154 (42.2%) were between age group of 18-24 of years had diet which contained soda, aginomoto artificial colors, saturated fats, white flour.

Chi- Square Results:

There is significant association between Diet & Age (Sig .012) Age.

40. Table showing the significant relation between marital status and Diet.

		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Frequency of taking meal in a day.	One time	21	5.8%	52	14.2%	2	.5%
	Two time	50	13.7%	120	32.9%	4	1.1%
	Three time	26	7.1%	66	18.1%	1	.3%
	Four time	7	1.9%	16	4.4%	0	.0%
	NR	0	.0%	0	.0%	0	.0%
Chi-square	1.222						
Df	6						

Sig.	.976^{a,b}						
Had balanced diet.	Yes	70	19.2%	164	44.9%	3	.8%
	No	34	9.3%	89	24.4%	4	1.1%
	NR	0	.0%	1	.3%	0	.0%
Chi-square	2.199						
Df	4						
Sig.	.699^{a,b}						
Balance diet means to you.	Whole some food	33	9.0%	72	19.7%	0	.0%
	Satisfied hunger	29	7.9%	69	18.9%	4	1.1%
	Felt fresh after eating	15	4.1%	41	11.2%	2	.5%
	Above all	22	6.0%	58	15.9%	1	.3%
	NR	5	1.4%	14	3.8%	0	.0%
Chi-square	6.134						
Df	8						
Sig.	.632^{a,b}						
Consumption of tea or coffee or other carborated	Yes	74	20.3%	205	56.2%	5	1.4%
	No	30	8.2%	48	13.2%	2	.5%
	NR	0	.0%	1	.3%	0	.0%

drinks.							
Chi-square	4.816						
Df	4						
Sig.	.307^{a,b}						
Diet contained soda, aginomoto artificial colors, saturated fats, white flour.	Yes	66	18.1%	172	47.1%	2	.5%
	No	38	10.4%	81	22.2%	5	1.4%
	NR	0	.0%	1	.3%	0	.0%
Chi-square	5.557						
Df	4						
Sig.	.235^{a,b}						

From the above table, it can be analyzed that majority of the respondents i.e.

- (N-120) 32.9% from the unmarried category took meals twice a day.
- (N-164) 44.9% who were unmarried had balanced diet.
- **(N-72) 19.7% who were unmarried** believed that balanced diet was merely the food that satisfied their hunger.
- (N-205) 56.2% who were unmarried consumed tea or coffee or other carborated drinks.
- (N-172) 47.1% who were unmarried had diet which contained soda, aginomoto artificial colors, saturated fats, white flour.

Chi- Square Results:

It was found that there was no significant association between marital status and diet.

41. Table showing the significant relation between the Education qualification and Diet.

		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Frequency of taking meal in a day.	One time	30	8.2%	30	8.2%	7	1.9%	6	1.6%	1	.3%	1	.3%
	Two time	37	10.1%	78	21.4%	35	9.6%	15	4.1%	5	1.4%	4	1.1%
	Three time	17	4.7%	49	13.4%	13	3.6%	8	2.2%	5	1.4%	1	.3%
	Four time	5	1.4%	11	3.0%	3	.8%	2	.5%	2	.5%	0	.0%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	20.481												
Df	15												
Sig.	.154 ^{a,b}												
Had balanced diet.	Yes	58	15.9%	99	27.1%	46	12.6%	21	5.8%	9	2.5%	4	1.1%
	No	31	8.5%	68	18.6%	12	3.3%	10	2.7%	4	1.1%	2	.5%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	9.027												
Df	10												
Sig.	.530 ^{a,b}												
Balance diet means to you.	Whole some food	23	6.3%	42	11.5%	20	5.5%	12	3.3%	6	1.6%	2	.5%
	Satisfied hung	30	8.2%	48	13.2%	14	3.8%	7	1.9%	2	.5%	1	.3%

	er												
	Felt fresh after eatin g	16	4.4%	28	7.7%	6	1.6%	3	.8%	3	.8%	2	.5%
	Abov e all	16	4.4%	42	11.5%	15	4.1%	7	1.9%	0	.0%	1	.3%
	NR	4	1.1%	8	2.2%	3	.8%	2	.5%	2	.5%	0	.0%
Chi-square	18.463												
Df	20												
Sig.	.557^{a,b}												
Consumption of tea or coffee or other carbor ated drinks.	Yes	67	18.4%	13 3	36.4%	46	12.6%	24	6.6%	9	2.5%	5	1.4%
	No	22	6.0%	34	9.3%	12	3.3%	7	1.9%	4	1.1%	1	.3%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	2.571												
Df	10												
Sig.	.990^{a,b}												
Diet contained soda, aginomoto artificial colors, saturated fats, white flour.	Yes	53	14.5%	113	31.0%	40	11.0%	25	6.8%	7	1.9%	2	.5%
	No	36	9.9%	55	15.1%	17	4.7%	6	1.6%	6	1.6%	4	1.1%
	NR	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	14.199												
Df	10												
Sig.	.164^{a,b}												

From the above table, it can be analysed that majority of the respondents i.e.

- (N-78) 21.4% were graduate who took meals twice a day.
- (N-99) 27.1% from graduate category had balanced diet.
- (N-78) 13.2% were graduate believed that balanced diet was merely the food that satisfied their hunger.
- (N-133) 36.4% were graduate consumed tea or coffee or other carborated drinks.
- (N-113) 31% from graduate category whose diet contained soda, aginomoto artificial colours, saturated fats, white flour.

Chi- Square Results:

It was found that there was no significant association between diet and education.

42. Table showing the significant relation between Income and Diet.

		Income of the respondent (Thousands per month)									
		6 to 15		16 to 25		26 to 35		35 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Frequency of taking meal in a day.	One time	48	13.2 %	21	5.8%	2	.5%	1	.3%	3	.8%
	Two time	103	28.2 %	58	15.9%	3	.8%	2	.5%	8	2.2%
	Three time	50	13.7 %	33	9.0%	4	1.1 %	2	.5%	4	1.1%
	Four time	9	2.5%	11	3.0%	0	.0%	0	.0%	3	.8%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	10.737										

Df	12										
Sig.	.552^{a,b}										
You had balanced diet.	Yes	131	35.9 %	82	22.5%	7	1.9 %	4	1.1 %	13	3.6%
	No	79	21.6 %	40	11.0%	2	.5%	1	.3%	5	1.4%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	4.428										
Df	8										
Sig.	.817^{a,b}										
Balance diet means to you.	Whole some food	58	15.9 %	38	10.4%	4	1.1 %	1	.3%	4	1.1%
	Satisfied hunger	60	16.4 %	32	8.8%	1	.3%	2	.5%	7	1.9%
	Felt fresh after eating	35	9.6%	18	4.9%	2	.5%	0	.0%	3	.8%
	Above all	50	13.7 %	25	6.8%	1	.3%	1	.3%	4	1.1%
	NR	7	1.9%	10	2.7%	1	.3%	1	.3%	0	.0%
Chi-square	12.855										
Df	16										
Sig.	.683^{a,b}										
Consumption	Yes	166	45.5 %	96	26.3%	7	1.9 %	5	1.4 %	10	2.7%

of tea or coffee or other carbonated drinks	No	44	12.1 %	26	7.1%	2	.5%	0	.0%	8	2.2%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	8.859										
Df	8										
Sig.	.354^{a,b}										
Your diet contained soda, aginomoto, artificial colors, saturated fats, white flour.	Yes	146	40.0 %	74	20.3%	6	1.6 %	2	.5%	12	3.3%
	No	64	17.5 %	48	13.2%	3	.8 %	3	.8%	6	1.6%
	NR	0	.0%	1	.3%	0	.0 %	0	.0%	0	.0%
Chi-square	6.194										
Df	8										
Sig.	.626^{a,b}										

From the above table, it can be analyzed that majority of the respondents i.e.

- (N-103) 28.2% had the income between 6. to 15 thousands took diet twice in a day.
- (N-131) 35.9% having income between 6 to 15 thousands had balanced diet.
- (N-60) 16.4% having income between 6 to 15 thousand believed that balanced diet was merely the food that satisfied their hunger.

➤ (N-166) 45.5% having income between 6 to 15 thousand consumed tea or other carborated drinks.

Further it was found that majority of the respondents i.e. N- 146(n-40) having income between 6 to 15 thousand had diet which contained soda, aginomoto artificial colors, saturated fats, white flour.

Chi- Square Results:

It was found that there was no significant association between income and diet.

43. Table showing the significant relation between the No of years working in BPO and Diet.

		No of years working in BPO Respondent									
		<-6 months		7-12 months		1 - 3 years		3+ years		NR	
		N	%	N	%	N	%	N	%	N	%
Freque ncy of taking meal in a day.	One time	9	2.5%	33	9.0%	26	7.1%	7	1.9%	0	.0%
	Two time	18	4.9%	74	20.3%	71	19.5%	9	2.5%	2	.5%
	Three time	12	3.3%	35	9.6%	38	10.4%	8	2.2%	0	.0%
	Four time	2	.5%	10	2.7%	10	2.7%	1	.3%	0	.0%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
Chi- square	5.893										
Df	12										

Sig.	.921 ^{a,b}										
You had balanced diet.	Yes	21	5.8%	104	28.5%	93	25.5%	17	4.7%	2	.5%
	No	20	5.5%	48	13.2%	51	14.0%	8	2.2%	0	.0%
	NR	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	6.933										
Df	8										
Sig.	.544 ^{a,b}										
Balance diet means to you.	Whole some food	9	2.5%	37	10.1%	53	14.5%	4	1.1%	2	.5%
	Satisfied hunger	9	2.5%	41	11.2%	41	11.2%	11	3.0%	0	.0%
	Felt fresh after eating	6	1.6%	31	8.5%	19	5.2%	2	.5%	0	.0%
	Above all	15	4.1%	37	10.1%	21	5.8%	8	2.2%	0	.0%
	NR	2	.5%	6	1.6%	11	3.0%	0	.0%	0	.0%
Chi-square	30.142										
Df	16										
Sig.	.017 ^{a,b,*}										
Consumption of tea or	Yes	33	9.0%	112	30.7%	120	32.9%	19	5.2%	0	.0%

coffee or other carbora ted drinks.	No	8	2.2%	40	11.0%	25	6.8%	5	1.4%	2	.5%
	NR	0	.0%	0	.0%	0	.0%	1	.3%	0	.0%
Chi-square	24.495										
Df	8										
Sig.	.002^{a,b,*}										
Your diet contained soda, aginomoto or artificial colors, saturated fats, white flour.	Yes	26	7.1%	95	26.0%	98	26.8%	20	5.5%	1	.3%
	No	15	4.1%	56	15.3%	47	12.9%	5	1.4%	1	.3%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	4.744										
Df	8										
Sig.	.785^{a,b}										

From the above table, it can be analysed that majority of the respondents i.e.

- (N-74) 20.3% who had work experience between 7 to 12 months had diet twice a day.
- (N-104) 28.4% who had work experience between 7 to 12 months had balanced diet.
- (N-53) 14.5% who has work experience between 1 to 3 years believed that balanced diet was merely the food that satisfied their hunger.

- (N-120) 32.9% who had work experience between 1 to 3 years consumed tea or coffee or other carborated drinks.
- (N-98) 26.8% who had work experience between 1 to 3 years had diet which contained soda, aginomoto artificial colors, saturated fats, white flour.

Chi- Square Results:

There is significant association between Diet & Work experience (Sig. 017).

SLEEP

44. Table showing sleep patterns with reference to age of the respondents.

Sleep Patterns		Age of the respondent							
		18-24 Years		25-31 Years		>31 Years		NR	
		N	%	N	%	N	%	N	%
No. of hours slept in a day.	4 to 5	28	7.7%	9	2.5%	0	.0%	1	.3%
	6 to 7	126	34.5%	61	16.7%	16	4.4%	0	.0%
	8 or more hours	85	23.3%	32	8.8%	6	1.6%	0	.0%
	NR	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	16.592								
Df	9								
Sig.	.056^{a,b}								
Whether compelled to awake when one	Often	22	6.0%	13	3.6%	2	.5%	1	.3%
	Sometimes	166	45.5%	75	20.5%	15	4.1%	0	.0%
	Never	51	14.0%	15	4.1%	5	1.4%	0	.0%

want to sleep.	NR	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	11.417								
Df	6								
Sig.	.076^{a,b}								
Whether able to maintain regularity in sleep.	Often	109	29.9%	47	12.9%	9	2.5%	0	.0%
	Sometimes	95	26.0%	41	11.2%	11	3.0%	0	.0%
	Never	30	8.2%	12	3.3%	2	.5%	1	.3%
	NR	5	1.4%	3	.8%	0	.0%	0	.0%
Chi-square	8.725								
Df	9								
Sig.	.463^{a,b}								
Felting that sleep was not sufficient.	Often	47	12.9%	23	6.3%	6	1.6%	1	.3%
	Sometimes	130	35.6%	51	14.0%	10	2.7%	0	.0%
	Never	58	15.9%	29	7.9%	6	1.6%	0	.0%
	NR	4	1.1%	0	.0%	0	.0%	0	.0%
Chi-square	7.546								
Df	9								
Sig.	.580^{a,b}								
Whether less sleep affects work.	Often	32	8.8%	15	4.1%	3	.8%	0	.0%
	Sometimes	118	32.3%	46	12.6%	11	3.0%	0	.0%
	Never	86	23.6%	42	11.5%	8	2.2%	1	.3%

	NR	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	4.113								
Df	9								
Sig.	.904^{a,b}								

From the above analysis in terms of sleep patterns with reference to age of the respondents, it was seen that,

- (N-126) 34.6% who were between 18-24 years sleep for 6-7 hours per day, while on the other hand (N-9) 2.5 % who were between 25-31 years sleep for only 4-5 hours per day.
- (N-166) 45.5% who were in the age group between 18-24 year sometimes compelled to awake when one wanted to sleep.
- (N-109) 29.9% who were in the age group between 18-24 year often able to maintain regularity in sleep.
- (N-130) 35.6% who were in the age group between 18-24 year felt that sleep was not sufficient.
- (N-118) 32.3% who were in the age group between 18-24 year whether less sleep affects work.

Chi- Square Results:

Strong association found between sleep patterns and no. of hours sleep per day. (Sig-0.056)

45. Table showing sleep patterns with reference to marital status of the respondents.

Sleep Patterns		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
No. of hours slept	4 to 5	7	1.9%	30	8.2%	1	.3%
	6 to 7	67	18.4%	133	36.4%	3	.8%

in a day.	8 or more hours	30	8.2%	90	24.7%	3	.8%
	NR	0	.0%	1	.3%	0	.0%
Chi-square	5.636						
Df	6						
Sig.	.465^{a,b}						
Whether compelled to awake when one want to sleep.	Often	12	3.3%	25	6.8%	1	.3%
	Sometimes	71	19.5%	179	49.0%	6	1.6%
	Never	21	5.8%	50	13.7%	0	.0%
	NR	0	.0%	0	.0%	0	.0%
Chi-square	2.003						
Df	4						
Sig.	.735^{a,b}						
Whether able to maintain regularity in sleep.	Often	47	12.9%	117	32.1%	1	.3%
	Sometimes	44	12.1%	98	26.8%	5	1.4%
	Never	11	3.0%	34	9.3%	0	.0%
	NR	2	.5%	5	1.4%	1	.3%
Chi-square	9.611						
Df	6						
Sig.	.142^{a,b}						
The Felting	Often	23	6.3 %	52	14.2%	2	.5%

that sleep was not sufficient	Sometimes	58	15.9%	131	35.9%	2	.5%
	Never	22	6.0%	68	18.6%	3	.8%
	NR	1	.3%	3	.8%	0	.0%
Chi-square	3.172						
Df	6						
Sig.	.787^{a,b}						
whether less sleep affects work.	Often	17	4.7%	32	8.8%	1	.3%
	Sometimes	48	13.2%	123	33.7%	4	1.1%
	Never	38	10.4%	97	26.6%	2	.5%
	NR	1	.3%	2	.5%	0	.0%
Chi-square	1.256						
Df	6						
Sig.	.974^{a,b}						

From the above analysis in terms of sleep patterns with reference to marital status, it was seen that

- (N-133) 36.4% who were unmarried slept for 6-7 hours per day, while on the other hand (N-7) 1.9% who were married slept for only 4-5 hours per day.
- (N-179) 49.0 % who were unmarried sometimes compelled to awake when one wanted to sleep.
- (N-117) 32.1% who were unmarried often able to maintain regularity in sleep.
- (N-131) 35.9% who were unmarried sometimes felt that sleep was not sufficient.

➤ (N-123) 33.7% who were unmarried sometimes whether less sleep affects work.

Chi- Square Results:

No association found between sleep patterns and marital status.

46. Table showing sleep patterns with reference to Educational Qualification of the respondent.

Sleep Patterns		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
No. of hours slept in a day.	4 to 5	6	1.6%	17	4.7%	5	1.4%	7	1.9%	2	.5%	1	.3%
	6 to 7	61	16.7%	80	21.9%	36	9.9%	16	4.4%	7	1.9%	3	.8%
	8 or more hours	22	6.0%	70	19.2%	17	4.7%	8	2.2%	4	1.1%	2	.5%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	18.862												
Df	15												
Sig.	.220 ^{a,b}												
Whether compelled to awake when one want to sleep.	Often	7	1.9%	22	6.0%	7	1.9%	0	.0%	0	.0%	2	.5%
	Sometimes	70	19.2%	107	29.3%	40	11.0%	26	7.1%	10	2.7%	3	.8%
	Never	12	3.3%	39	10.7%	11	3.0%	5	1.4%	3	.8%	1	.3%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-	15.819												

square														
Df	10													
Sig.	.105 ^{a,b}													
Whether able to maintain regularity in sleep.	Often	42	11.5 %	82	22.5 %	27	7.4%	9	2.5%	3	.8 %	2	.5 %	
	Sometimes	29	7.9%	62	17.0 %	25	6.8%	21	5.8%	8	2.2 %	2	.5 %	
	Never	16	4.4%	20	5.5%	5	1.4%	1	.3%	2	.5 %	1	.3 %	
	NR	2	.5%	4	1.1%	1	.3%	0	.0%	0	.0 %	1	.3 %	
Chi-square	25.242													
df	15													
Sig.	.047 ^{a,b,*}													
Felting that sleep was not sufficient	Often	20	5.5%	36	9.9%	10	2.7%	7	1.9%	3	.8 %	1	.3 %	
	Sometimes	52	14.2 %	83	22.7 %	32	8.8%	16	4.4%	5	1.4 %	3	.8 %	
	Never	16	4.4%	48	13.2 %	15	4.1%	8	2.2%	4	1.1 %	2	.5 %	
	NR	1	.3%	1	.3%	1	.3%	0	.0%	1	.3 %	0	.0 %	
Chi-square	11.143													
Df	15													
Sig.	.742 ^{a,b}													

whether less sleep affects work.	Often	13	3.6%	24	6.6%	5	1.4%	5	1.4%	1	.3%	2	.5%
	Sometimes	44	12.1%	85	23.3%	27	7.4%	14	3.8%	3	.8%	2	.5%
	Never	32	8.8%	58	15.9%	25	6.8%	12	3.3%	8	2.2%	2	.5%
	NR	0	.0%	1	.3%	1	.3%	0	.0%	1	.3%	0	.0%
Chi-square	17.818												
Df	15												
Sig.	.272 ^{a,b}												

From the above analysis in terms of sleep patterns with reference Educational Qualification, it was seen that

- (N-80) 21.9% who were graduate slept for 6-7 hours per day, while (N-7) 1.9% who had a professional qualification slept for 4-5 hours per day.
- (N-107) 29.3% who were graduates sometimes compelled to awake when one wanted to sleep.
- (N-82) 22.5% who were graduate often able to maintain regularity in sleep.
- (N-83) 22.7% who were graduate sometimes felt that sleep was not sufficient.
- (N-85) 23.3% who were graduate sometimes whether less sleep affects work.

Chi- Square Results:

Strong association found between sleep patterns and maintain regularity in sleep (Sig-0.047) with reference to educational qualification.

47. Table showing sleep patterns with reference to monthly Income of the respondent.

Sleep Patterns		Income of the respondent									
		5 to 15		16 to 25		26 to 35		36 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
No. of hours slept in a day.	4 to 5	18	4.9 %	17	4.7%	1	.3%	0	.0%	2	.5%
	6 to 7	121	33.2 %	67	18.4%	3	.8%	4	1.1%	8	2.2%
	8 or more hours	71	19.5 %	39	10.7%	4	1.1%	1	.3%	8	2.2%
	NR	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	45.417										
Df	12										
Sig.	.000 ^{a,b}										
Whether compelled to awake when one want to sleep.	Often	19	5.2 %	13	3.6%	2	.5%	0	.0%	4	1.1%
	Sometimes	149	40.8 %	91	24.9%	3	.8%	4	1.1%	9	2.5%
	Never	42	11.5 %	19	5.2%	4	1.1%	1	.3%	5	1.4%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	12.223										
Df	8										

Sig.	.142,a,b										
Whether able to maintain regularity in sleep.	Often	98	26.8 %	52	14.2%	5	1.4%	4	1.1%	6	1.6%
	Sometimes	87	23.8 %	48	13.2%	3	.8%	0	.0%	9	2.5%
	Never	22	6.0 %	18	4.9%	1	.3%	1	.3%	3	.8%
	NR	3	.8%	5	1.4%	0	.0%	0	.0%	0	.0%
Chi-square	9.975										
Df	12										
Sig.	.618,a,b										
The Feeling that sleep was not sufficient	Often	38	10.4 %	27	7.4%	2	.5%	1	.3%	9	2.5%
	Sometimes	113	31.0 %	64	17.5%	4	1.1%	3	.8%	7	1.9%
	Never	57	15.6 %	30	8.2%	3	.8%	1	.3%	2	.5%
	NR	2	.5%	2	.5%	0	.0%	0	.0%	0	.0%
Chi-square	11.676										
Df	12										
Sig.	.472,a,b										
whether less sleep affects work.	Often	25	6.8 %	18	4.9%	1	.3%	0	.0%	6	1.6%
	Sometimes	96	26.3 %	66	18.1%	6	1.6%	1	.3%	6	1.6%
	Never	88	24.1 %	37	10.1%	2	.5%	4	1.1%	6	1.6%

			%								
	NR	1	.3%	2	.5%	0	.0%	0	.0%	0	.0%
Chi-square	17.170										
Df	12										
Sig.	.143^{a,b}										

From the above analysis in terms of sleep patterns with reference to monthly income, it was seen that

- (N-121) 33.2% who had a monthly income 5,000-15,000 slept for 6-7 hours per day,
- (N-149) 40.8% who had a monthly income 5,000- 15,000 sometimes compelled to awake when one wanted to sleep.
- (N-98) 26.8% who had a monthly income 5,000- 15,000 often able to maintain regularity in sleep.
- (N-113) 31% who had a monthly income 5,000- 15,000 sometimes felt that sleep was not sufficient.
- (N-96) 26.3% who had a monthly income 5,000- 15,000 sometimes whether less sleep affects work.

Chi- Square Results:

No association found between sleep patterns and to Monthly Income.

48. Table showing sleep patterns with reference work experience of the respondent.

Sleep Pattern		No of years working in BPO Respondent									
		<-6 months		7-12 months		1 - 3 years		3+ years		NR	
		N	%	N	%	N	%	N	%	N	%
No. of hours slept in a day.	4 to 5	4	1.1%	14	3.8%	20	5.5%	0	.0%	0	.0%
	6 to 7	23	6.3%	93	25.5%	72	19.7%	15	4.1%	0	.0%
	8 or more hours	14	3.8%	45	12.3%	52	14.2%	10	2.7%	2	.5%
	NR	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	12.986										
Df	12										
Sig.	.370 ^{a,b}										
Whether compelled to awake when one want to sleep.	Often	5	1.4%	13	3.6%	19	5.2%	1	.3%	0	.0%
	Sometimes	28	7.7%	107	29.3%	101	27.7%	18	4.9%	2	.5%
	Never	8	2.2%	32	8.8%	25	6.8%	6	1.6%	0	.0%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	4.347										
Df	8										
Sig.	.825 ^{a,b}										
Whether able to maintain regularity in sleep.	Often	16	4.4%	67	18.4%	67	18.4%	13	3.6%	2	.5%
	Sometimes	22	6.0%	60	16.4%	54	14.8%	11	3.0%	0	.0%
	Never	2	.5%	21	5.8%	21	5.8%	1	.3%	0	.0%
	NR	1	.3%	4	1.1%	3	.8%	0	.0%	0	.0%

Chi-square	10.141										
Df	12										
Sig.	.604 ^{a,b}										
Felting that sleep was not sufficient	Often	6	1.6%	28	7.7%	40	11.0%	3	.8%	0	.0%
	Sometimes	23	6.3%	82	22.5%	75	20.5%	10	2.7%	1	.3%
	Never	12	3.3%	40	11.0%	28	7.7%	12	3.3%	1	.3%
	NR	0	.0%	2	.5%	2	.5%	0	.0%	0	.0%
Chi-square	15.356										
Df	12										
Sig.	.223 ^{a,b}										
whether less sleep affects work.	Often	5	1.4%	19	5.2%	25	6.8%	1	.3%	0	.0%
	Sometimes	24	6.6%	69	18.9%	67	18.4%	14	3.8%	1	.3%
	Never	12	3.3%	62	17.0%	52	14.2%	10	2.7%	1	.3%
	NR	0	.0%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	7.591										
Df	12										
Sig.	.816 ^{a,b}										

From the above analysis in terms of sleep patterns with reference work experience, it was seen that

- (N-93) 25.5% who had a 7-12 month of work experience slept for 6-7 hours per day,
- (N-107) 29.3% who 7-12 months of work experience sometimes compelled to awake when one wanted to sleep.

- (N-67) 18.4% who had 7-12 months of work experience often able to maintain regularity in sleep.
- (N-82) 22.5% who had 7-12 months of work experience sometimes felt that sleep was not sufficient.
- (N-69) 18.9% who had 7-12 months of work experience sometimes whether less sleep affects work.

Chi- Square Results:

No association found between sleep patterns and work experience.

LEISURE ACTIVITY

49. Table showing Leisure Activity with reference to age of the respondents.

		Age of the respondent							
		18-24 Years		25-31 Years		>31 Years		NR	
		N	%	N	%	N	%	N	%
Availab ility for time for leisure activity	Yes	165	45.2%	75	20.5%	12	3.3%	0	.0%
	No	73	20.0%	27	7.4%	10	2.7%	1	.3%
	NR	1	.3%	1	.3%	0	.0%	0	.0%
Chi- square	5.936								
Df	6								
Sig.	.430 ^{a,b}								
Hours availab le for activity	1-2	126	34.5%	57	15.6%	10	2.7%	0	.0%
	3-4	61	16.7%	24	6.6%	8	2.2%	1	.3%
	>5 hrs	24	6.6%	6	1.6%	1	.3%	0	.0%
	NR	28	7.7%	16	4.4%	3	.8%	0	.0%

Chi-square	7.205								
Df	9								
Sig.	.616 ^{a,b}								
Whether any hobbies were pursued.	Yes	190	52.1%	75	20.5%	13	3.6%	0	.0%
	No	46	12.6%	28	7.7%	9	2.5%	1	.3%
	NR	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	11.574								
Df	6								
Sig.	.072 ^{a,b}								

From the above analysis in terms of leisure activity with reference to age of the respondents, it was seen that,

- (N-165) 45.2% who were between 18-24 years had time for leisure activity.
- (N-126) 34.5% who were between 18-24 years had 1-2 hours available for leisure activity.
- (N-190) 52.5% who were between 18-24 years pursued some hobby as a leisure.

Chi- Square Results:

No association found between leisure and Age of the respondents.

50. Table showing leisure activity with reference to the Marital Status of the respondents.

		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Availability for time for leisure activity	Yes	66	18.1%	181	49.6%	5	1.4%
	No	37	10.1%	72	19.7%	2	.5%
	NR	1	.3%	1	.3%	0	.0%
Chi-square	2.406						
Df	4						
Sig.	.662 ^{a,b}						
Hours available for activity.	1-2	51	14.0%	140	38.4%	2	.5%
	3-4	29	7.9%	62	17.0%	3	.8%
	>5 hrs	7	1.9%	22	6.0%	2	.5%
	NR	17	4.7%	30	8.2%	0	.0%
Chi-square	8.279						
Df	6						
Sig.	.218 ^{a,b}						
Whether any hobbies were pursued	Yes	77	21.1%	194	53.2%	7	1.9%
	No	27	7.4%	57	15.6%	0	.0%
	NR	0	.0%	3	.8%	0	.0%

Chi-square	3.936
Df	4
Sig.	.415^{a,b}

From the above analysis in terms of leisure activity with reference to marital status of the respondents, it was seen that,

- (N-181) 49.6% who were unmarried had time for leisure activity.
- (N-140) 38.4% who were unmarried had 1-2 hours available for leisure activity.
- (N-194) 53.2% who were unmarried pursued some hobby as a leisure.

Chi- Square Results:

No association found between leisure and marital status of the respondent.

51. Table showing leisure activity with reference to the Educational Qualification of the respondents.

		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Availability for time for leisure activity	Yes	59	16.2 %	116	31.8 %	40	11.0 %	24	6.6%	8	2.2%	5	1.4%
	No	30	8.2%	50	13.7 %	18	4.9%	7	1.9%	5	1.4%	1	.3%
	NR	0	.0%	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	4.665												
Df	10												

Sig.	.912^{a,b}												
Hours available for activity	1-2	40	11.0 %	91	24.9 %	34	9.3%	18	4.9%	7	1.9%	3	.8%
	3-4	29	7.9%	44	12.1 %	11	3.0%	5	1.4%	2	.5%	3	.8%
	>5 hrs	10	2.7%	12	3.3%	3	.8%	5	1.4%	1	.3%	0	.0%
	NR	10	2.7%	21	5.8%	10	2.7%	3	.8%	3	.8%	0	.0%
Chi-square	15.015												
Df	15												
Sig.	.450^{a,b}												
Whether any hobbies were pursued	Yes	76	20.8 %	118	32.3 %	41	11.2 %	26	7.1%	11	3.0%	6	1.6%
	No	13	3.6%	48	13.2 %	16	4.4%	5	1.4%	2	.5%	0	.0%
	NR	0	.0%	2	.5%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	12.667												
Df	10												
Sig.	.243^{a,b}												

From the above analysis in terms of leisure activity with reference to monthly income of the respondents, it was seen that,

- (N-111) 31.8% who were graduate had time for leisure activity.
- (N-91) 24.9% who were graduate had 1-2 hours available for leisure activity.
- (N-118) 32.3% who were graduate pursued some hobby as a leisure.

Chi- Square Results:

No association found between leisure and Education Qualification of the respondents.

52. Table showing leisure activity with reference to the Monthly Income of the respondent.

		Income of the respondent									
		5 to 15		16 to 25		26 to 35		36 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Availab ility for time for leisure activity	Yes	148	40.5%	78	21.4%	6	1.6%	4	1.1%	16	4.4%
	No	62	17.0%	43	11.8%	3	.8%	1	.3%	2	.5%
	NR	0	.0%	2	.5%	0	.0%	0	.0%	0	.0%
Chi-square	8.982										
Df	8										
Sig.	.344 ^{a,b}										
Hours availab le for activity	1-2	117	32.1%	55	15.1%	8	2.2%	3	.8%	10	2.7%
	3-4	48	13.2%	37	10.1%	1	.3%	2	.5%	6	1.6%
	>5 hrs	16	4.4%	14	3.8%	0	.0%	0	.0%	1	.3%
	NR	29	7.9%	17	4.7%	0	.0%	0	.0%	1	.3%
Chi-square	12.821										
Df	12										
Sig.	.382 ^{a,b}										
Whether any hobbies were	Yes	166	45.5%	86	23.6%	7	1.9%	2	.5%	17	4.7%
	No	44	12.1%	34	9.3%	2	.5%	3	.8%	1	.3%

pursued d	NR	0	.0%	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	15.304										
Df	8										
Sig.	.053^{a,b}										

From the above analysis in terms of leisure activity with reference to monthly income of the respondents, it was seen that,

- (N-148) 40.5% who had monthly income between the range of 5,000-15,000 had time for leisure activity.
- (N-117) 32.1% who had monthly income between 5,000-15,000 had 1-2 hours available for leisure activity.
- (N-166) 45.5 % who had monthly income between 5,000-15,000 pursued some hobby as a leisure.

Chi- Square Results:

A association was found between monthly income and hobbies pursued. (sig-0.53)

53. Table showing leisure activity with reference to the work experience of the respondent.

		No of years working in BPO Respondent									
		<-6 months		7-12 months		1 - 3 years		3+ years		NR	
		N	%	N	%	N	%	N	%	N	%
Availabi lity for time for leisure activity	Yes	28	7.7%	115	31.5%	88	24.1%	20	5.5%	1	.3%
	No	13	3.6%	36	9.9%	56	15.3%	5	1.4%	1	.3%
	NR	0	.0%	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	10.073										

Df	8										
Sig.	.260^{a,b}										
Hours available for activity	1-2	27	7.4%	83	22.7%	64	17.5%	18	4.9%	1	.3%
	3-4	9	2.5%	40	11.0%	42	11.5%	3	.8%	0	.0%
	>5 hrs	4	1.1%	13	3.6%	11	3.0%	3	.8%	0	.0%
	NR	1	.3%	16	4.4%	28	7.7%	1	.3%	1	.3%
Chi-square	21.601										
Df	12										
Sig.	.042^{a,b,*}										
Whether any hobbies were pursued	Yes	36	9.9%	122	33.4%	101	27.7%	18	4.9%	1	.3%
	No	5	1.4%	28	7.7%	43	11.8%	7	1.9%	1	.3%
	NR	0	.0%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	10.309										
Df	8										
Sig.	.244^{a,b}										

From the above analysis in terms of leisure activity with reference to work experience of the respondents, it was seen that,

- (N-115) 31.5% who has a work experience of 7-12 months had time for leisure activity.
- (N-83) 22.7% who has a work experience of 7-12 months had 1-2 hours available for leisure activity.
- (N-122) 33.4% who has a work experience of 7-12 months pursued some hobby as a leisure.

Chi- Square Results:

A association was found between work experience and hours available for activity. (sig-0.42)

WORK INTEREST

54. Table showing the relations between age group and Work Interest.

		Age of the respondent							
		18-24 Years		25-31 Years		>31 Years		NR	
		N	%	N	%	N	%	N	%
Felting whether work is often boring and monotonous	Yes	59	16.2%	30	8.2%	3	.8%	0	.0%
	No	176	48.2%	71	19.5%	19	5.2%	1	.3%
	NR	4	1.1%	2	.5%	0	.0%	0	.0%
Chi-square	3.391								
Df	6								
Sig.	.758 ^{a,b}								
Respondents interested in present job.	Yes	197	54.0%	96	26.3%	16	4.4%	1	.3%
	No	41	11.2%	6	1.6%	6	1.6%	0	.0%
	NR	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	11.069								
Df	6								

Sig.	.086^{a,b}								
edddrd r Job offers flexibility according to personal convenience	Yes	147	40.3%	63	17.3%	13	3.6%	0	.0%
	No	89	24.4%	39	10.7%	9	2.5%	1	.3%
	NR	3	.8%	1	.3%	0	.0%	0	.0%
Chi-square	2.054								
Df	6								
Sig.	.915^{a,b}								
Continue to work if not financially necessary	Yes	125	34.2%	68	18.6%	12	3.3%	1	.3%
	No	110	30.1%	33	9.0%	10	2.7%	0	.0%
	NR	4	1.1%	2	.5%	0	.0%	0	.0%
Chi-square	7.030								
Df	6								
Sig.	.318^{a,b}								

From the above analysis it was seen that with reference to age and work interest 48.2% (N-176) of the respondents who fall in the age group between 18-24 years did not find work often boring and monotonous.

- (N-197) 54% of the respondents who fall in the age group between 18-24 years did found interest in present job.
- (N-147) 40.3% of the respondents who fall in the age group between 18-24 years agreed that their job offers flexibility according to personal convenience.
- (N-125) 34.2% of the respondents who fall in the age group between 18-24 years agreed to continue to work if not financially necessary.

Chi- Square Results:

There was no co-relation found between Age group and work Interest.

55. Table showing relation between marital status and work interest.

		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Feeling whether work is often boring and monotonous	Yes	25	6.8%	66	18.1%	1	.3%
	No	79	21.6%	182	49.9%	6	1.6%
	NR	0	.0%	6	1.6%	0	.0%
Chi-square	3.412						
Df	4						
Sig.	.491^{a,b}						
Respondents interested in present job.	Yes	93	25.5%	210	57.5%	7	1.9%
	No	11	3.0%	42	11.5%	0	.0%
	NR	0	.0%	2	.5%	0	.0%
Chi-square	4.301						
Df	4						
Sig.	.367^{a,b}						
Job offers flexibility according to personal convenience	Yes	70	19.2%	149	40.8%	4	1.1%
	No	33	9.0%	102	27.9%	3	.8%
	NR	1	.3%	3	.8%	0	.0%
Chi-square	2.466						
Df	4						

Sig.	.651^{a,b}						
Continue to work if not financially required.	Yes	63	17.3%	141	38.6%	2	.5%
	No	41	11.2%	107	29.3%	5	1.4%
	NR	0	.0%	6	1.6%	0	.0%
Chi-square	2.466						
Df	4						
Sig.	.651^{a,b}						

From the above analysis it was seen that with reference to marital status and work interest

- (N-182) 49.9% of the respondents who were unmarried did not find work often boring and monotonous.
- (N-210) 57.5% of the respondents who were unmarried found interest in present job.
- (N-149) 40.8% of the respondents who were unmarried agreed that their job offers flexibility according to personal convenience.
- (N-141) 38.6% of the respondents who were unmarried agreed to continue to work if not financially necessary.

Chi- Square Results:

There was no co-relation found between marital status and work Interest.

56. Table showing the relation between work interest and education.

		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Feeling whether work is often boring and monotonous	Yes	17	4.7%	47	12.9%	14	3.8%	9	2.5%	3	.8%	2	.5%
	No	71	19.5%	116	31.8%	44	12.1%	22	6.0%	10	2.7%	4	1.1%
	NR	1	.3%	5	1.4%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	7.009												
Df	10												
Sig.	.725 ^{a,b}												
Respondents interested in present job.	Yes	76	20.8%	143	39.2%	51	14.0%	26	7.1%	9	2.5%	5	1.4%
	No	13	3.6%	23	6.3%	7	1.9%	5	1.4%	4	1.1%	1	.3%
	NR	0	.0%	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	5.551												
Df	10												
Sig.	.851 ^{a,b}												
Job offers flexibility according to personal convenience	Yes	56	15.3%	100	27.4%	34	9.3%	21	5.8%	9	2.5%	3	.8%
	No	31	8.5%	66	18.1%	24	6.6%	10	2.7%	4	1.1%	3	.8%
	NR	2	.5%	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%

Chi-square	4.094												
Df	10												
Sig.	.943^{a,b}												
continue to work if not financially necessary	Yes	47	12.9 %	90	24.7 %	38	10.4 %	20	5.5%	7	1.9%	4	1.1 %
	No	40	11.0 %	75	20.5 %	20	5.5%	11	3.0%	5	1.4%	2	.5 %
	NR	2	.5%	3	.8%	0	.0%	0	.0%	1	.3%	0	.0 %
Chi-square	8.163												
Df	10												
Sig.	.613^{a,b}												

From the above analysis it was seen that with reference to Educational Qualification and work interest

- (N-116) 31.8% of the respondents who were graduate did not find work often boring and monotonous.
- (N-143) 39.2% of the respondents who were graduate found interest in present job.
- (N-100) 27.4% of the respondents who were graduate agreed that their job offers flexibility according to personal convenience.
- (N-90) 24.1% of the respondents who were graduate agreed to continue to work if not financially necessary.

Chi- Square Result:

There was no co-relation found between Educational qualification and work Interest.

57. Table showing the relation between work interest and income.

		Income of the respondent									
		5 to 15		16 to 25		26 to 35		36 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Feeling whether work is often boring and monotonous.	Yes	46	12.6%	36	9.9%	4	1.1%	0	.0%	6	1.6%
	No	163	44.7%	85	23.3%	5	1.4%	5	1.4%	9	2.5%
	NR	1	.3%	2	.5%	0	.0%	0	.0%	3	.8%
Chi-square	34.492										
Df	8										
Sig.	.000*,a,b										
Respondents interested in present job.	Yes	185	50.7%	96	26.3%	8	2.2%	5	1.4%	16	4.4%
	No	24	6.6%	27	7.4%	1	.3%	0	.0%	1	.3%
	NR	1	.3%	0	.0%	0	.0%	0	.0%	1	.3%
Chi-square	17.979										
Df	8										
Sig.	.021*,a,b										
Job offers flexibility according to personal convenience	Yes	137	37.5%	71	19.5%	6	1.6%	2	.5%	7	1.9%
	No	72	19.7%	51	14.0%	3	.8%	3	.8%	9	2.5%
	NR	1	.3%	1	.3%	0	.0%	0	.0%	2	.5%
Chi-square	22.666										

Df	8										
Sig.	.004*,a,b										
continue to work if not financially necessary	Yes	126	34.5%	62	17.0%	5	1.4%	4	1.1%	9	2.5%
	No	81	22.2%	60	16.4%	4	1.1%	1	.3%	7	1.9%
	NR	3	.8%	1	.3%	0	.0%	0	.0%	2	.5%
Chi-square	15.080										
df	8										
Sig.	.058,a,b										

From the above analysis it was seen that with reference to income and work interest

- (N-163) 44.7% of the respondents who had monthly income between 5-15 thousand did not find work often boring and monotonous.
- (N-185) 50.7% of the respondents who had monthly income between 5-15 thousand found interest in present job.
- (N-137) 37.5% of the respondents who had monthly income agreed that their job offers flexibility according to personal convenience.
- (N-126) 34.5% of the respondents who had monthly income agreed to continue to work if not financially necessary.

Chi- Square Results:

There is co-relation found between Income and work Interest in terms of interest in person job (Sig-.021), and the present job offer flexibility according to personal convenience.

58. Table showing the relation between work interest and no of years working in BPO.



		No of years working in BPO_Respondent									
		<-6 months		7-12 months		1 - 3 years		3+ years		NR	
		N	%	N	%	N	%	N	%	N	%
Feeling whether work is often boring and monotonous	Yes	8	2.2%	38	10.4%	42	11.5%	4	1.1%	0	.0%
	No	33	9.0%	111	30.4%	101	27.7%	20	5.5%	2	.5%
	NR	0	.0%	3	.8%	2	.5%	1	.3%	0	.0%
Chi-square	5.303										
Df	8										
Sig.	.725 ^{a,b}										
Respondents interest in present job.	Yes	33	9.0%	126	34.5%	128	35.1%	21	5.8%	2	.5%
	No	8	2.2%	25	6.8%	17	4.7%	3	.8%	0	.0%
	NR	0	.0%	1	.3%	0	.0%	1	.3%	0	.0%
Chi-square	9.190										
Df	8										
Sig.	.327 ^{a,b}										
Job offers flexibility according to personal convenience	Yes	24	6.6%	90	24.7%	89	24.4%	19	5.2%	1	.3%
	No	17	4.7%	60	16.4%	55	15.1%	5	1.4%	1	.3%
	NR	0	.0%	2	.5%	1	.3%	1	.3%	0	.0%

Chi-square	6.197										
Df	8										
Sig.	.625^{a,b}										
continue to work if not financially necessary	Yes	22	6.0%	78	21.4%	89	24.4%	17	4.7%	0	.0%
	No	18	4.9%	71	19.5%	55	15.1%	7	1.9%	2	.5%
	NR	1	.3%	3	.8%	1	.3%	1	.3%	0	.0%
Chi-square	9.236										
Df	8										
Sig.	.323^{a,b}										

From the above analysis it was seen that with reference to work experience and work interest

- (N-111) 30.4% of the respondents who had work experience of 7-12 months did not find work often boring and monotonous.
- (N-128) 35.1% of the respondents who had work experience of 1-3 month found interest in present job.
- (N-89) 24.4% of the respondents who had work experience of 1-3 months agreed that their job offers flexibility according to personal convenience.
- (N-126) 34.5% of the respondents who had monthly income agreed to continue to work if not financially necessary.

Chi- Square Results

There is co-relation found between Income and work Interest in terms of interest in person job (Sig-.021), and the present job offer flexibility according to personal convenience.

HEALTH ASPECTS

59. Table showing age of the respondents and physical challenges of the respondents.

		Age of the respondent							
		18-24 Years		25-31 Years		>31 Years		NR	
		N	%	N	%	N	%	N	%
Respon dents interest ed in present job.	Yes	197	54.0%	96	26.3%	16	4.4%	1	.3%
	No	41	11.2%	6	1.6%	6	1.6%	0	.0%
	NR	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	11.069								
Df	6								
Sig.	.086^{a,b}								
Responde nts felting whether work is often boring and monotono us	Yes	59	16.2%	30	8.2%	3	.8%	0	.0%
	No	176	48.2%	71	19.5%	19	5.2%	1	.3%
	NR	4	1.1%	2	.5%	0	.0%	0	.0%
Chi-square	3.391								
Df	6								
Sig.	.758^{a,b}								
Work had bad effect on	Often	35	9.6%	14	3.8%	6	1.6%	0	.0%
	Sometimes	119	32.6%	57	15.6%	8	2.2%	0	.0%
	Never	83	22.7%	32	8.8%	8	2.2%	1	.3%

respon dents health	NR	2	.5%	0	.0%	0	.0%	0	.0%
Chi- square	7.053								
Df	9								
Sig.	.632^{a,b}								
Respon dents present job require to work long	Often	28	7.7%	28	7.7%	4	1.1%	0	.0%
	Sometimes	145	39.7%	57	15.6%	13	3.6%	0	.0%
	Never	65	17.8%	18	4.9%	5	1.4%	0	.0%
	NR	1	.3%	0	.0%	0	.0%	1	.3%
Chi- square	195.969								
Df	9								
Sig.	.000^{a,b,*}								
Respon dents job gets more difficult each year	Often	28	7.7%	15	4.1%	2	.5%	0	.0%
	Sometimes	104	28.5%	53	14.5%	12	3.3%	1	.3%
	Never	105	28.8%	35	9.6%	8	2.2%	0	.0%
	NR	2	.5%	0	.0%	0	.0%	0	.0%
Chi- square	6.047								
Df	9								
Sig.	.735^{a,b}								

From the above table, in terms of age of respondents and physical health aspect, it was seen that

- (N-197) 54% of respondents were more interested in present job in the age group of 18-24years.
- (N-176) 48.2% of the respondents who belong to 18-24 years were not feeling their work being boring & monotonous.
- (N-119) 32.6% of the respondents who belong to 18-24 years, sometimes felt that their work has a bad affect on their health.
- (N-145) 39.7% of the respondents who again belong to 18-24 years, sometimes felt that their present job requires to work more longer.
- (N-105) 28.8% of the respondents between 18-24 years never felt that their job get more difficult each year..This shows that this young blood were ready for the challenges of the job.

Chi- Square Results:

It was seen that there was no significant relations between age & physical challenges.

60. Table showing the marital status of the respondents and health challenges.

		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Respondents interested in present job.	Yes	93	25.5%	210	57.5%	7	1.9%
	No	11	3.0%	42	11.5%	0	.0%
	NR	0	.0%	2	.5%	0	.0%
Chi-square	4.301						
Df	4						
Sig.	.367 ^{a,b}						
Respondents feeling whether work are often	Yes	25	6.8%	66	18.1%	1	.3%
	No	79	21.6%	182	49.9%	6	1.6%

boring and monotonous.	NR	0	.0%	6	1.6%	0	.0%
Chi-square	3.412						
Df	4						
Sig.	.491^{a,b}						
Work had bad effect on respondents health	Often	19	5.2%	35	9.6%	1	.3%
	Sometimes	47	12.9%	132	36.2%	5	1.4%
	Never	38	10.4%	85	23.3%	1	.3%
	NR	0	.0%	2	.5%	0	.0%
Chi-square	4.181						
Df	6						
Sig.	.652^{a,b}						
Respondents present job require to work long	Often	20	5.5%	38	10.4%	2	.5%
	Sometimes	63	17.3%	149	40.8%	3	.8%
	Never	20	5.5%	66	18.1%	2	.5%
	NR	1	.3%	1	.3%	0	.0%
Chi-square	3.744						
Df	6						
Sig.	.711^{a,b}						
Respondents job gets	Often	16	4.4%	27	7.4%	2	.5%
	Sometimes	54	14.8%	114	31.2%	2	.5%

more difficult each year	Never	34	9.3%	111	30.4%	3	.8%
	NR	0	.0%	2	.5%	0	.0%
Chi-square	7.251						
Df	6						
Sig.	.298^{a,b}						

From the above table, in terms of marital status of respondents and physical health challenges, it was seen that,

- (N-210) 57.5% of respondents who were unmarried showed interested in present job.
- (N-182) 49.9% of the respondents who were unmarried do not felt their work being boring & monotonous.
- (N-132) 36.2% of the respondents who were unmarried, sometimes felt that their work has a bad affect on their health.
- (N-149) 40.8% of the respondents who were married sometimes felt that their present job requires working longer.
- (N- 114) 31.2% of the respondents who were unmarried sometimes felt that their job get more difficult each year.

Chi- Square Results:

There was no significant relations between marital status & physical health challenges of the respondents.

61. Table showing Educational Qualification of the respondents & Physical health challenges of the respondents.

		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Respondents interested in present job.	Yes	76	20.8%	143	39.2%	51	14.0%	26	7.1%	9	2.5%	5	1.4%
	No	13	3.6%	23	6.3%	7	1.9%	5	1.4%	4	1.1%	1	.3%
	NR	0	.0%	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	5.551												
Df	10												
Sig.	.851 ^{a,b}												
Respondents feeling whether work is often boring and monotonous	Yes	17	4.7%	47	12.9%	14	3.8%	9	2.5%	3	.8%	2	.5%
	No	71	19.5%	116	31.8%	44	12.1%	22	6.0%	10	2.7%	4	1.1%
	NR	1	.3%	5	1.4%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	7.009												
Df	10												
Sig.	.725 ^{a,b}												
Work had	Often	10	2.7%	29	7.9%	9	2.5%	4	1.1%	3	.8%	0	.0%

bad effect on respondents health	Some times	40	11.0%	94	25.8%	24	6.6%	15	4.1%	8	2.2%	3	.8%
	Never	38	10.4%	44	12.1%	25	6.8%	12	3.3%	2	.5%	3	.8%
	NR	1	.3%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	15.329												
Df	15												
Sig.	.428 ^{a,b}												
Respondents present job require to work long	Often	10	2.7%	29	7.9%	12	3.3%	4	1.1%	3	.8%	2	.5%
	Some times	50	13.7%	97	26.6%	37	10.1%	23	6.3%	6	1.6%	2	.5%
	Never	29	7.9%	42	11.5%	8	2.2%	3	.8%	4	1.1%	2	.5%
	NR	0	.0%	0	.0%	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	21.869												
Df	15												
Sig.	.111 ^{a,b}												
Respondents job gets more difficult each year.	Often	8	2.2%	18	4.9%	11	3.0%	5	1.4%	2	.5%	1	.3%
	Some times	29	7.9%	92	25.2%	29	7.9%	13	3.6%	6	1.6%	1	.3%
	Never	52	14.2%	58	15.9%	17	4.7%	12	3.3%	5	1.4%	4	1.1%
	NR	0	.0%	0	.0%	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	29.795												
Df	15												

Sig.	.013^{a,b,*}
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From the above table, in terms of educational qualification the respondents who were graduates

- (N-143) 39.2% was interested in present job.
- (N-116) 31.8% of the respondents who were graduate does not felt their work is boring & monotonous.
- (N-94) 25.5% of the respondents who were graduate, sometimes felt that their work has a bad affect on their health.
- (N-97) 26.6% of the respondents who were graduate sometimes felt that their present job requires working longer.
- (N-92) 25.2% of the respondents who were graduate sometimes felt that their job gets more difficult each year.

Chi- Square Results:

There was no significant relation between Educational qualification & physical health challenges of the respondents.

62. Table showing the significant relations between Income and physical health challenges of the respondents.

		Income of the respondent per month									
		6 to 15		16 to 25		26 to 35		35 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Respon dents interest ed in present job	Yes	185	50.7 %	96	26.3%	8	2.2%	5	1.4%	16	4.4%
	No	24	6.6%	27	7.4%	1	.3%	0	.0%	1	.3%
	NR	1	.3%	0	.0%	0	.0%	0	.0%	1	.3%
Chi-	17.979										

square											
Df	8										
Sig.	.021^{a,b}										
Respon dents felting whether work is often boring and monoto nous	Yes	46	12.6 %	36	9.9%	4	1.1%	0	.0%	6	1.6%
	No	163	44.7 %	85	23.3%	5	1.4%	5	1.4%	9	2.5%
	NR	1	.3%	2	.5%	0	.0%	0	.0%	3	.8%
Chi- square	34.492										
Df	8										
Sig.	.000^{a,b}										
Work had bad effect on respon dents health	Often	25	6.8%	21	5.8%	3	.8%	2	.5%	4	1.1%
	Some times	112	30.7 %	60	16.4%	3	.8%	1	.3%	8	2.2%
	Never	72	19.7 %	42	11.5%	3	.8%	2	.5%	5	1.4%
	NR	1	.3%	0	.0%	0	.0%	0	.0%	1	.3%
Chi- square	17.648										
Df	12										
Sig.	.127^{a,b}										
Respon dents present job	Often	37	10.1 %	18	4.9%	1	.3%	2	.5%	2	.5%
	Some times	119	32.6 %	75	20.5%	7	1.9%	2	.5%	12	3.3%

require to work long	Never	54	14.8 %	29	7.9%	1	.3%	1	.3%	3	.8%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	1	.3%
Chi-square	14.817										
Df	12										
Sig.	.252^{a,b}										
Respondents job gets more difficult each year	Often	22	6.0%	15	4.1%	3	.8%	1	.3%	4	1.1%
	Sometimes	98	26.8 %	66	18.1%	2	.5%	1	.3%	3	.8%
	Never	90	24.7 %	41	11.2%	4	1.1%	3	.8%	10	2.7%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	1	.3%
Chi-square	25.139										
Df	12										
Sig.	.014^{a,b}										

From the above table, it is seen that

- 50.7% respondents whose income is between 6-15 thousand per month were interested in present job.
- 44.7% of the respondents whose income is between 6-15 thousand per month were graduate do not feel their work is boring & monotonous.
- 30.7% of the respondents whose income is between 6-15 thousand per month, sometimes felt that their work has a bad effect on their health.
- 32.6% of the respondents whose income is 6-15 thousand per month sometimes felt that their present job requires working longer.
- 26.8% of the respondents whose income is 6-15 thousand per month sometimes felt that their job gets more difficult each year.

Chi- Square Results:

There is significant relations between income & physical health challenges of the respondents.

PSYCHOLOGICAL ASPECTS

63. Table showing the relation between the Age and Psychological symptoms of the respondent.

Psychological Symptoms		Age of the respondent							
		18-24 Years		25-31 Years		>31 Years		NR	
		N	%	N	%	N	%	N	%
Tense	Yes	128	35.1%	56	15.3%	13	3.6%	0	.0%
	No	108	29.6%	46	12.6%	9	2.5%	0	.0%
	NR	3	.8%	1	.3%	0	.0%	1	.3%
Chi-square	72.646								
Df	6								
Sig.	.000*,a,b								
Anxiety	Yes	103	28.2%	57	15.6%	14	3.8%	0	.0%
	No	132	36.2%	44	12.1%	8	2.2%	0	.0%
	NR	4	1.1%	2	.5%	0	.0%	1	.3%
Chi-square	58.307								
Df	6								
Sig.	.000*,a,b								
Felting	Yes	83	22.7%	52	14.2%	12	3.3%	0	.0%

of hopelessness	No	153	41.9%	50	13.7%	10	2.7%	0	.0%
	NR	3	.8%	1	.3%	0	.0%	1	.3%
Chi-square	81.688								
Df	6								
Sig.	.000*,a,b								
felt nervousness	Yes	85	23.3%	53	14.5%	15	4.1%	0	.0%
	No	150	41.1%	49	13.4%	7	1.9%	0	.0%
	NR	4	1.1%	1	.3%	0	.0%	1	.3%
Chi-square	74.128								
Df	6								
Sig.	.000*,a,b								
Problem of forgetfulness	Yes	94	25.8%	53	14.5%	12	3.3%	0	.0%
	No	141	38.6%	49	13.4%	9	2.5%	0	.0%
	NR	4	1.1%	1	.3%	1	.3%	1	.3%
Chi-square	58.093								
Df	6								
Sig.	.000*,a,b								
Boredom	Yes	99	27.1%	52	14.2%	12	3.3%	0	.0%
	No	134	36.7%	50	13.7%	9	2.5%	0	.0%
	NR	6	1.6%	1	.3%	1	.3%	1	.3%
Chi-square	44.124								

Df	6								
Sig.	.000^{*,a,b}								
Lack of concentration	Yes	96	26.3%	43	11.8%	10	2.7%	0	.0%
	No	138	37.8%	58	15.9%	11	3.0%	0	.0%
	NR	5	1.4%	2	.5%	.1	.3%	1	.3%
Chi-square	40.576								
Df	6								
Sig.	.000^{*,a,b}								
Unhappy or depressed	Yes	104	28.5%	52	14.2%	11	3.0%	0	.0%
	No	131	35.9%	50	13.7%	10	2.7%	0	.0%
	NR	4	1.1%	1	.3%	1	.3%	1	.3%
Chi-square	54.106								
Df	6								
Sig.	.000^{*,a,b}								

From the above table, with reference to Age & Psychological symptoms, it was seen that the

- (N-128) 35.1% of respondents who fall in the age group between 18-24 years were found tensed. This may be due to the work load & pressure of completing of targets.
- (N- 132) 36.2% who falls in the age group between 18-24 years were not found anxious in job.
- (N -153) 41.9% who fall in the age group between 18-24 years were not felting hopelessness in job.
- (N-150) 41.1% who fall in the age group between 18-24 years were not felting nervous in job.

- (N-141) 38.6% who fall in the age group between 18-24 years do had problem of forgetfulness in the job.
- (N-134) 36.7% who fall in the age group between 18-24 years do not felt boredom in the job.
- (N- 138) 37.8% who fall in same age group between 18-24 years did not felt lack of concentration.
- While (N- 25.9) 35.9% who again fall in the age group between 18-24 years did felt unhappy & depressed in the present job.

Chi- Square Results:

There was no co-relation found between age & psychological symptoms found due to the job.

64. Table showing the relation between the marital status and Psychological symptoms of the respondents.

Psychological Symptoms		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Tense	Yes	64	17.5%	127	34.8%	6	1.6%
	No	39	10.7%	123	33.7%	1	.3%
	NR	1	.3%	4	1.1%	0	.0%
Chi-square	6.899						
Df	4						
Sig.	.141 ^{a,b}						
Anxiety	Yes	60	16.4%	112	30.7%	2	.5%
	No	43	11.8%	137	37.5%	4	1.1%
	NR	1	.3%	5	1.4%	1	.3%

Chi-square	11.875						
Df	4						
Sig.	.018^{a,b,*}						
Felting of hopelessness	Yes	57	15.6%	87	23.8%	3	.8%
	No	46	12.6%	163	44.7%	4	1.1%
	NR	1	.3%	4	1.1%	0	.0%
Chi-square	13.084						
Df	4						
Sig.	.011^{a,b,*}						
felt nervousness	Yes	56	15.3%	95	26.0%	2	.5%
	No	47	12.9%	154	42.2%	5	1.4%
	NR	1	.3%	5	1.4%	0	.0%
Chi-square	9.036						
Df	4						
Sig.	.060^{a,b}						
Problem of forgetfulness	Yes	60	16.4%	94	25.8%	5	1.4%
	No	42	11.5%	155	42.5%	2	.5%
	NR	2	.5%	5	1.4%	0	.0%
Chi-square	15.304						
Df	4						
Sig.	.004^{a,b,*}						

Boredom	Yes	57	15.6%	102	27.9%	4	1.1%
	No	45	12.3%	145	39.7%	3	.8%
	NR	2	.5%	7	1.9%	0	.0%
Chi-square	6.979						
Df	4						
Sig.	.137^{a,b}						
Lack of concentration	Yes	48	13.2%	97	26.6%	4	1.1%
	No	54	14.8%	150	41.1%	3	.8%
	NR	2	.5%	7	1.9%	0	.0%
Chi-square	2.899						
Df	4						
Sig.	.575^{a,b}						
Unhappy or depressed	Yes	53	14.5%	111	30.4%	3	.8%
	No	49	13.4%	138	37.8%	4	1.1%
	NR	2	.5%	5	1.4%	0	.0%
Chi-square	1.767						
Df	4						
Sig.	.779^{a,b}						

From the above table, with reference to marital status & Psychological symptoms, it was seen that the

- (N-127) 34.8% of respondents who were unmarried were found tensed due to job... This may be due to the work load & pressure of completing of targets.

- (N-137) 37.5% who were unmarried were not found anxious in job.
- (N- 163) 44.7% who were unmarried were not feeling hopelessness in job.
- (N- 154) 42.2% who were unmarried were unmarried were not feeling nervous in job.
- (N-155) 42.5% who were unmarried do had problem of forgetfulness in the job.
- (145) 39.7% who were unmarried do not felt boredom in the job.
- (N-150) 41.1% who were unmarried did not felt lack of concentration.
- While (N- 138) 37.8 % who again was unmarried did felt unhappy & depressed in the present job.

Chi- Square Results:

There is a co-relation found between marital status & psychological symptoms found due to the job. It was seen that marital status leads to anxiety (sig- .018), hopelessness (sig-.011), and problem of forgetfulness. (sig-.004)

65. Table showing the relation between the Educational Qualification and Psychological symptoms of the respondents.

Psychological Symptoms		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Tense	Yes	44	12.1 %	96	26.3 %	33	9.0%	17	4.7%	4	1.1%	3	.8%
	No	44	12.1 %	70	19.2 %	24	6.6%	13	3.6%	9	2.5%	3	.8%
	NR	1	.3%	2	.5%	1	.3%	1	.3%	0	.0%	0	.0%

Chi-square	6.013												
Df	10												
Sig.	.814^{a,b}												
Anxiety	Yes	30	8.2%	85	23.3 %	33	9.0%	19	5.2%	4	1.1%	3	.8%
	No	58	15.9 %	80	21.9 %	24	6.6%	11	3.0%	8	2.2%	3	.8%
	NR	1	.3%	3	.8%	1	.3%	1	.3%	1	.3%	0	.0%
Chi-square	16.673												
Df	10												
Sig.	.082^{a,b}												
Felting of hopelessness	Yes	27	7.4%	71	19.5 %	30	8.2%	15	4.1%	3	.8%	1	.3%
	No	61	16.7 %	95	26.0 %	27	7.4%	15	4.1%	10	2.7%	5	1.4%
	NR	1	.3%	2	.5%	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	12.696												
Df	10												
Sig.	.241^{a,b}												
felt nervousness	Yes	24	6.6%	77	21.1 %	35	9.6%	12	3.3%	4	1.1%	1	.3%
	No	64	17.5 %	89	24.4 %	22	6.0%	17	4.7%	9	2.5%	5	1.4%
	NR	1	.3%	2	.5%	1	.3%	2	.5%	0	.0%	0	.0%
Chi-square	25.275												

Df	10												
Sig.	.005^{a,b,*}												
Problem of forgetfulness	Yes	30	8.2%	81	22.2%	29	7.9%	10	2.7%	7	1.9%	2	.5%
	No	57	15.6%	84	23.0%	28	7.7%	20	5.5%	6	1.6%	4	1.1%
	NR	2	.5%	3	.8%	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	8.880												
Df	10												
Sig.	.544^{a,b}												
Boredom	Yes	28	7.7%	78	21.4%	30	8.2%	18	4.9%	6	1.6%	3	.8%
	No	58	15.9%	87	23.8%	27	7.4%	12	3.3%	6	1.6%	3	.8%
	NR	3	.8%	3	.8%	1	.3%	1	.3%	1	.3%	0	.0%
Chi-square	12.248												
Df	10												
Sig.	.269^{a,b}												
Lack of concentration	Yes	34	9.3%	73	20.0%	24	6.6%	11	3.0%	6	1.6%	1	.3%
	No	52	14.2%	92	25.2%	32	8.8%	19	5.2%	7	1.9%	5	1.4%
	NR	3	.8%	3	.8%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	4.048												
Df	10												
Sig.	.945^{a,b}												

Unhappy or depressed	Yes	35	9.6%	79	21.6 %	30	8.2%	18	4.9%	4	1.1%	1	.3%
	No	52	14.2 %	86	23.6 %	27	7.4%	12	3.3%	9	2.5%	5	1.4%
	NR	2	.5%	3	.8%	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	8.762												
Df	10												
Sig.	.555^{a,b}												

From the above table, with reference to Educational Qualification & Psychological symptoms, it was seen that the

- (N-96) 26.3% of respondents who were graduate were found tensed due to job.
- (N-85) 23.3% who were graduate were found anxious in job.
- (N-96) 26% who were graduate were not felting hopelessness in job.
- (N-89) 24.4% who were graduate were not felting nervous in job.
- (N-87) 23% who were graduate do had problem of forgetfulness in the job.
- (N-87) 23.8% who were graduate do not felt boredom in the job.
- (N-92) 25.2% who were graduate did not felt lack of concentration.
- While (N- 86) 23.6% who again were graduate did not felt unhappy & depressed in the present job.

Chi- Square Results:

There is a co-relation found between marital Educational & psychological symptoms found due to the job. It was seen that educational qualification leads to felting of nervousness (sig-.005)

66. Table showing the relation between the Income and Psychological symptoms of the respondents.

Psychological Symptoms		Income of the respondent									
		6 to 15		16 to 25		26 to 35		36 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Tense	Yes	107	29.3%	69	18.9%	7	1.9%	5	1.4%	9	2.5%
	No	102	27.9%	51	14.0%	2	.5%	0	.0%	8	2.2%
	NR	1	.3%	3	.8%	0	.0%	0	.0%	1	.3%
Chi-square	12.411										
Df	8										
Sig.	.134 ^{a,b}										
Anxiety	Yes	95	26.0%	59	16.2%	7	1.9%	2	.5%	1 1	3.0%
	No	113	31.0%	60	16.4%	2	.5%	3	.8%	6	1.6%
	NR	2	.5%	4	1.1%	0	.0%	0	.0%	1	.3%
Chi-square	9.488										
Df	8										
Sig.	.303 ^{a,b}										
Felting of hopelessness	Yes	91	24.9%	43	11.8%	5	1.4%	2	.5%	6	1.6%
	No	118	32.3%	77	21.1%	4	1.1%	3	.8%	1 1	3.0%
	NR	1	.3%	3	.8%	0	.0%	0	.0%	1	.3%
Chi-	7.705										

square											
Df	8										
Sig.	.463^{a,b}										
felt nervou sness	Yes	96	26.3%	47	12.9%	3	.8%	2	.5%	5	1.4%
	No	112	30.7%	73	20.0%	6	1.6%	3	.8%	1 2	3.3%
	NR	2	.5%	3	.8%	0	.0%	0	.0%	1	.3%
Chi- square	6.191										
Df	8										
Sig.	.626^{a,b}										
Problem of forgetfu lness	Yes	103	28.2%	43	11.8%	2	.5%	4	1.1%	7	1.9%
	No	105	28.8%	76	20.8%	7	1.9%	1	.3%	1 0	2.7%
	NR	2	.5%	4	1.1%	0	.0%	0	.0%	1	.3%
Chi- square	13.736										
Df	8										
Sig.	.089^{a,b}										
Boredom	Yes	98	26.8%	55	15.1%	4	1.1%	1	.3%	5	1.4%
	No	109	29.9%	64	17.5%	5	1.4%	4	1.1%	1 1	3.0%
	NR	3	.8%	4	1.1%	0	.0%	0	.0%	2	.5%
Chi- square	10.038										
Df	8										

Sig.	.262^{a,b}										
Lack of concentration	Yes	91	24.9%	47	12.9%	2	.5%	1	.3%	8	2.2%
	No	117	32.1%	71	19.5%	7	1.9%	4	1.1%	8	2.2%
	NR	2	.5%	5	1.4%	0	.0%	0	.0%	2	.5%
Chi-square	12.628										
Df	8										
Sig.	.125^{a,b}										
Unhappy or depressed	Yes	105	28.8%	50	13.7%	3	.8%	1	.3%	8	2.2%
	No	103	28.2%	69	18.9%	6	1.6%	4	1.1%	9	2.5%
	NR	2	.5%	4	1.1%	0	.0%	0	.0%	1	.3%
Chi-square	8.105										
Df	8										
Sig.	.423^{a,b}										

From the above table, with reference to Income & Psychological symptoms, it was seen that the

- (N-107) 29.3% of respondents who had monthly income between 5-15 thousand were found tensed due to job.
- (N-113) 31% who had monthly income between 5-15 thousand were graduate were not found anxious in job.
- (N-118) 32.3% that had monthly income between 5-15 thousand was not felting hopelessness in job.
- (N-112) 30.7% who had monthly income between 5-15 thousand were not felting nervous in job monthly income between 5-15 thousand
- (N-115) 28.8% who had monthly income between 5-15 thousand do had problem of forgetfulness in the job.

- (N-109) 29.9% who had monthly income between 5-15 thousand does not felt boredom in the job.
- (N-117) 32.1% who had monthly income between 5-15 thousand did not felt lack of concentration.
- While (N-105) 28.8% who had monthly income between 5-15 thousand did not felt unhappy & depressed in the present job.

Chi- Square Results

There was no co-relation found between Educational Qualification & psychological symptoms found due to the job.

67. Table showing the relation between the work experience and psychological symptoms of the respondents.

Psychological Symptoms		No of years working in BPO_Respondent									
		<6 months		7-12 months		1 - 3 years		3+ years		NR	
		N	%	N	%	N	%	N	%	N	%
Tense	Yes	25	6.8%	78	21.4%	80	21.9%	12	3.3%	2	.5%
	No	16	4.4%	72	19.7%	62	17.0%	13	3.6%	0	.0%
	NR	0	.0%	2	.5%	3	.8%	0	.0%	0	.0%
Chi-square	4.866										
Df	8										
Sig.	.772 ^{a,b}										
Anxiety	Yes	18	4.9%	65	17.8%	78	21.4%	11	3.0%	2	.5%
	No	22	6.0%	85	23.3%	64	17.5%	13	3.6%	0	.0%
	NR	1	.3%	2	.5%	3	.8%	1	.3%	0	.0%
Chi-square	7.370										
Df	8										
Sig.	.497 ^{a,b}										
Feeling of hopelessness	Yes	16	4.4%	57	15.6%	62	17.0%	10	2.7%	2	.5%
	No	25	6.8%	93	25.5%	80	21.9%	15	4.1%	0	.0%
	NR	0	.0%	2	.5%	3	.8%	0	.0%	0	.0%
Chi-square	5.440										

Df	8										
Sig.	.710^{a,b}										
felt nervousness	Yes	14	3.8%	64	17.5%	56	15.3%	17	4.7%	2	.5%
	No	27	7.4%	85	23.3%	86	23.6%	8	2.2%	0	.0%
	NR	0	.0%	3	.8%	3	.8%	0	.0%	0	.0%
Chi-square	12.650										
Df	8										
Sig.	.124^{a,b}										
Problem of forgetfulness	Yes	19	5.2%	65	17.8%	58	15.9%	16	4.4%	1	.3%
	No	22	6.0%	85	23.3%	82	22.5%	9	2.5%	1	.3%
	NR	0	.0%	2	.5%	5	1.4%	0	.0%	0	.0%
Chi-square	8.046										
Df	8										
Sig.	.429^{a,b}										
Boredom	Yes	23	6.3%	63	17.3%	63	17.3%	14	3.8%	0	.0%
	No	18	4.9%	85	23.3%	77	21.1%	11	3.0%	2	.5%
	NR	0	.0%	4	1.1%	5	1.4%	0	.0%	0	.0%
Chi-square	7.579										
Df	8										
Sig.	.476^{a,b}										
Lack of	Yes	17	4.7%	64	17.5%	57	15.6%	10	2.7%	1	.3%

concentration	No	24	6.6%	84	23.0%	83	22.7%	15	4.1%	1	.3%
	NR	0	.0%	4	1.1%	5	1.4%	0	.0%	0	.0%
Chi-square	2.604										
Df	8										
Sig.	.957^{a,b}										
Unhappy or depressed	Yes	23	6.3%	65	17.8%	67	18.4%	11	3.0%	1	.3%
	No	18	4.9%	85	23.3%	73	20.0%	14	3.8%	1	.3%
	NR	0	.0%	2	.5%	5	1.4%	0	.0%	0	.0%
Chi-square	5.756										
Df	8										
Sig.	.675^{a,b}										

From the above table, with reference to work experience & psychological symptoms, it was seen that the

- (N-78) 21.9% of respondents who has 1-3 years of work experience in BPO found tensed due to job.
- (N-80) 21.4% who has 1-3 years of work experience in BPO were not found anxious in job.
- (N-93) 25.5% who has 7-12 months of work experience in BPO were not feeling hopelessness in job.
- (N- 85) 23.6% who has 1-3 years of work experience in BPO were not feeling nervous in job.
- (N-85) 23.3% who has 7-12 months of work experience in BPO 1-3 years of work experience in BPO do had problem of forgetfulness in the job.

Chi- Square Results:

There was no co-relation found between work experience & psychological symptoms found due to the job.

WORKING CONDITIONS

68. Table showing significant relation between working condition & Age of the respondents.

		Age of the respondent							
		18-24 Years		25-31 Years		>31 Years		NR	
		N	%	N	%	N	%	N	%
Felt satisfied with working condition	Often	131	35.9%	65	17.8%	11	3.0%	0	.0%
	Sometimes	80	21.9%	32	8.8%	11	3.0%	1	.3%
	Never	25	6.8%	6	1.6%	0	.0%	0	.0%
	NR	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	10.344								
Df	9								
Sig.	.323 ^{a,b}								
Felt restless during working hours	Often	52	14.2%	22	6.0%	9	2.5%	0	.0%
	Sometimes	131	35.9%	64	17.5%	9	2.5%	1	.3%
	Never	53	14.5%	17	4.7%	4	1.1%	0	.0%
	NR	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	8.574								
Df	9								
Sig.	.477 ^{a,b}								
Work gives opportunities to earn maximum income	Yes	159	43.6%	56	15.3%	15	4.1%	0	.0%
	No	77	21.1%	47	12.9%	7	1.9%	1	.3%

depending on your qualification	NR	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	8.818								
Df	6								
Sig.	.184^{a,b}								
Work prepare for a more lucrative job in future	Yes	168	46.0%	54	14.8%	13	3.6%	1	.3%
	No	68	18.6%	47	12.9%	9	2.5%	0	.0%
	NR	3	.8%	2	.5%	0	.0%	0	.0%
Chi-square	11.356								
Df	6								
Sig.	.078^{a,b}								
Felting of the respondents that they can move in some other job.	Yes	160	43.8%	71	19.5%	11	3.0%	1	.3%
	No	74	20.3%	28	7.7%	11	3.0%	0	.0%
	NR	5	1.4%	4	1.1%	0	.0%	0	.0%
Chi-square	6.069								
Df	6								
Sig.	.416^{a,b}								

From the above table, in terms of age of respondents and working condition it was seen that

- (N-131) 35.9% of respondents who fall in the age group of 18-24 years often felt satisfied with present working conditions.
- (N-131) 35.9% of the respondents who belong to 18-24 years sometimes felt restless during working hours, this may be due to their monotonous work..
- (N-159) 43.6% of the respondents who belong to 18-24years, agreed that their work gives opportunities to earn maximum income depending on your qualification.
- (N-168) 46% of the respondents who again belong to 18-24years, agreed that work prepare for a more lucrative job in future.
- (N-160) 43.8% of the respondents between 18-24 years agreed that they can move in some other job.

Chi- Square Results:

There was no significant relations between working condition & age.

69. Table showing significant relation between working condition & Martial status of the respondents.

		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Felt satisfied with working condition	Often	64	17.5%	140	38.4%	3	.8%
	Sometimes	32	8.8%	90	24.7%	2	.5%
	Never	8	2.2%	21	5.8%	2	.5%
	NR	0	.0%	3	.8%	0	.0%
Chi-square	6.039						
Df	6						
Sig.	.419 ^{a,b}						
Felt	Often	27	7.4%	54	14.8%	2	.5%

restless during working hours	Sometimes	58	15.9%	144	39.5%	3	.8%
	Never	19	5.2%	53	14.5%	2	.5%
	NR	0	.0%	3	.8%	0	.0%
Chi-square	2.859						
Df	6						
Sig.	.826^{a,b}						
Work gives opportunities to earn maximum income depending on your qualification	Yes	67	18.4%	157	43.0%	6	1.6%
	No	37	10.1%	94	25.8%	1	.3%
	NR	0	.0%	3	.8%	0	.0%
Chi-square	2.961						
Df	4						
Sig.	.564^{a,b}						
Work prepare for a more lucrative job in future	Yes	64	17.5%	169	46.3%	3	.8%
	No	40	11.0%	80	21.9%	4	1.1%
	NR	0	.0%	5	1.4%	0	.0%
Chi-square	5.176						
Df	4						
Sig.	.270^{a,b}						
Felting of the responde	Yes	59	16.2%	178	48.8%	6	1.6%
	No	44	12.1%	69	18.9%	0	.0%

nts that they can move in some other job.	NR	1	.3%	7	1.9%	1	.3%
Chi-square	15.049						
Df	4						
Sig.	.005^{a,b,*}						

From the above table, in terms of marital status and working conditions, it was seen that

- (N-140) 38.4% of respondents who were unmarried often felt satisfied with working condition.
- (N-144) 39.5% of the respondents who were unmarried sometime felt restless during working hours.
- (N-157) 43% of the respondents who were unmarried, sometime agreed that work gives opportunities to earn maximum income depending on your qualification.
- (N-169) 46.3% of the respondents who were unmarried agreed that their work prepares for a more lucrative job in future.
- (N-178) 48.8% of the respondents who were unmarried agreed that they can move in some other job.

Chi- Square Results

There was no significant relation between marital status & physical health challenges of the respondents.

70. Table showing the relation between working condition and education.

		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Felt satisfied with working condition	Often	56	15.3 %	92	25.2 %	32	8.8 %	17	4.7%	8	2.2%	2	.5%
	Some times	23	6.3%	60	16.4 %	23	6.3 %	11	3.0%	5	1.4%	2	.5%
	Never	8	2.2%	16	4.4 %	3	.8%	2	.5%	0	.0%	2	.5%
	NR	2	.5%	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	16.921												
Df	15												
Sig.	.324 ^{a,b}												
Felt restless during working hours	Often	19	5.2%	33	9.0 %	17	4.7 %	6	1.6%	5	1.4%	3	.8%
	Some times	40	11.0 %	108	29.6 %	29	7.9 %	20	5.5%	6	1.6%	2	.5%
	Never	29	7.9%	26	7.1 %	12	3.3 %	4	1.1%	2	.5%	1	.3%
	NR	1	.3%	1	.3%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	23.553												
Df	15												
Sig.	.073 ^{a,b}												
Work gives opportunit	Yes	72	19.7 %	97	26.6 %	34	9.3 %	13	3.6%	9	2.5%	5	1.4%

ies to earn maximum income depending on your qualification	No	16	4.4%	71	19.5 %	23	6.3 %	17	4.7%	4	1.1%	1	.3%
	NR	1	.3%	0	.0%	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	26.273												
Df	10												
Sig.	.003^{a,b,*}												
Work prepare for a more lucrative job in future	Yes	64	17.5 %	107	29.3 %	38	10.4 %	19	5.2%	6	1.6%	2	.5%
	No	23	6.3%	59	16.2 %	20	5.5 %	11	3.0%	7	1.9%	4	1.1%
	NR	2	.5%	2	.5%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	10.003												
Df	10												
Sig.	.440^{a,b}												
Felting of the respondents that they can move in some other job.	Yes	49	13.4 %	120	32.9 %	35	9.6 %	26	7.1%	7	1.9%	6	1.6%
	No	39	10.7 %	45	12.3 %	20	5.5 %	4	1.1%	5	1.4%	0	.0%
	NR	1	.3%	3	.8%	3	.8%	1	.3%	1	.3%	0	.0%
Chi-square	21.063												
Df	10												
Sig.	.021^{a,b,*}												

From the above table, in terms of educational qualification and working conditions, it was seen that

- 25.2% of respondents who were graduate often felt satisfied with working condition.

- 29.6% of the respondents who were graduate sometime felt restless during working hours
- 26.6% of the respondents who were graduate, agreed that work gives opportunities to earn maximum income depending on your qualification
- 29.3% of the respondents who were graduate agreed that their work prepare for a more lucrative job in future.
- 32.9% of the respondents who were graduate agreed that they can move in some other job.

Chi- Square Results

There is a significant co- relation between working condition & educational qualification (sig-0.003) as it was seen that work gives opportunities to earn maximum income depending on your qualification.

71. Table showing the relation between the income and working condition.

		Income of the respondent									
		6 to 15		16 to 25		26 to 35		35 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Felt satisfied with working condition	Often	123	33.7 %	68	18.6 %	3	.8%	3	.8%	10	2.7 %
	Some times	73	20.0 %	38	10.4 %	6	1.6 %	2	.5%	5	1.4 %
	Never	13	3.6 %	16	4.4%	0	.0%	0	.0%	2	.5%
	NR	1	.3%	1	.3%	0	.0%	0	.0%	1	.3%
Chi-square	15.449										
Df	12										

Sig.	.218^{a,b}										
Felt restless during working hours	Often	41	11.2 %	31	8.5 %	2	.5 %	2	.5 %	7	1.9 %
	Some times	124	34.0 %	66	18.1 %	5	1.4 %	3	.8 %	7	1.9 %
	Never	44	12.1 %	26	7.1 %	2	.5 %	0	.0 %	2	.5 %
	NR	1	.3 %	0	.0 %	0	.0 %	0	.0 %	2	.5 %
Chi-square	31.908										
Df	12										
Sig.	.001^{a,b,*}										
Work gives opportunities to earn maximum income depending on your qualification	Yes	129	35.3 %	79	21.6 %	7	1.9 %	3	.8 %	12	3.3 %
	No	81	22.2 %	43	11.8 %	2	.5 %	2	.5 %	4	1.1 %
	NR	0	.0 %	1	.3 %	0	.0 %	0	.0 %	2	.5 %
Chi-square	27.353										
Df	8										
Sig.	.001^{a,b,*}										
Work prepare for a more lucrative job in future	Yes	138	37.8 %	76	20.8 %	5	1.4 %	4	1.1 %	13	3.6 %
	No	71	19.5 %	46	12.6 %	4	1.1 %	1	.3 %	2	.5 %
	NR	1	.3 %	1	.3 %	0	.0 %	0	.0 %	3	.8 %
Chi-square	36.864										

Df	8										
Sig.	.000^{a,b,*}										
Felling of the respondents that they can move in some other job.	Yes	154	42.2 %	71	19.5 %	3	.8%	1	.3%	14	3.8 %
	No	54	14.8 %	48	13.2 %	5	1.4 %	4	1.1 %	2	.5%
	NR	2	.5%	4	1.1%	1	.3%	0	.0%	2	.5%
Chi-square	29.301										
Df	8										
Sig.	.000^{a,b,*}										

From the above table, is seen that 33.7% respondents whose income is between 6-15 thousand per month often felt satisfied with working condition.

- 34.0% of the respondents whose income is between 6-15 thousand per month sometimes felt restless during working hours
- 35.3% of the respondents, whose income is between 6-15 thousand per month, agreed that work gives opportunities to earn maximum income depending on your qualification.
- 37.8% of the respondents whose income is 6-15 thousand per month agreed that work prepare for a more lucrative job in future.
- 42.5% of the respondents whose is 6-15 thousand per month agreed that they can move in some other job.

Chi- Square Results:

There is significant co-relations between income & working conditions, this show that higher the income, more is feeling of restlessness (sig-0.001), also more opportunities to earn depending on qualification (sig-0.001)

72. Table 1 showing the relation between working condition and no of years working in BPO.

		No of years working in BPO Respondent									
		<6 months		7-12 months		1 - 3 years		3+ years		NR	
		N	%	N	%	N	%	N	%	N	%
Felt satisfied with working condition	Often	19	5.2%	87	23.8%	82	22.5%	17	4.7%	2	.5%
	Some times	16	4.4%	48	13.2%	53	14.5%	7	1.9%	0	.0%
	Never	6	1.6%	15	4.1%	9	2.5%	1	.3%	0	.0%
	NR	0	.0%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	8.655										
Df	12										
Sig.	.732 ^{a,b}										
Felt restless during working hours	Often	6	1.6%	31	8.5%	44	12.1%	1	.3%	1	.3%
	Some times	23	6.3%	83	22.7%	77	21.1%	21	5.8%	1	.3%
	Never	12	3.3%	35	9.6%	24	6.6%	3	.8%	0	.0%
	NR	0	.0%	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	22.173										
Df	12										
Sig.	.036 ^{a,b,*}										
Work gives opportunities to earn	Yes	31	8.5%	96	26.3%	83	22.7%	19	5.2%	1	.3%
	No	10	2.7%	53	14.5%	62	17.0%	6	1.6%	1	.3%

maximum income depending on your qualification	NR	0	.0%	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	11.241										
Df	8										
Sig.	.188^{a,b}										
Work prepare for a more lucrative job in future	Yes	28	7.7%	105	28.8%	86	23.6%	16	4.4%	1	.3%
	No	13	3.6%	44	12.1%	57	15.6%	9	2.5%	1	.3%
	NR	0	.0%	3	.8%	2	.5%	0	.0%	0	.0%
Chi-square	5.178										
Df	8										
Sig.	.738^{a,b}										
Felling of the respondents that they can move in some other job.	Yes	27	7.4%	103	28.2%	96	26.3%	16	4.4%	1	.3%
	No	12	3.3%	45	12.3%	47	12.9%	8	2.2%	1	.3%
	NR	2	.5%	4	1.1%	2	.5%	1	.3%	0	.0%
Chi-square	2.582										
Df	8										
Sig.	.958^{a,b}										

From the above table, is seen that

- 23.8% respondents who have a work experience between 7-12months often felt satisfied with working condition.

- 22.7% of the respondents whose work experience is between 7-12 months sometimes felt restless during working hours.
- 26.3% of the respondents whose work experience is between 7-12 months, agreed that work gives opportunities to earn maximum income depending on your qualification.
- 28.8% of the respondents whose work experience is between 7-12 months agreed that work prepare for a more lucrative job in future.
- 28.2% of the respondents whose work experience is 7-12 months agreed that they can move in some other job.

Chi- Square Results:

There is significant co-relations between no. of years working in BPO & working conditions, the working experience in BPO lead to a felting of restlessness (sig-0.036).

SOCIAL LIFE

73. Table showing relation between Social life and Age of the respondents.

		Age of the respondent							
		18-24 Years		25-31 Years		>31 Years		NR	
		N	%	N	%	N	%	N	%
Frequency for going social gathering	Often	39	10.7%	13	3.6%	4	1.1%	0	.0%
	Sometim es	156	42.7%	67	18.4%	17	4.7%	0	.0%
	Never	41	11.2%	23	6.3%	1	.3%	1	.3%
	NR	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	10.696								
Df	9								

Sig.	.297^{a,b}								
Job restrict social freedom	Often	38	10.4%	22	6.0%	5	1.4%	1	.3%
	Sometim es	109	29.9%	50	13.7%	9	2.5%	0	.0%
	Never	91	24.9%	31	8.5%	8	2.2%	0	.0%
	NR	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	8.125								
Df	9								
Sig.	.522^{a,b}								
Job provide adequate financial status in community	Often	74	20.3%	42	11.5%	10	2.7%	0	.0%
	Sometim es	126	34.5%	45	12.3%	9	2.5%	0	.0%
	Never	38	10.4%	16	4.4%	3	.8%	1	.3%
	NR	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	10.240								
Df	9								
Sig.	.331^{a,b}								
Felt hesitation accepting responsibility for social function	Often	51	14.0%	31	8.5%	4	1.1%	1	.3%
	Sometim es	104	28.5%	47	12.9%	14	3.8%	0	.0%
	Never	83	22.7%	25	6.8%	4	1.1%	0	.0%
	NR	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	11.917								

Df	9									
Sig.	.218 ^{a,b}									
Whether selected the right job for one self.	Often	101	27.7%	46	12.6%	12	3.3%	1	.3%	
	Sometim es	91	24.9%	48	13.2%	10	2.7%	0	.0%	
	Never	46	12.6%	9	2.5%	0	.0%	0	.0%	
	NR	1	.3%	0	.0%	0	.0%	0	.0%	
Chi-square	12.757									
Df	9									
Sig.	.174 ^{a,b}									
Feeling whether social status has increased due to the job.	Often	99	27.1%	34	9.3%	9	2.5%	1	.3%	
	Sometim es	104	28.5%	55	15.1%	11	3.0%	0	.0%	
	Never	35	9.6%	14	3.8%	2	.5%	0	.0%	
	NR	1	.3%	0	.0%	0	.0%	0	.0%	
Chi-square	5.430									
Df	9									
Sig.	.795 ^{a,b}									
Whether invited to preside over some social gathering or functions due to their job status	Often	62	17.0%	22	6.0%	2	.5%	0	.0%	
	Sometim es	98	26.8%	41	11.2%	14	3.8%	0	.0%	
	Never	77	21.1%	39	10.7%	6	1.6%	1	.3%	
	NR	2	.5%	1	.3%	0	.0%	0	.0%	

Chi-square	8.507
Df	9
Sig.	.484^{a,b}

From the above analysis it was seen that with reference to age and social life

- (N-156) 42.7% of the respondents who fall in the age group between 18-24 years sometimes goes out for social gathering.
- (N-109) 29.9% of the respondents who fall in the age group between 18-24 years sometimes said that their job restricts social freedom.
- (N-126) 34.5% of the respondents who fall in the age group between 18-24 years agreed sometimes agreed that their job gives adequate financial status in the community.
- (N-104) 28.5% of the respondents who fall in the age group between 18-24 years sometimes agreed that they hesitate to accept the responsibility in social function.
- (N-101) 27.7% of the respondents who falls in the age group between 18-24 years often felt that they had selected the right job for one self.
- (N-104) 28.5% of the respondents who falls in the age group between 18-24 years sometimes that their social status has increased due to the job.
- (N-98) 26.8% of the respondents who fall in the age group between 18-24 years sometimes was invited to preside the social gatherings due to their job.

Chi- Square Results:

There was no co-relation found between Age group and Social life.

74. Table showing relation between Social life and Marital Status.

		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Frequency for going social gathering	Often	23	6.3%	33	9.0%	0	.0%
	Sometimes	68	18.6%	166	45.5%	6	1.6%
	Never	12	3.3%	53	14.5%	1	.3%
	NR	1	.3%	2	.5%	0	.0%
Chi-square	9.224						
Df	6						
Sig.	.161^{a,b}						
Job restrict social freedom.	Often	20	5.5%	45	12.3%	1	.3%
	Sometimes	50	13.7%	115	31.5%	3	.8%
	Never	34	9.3%	93	25.5%	3	.8%
	NR	0	.0%	1	.3%	0	.0%
Chi-square	1.153						
Df	6						
Sig.	.979^{a,b}						
Job provide adequate financial status to community	Often	39	10.7%	85	23.3%	2	.5%
	Sometimes	50	13.7%	128	35.1%	2	.5%
	Never	15	4.1%	40	11.0%	3	.8%
	NR	0	.0%	1	.3%	0	.0%

Chi-square	4.909						
Df	6						
Sig.	.556^{a,b}						
Felt hesitation accepting responsibility for social function.	Often	32	8.8%	53	14.5%	2	.5%
	Sometimes	44	12.1%	117	32.1%	4	1.1%
	Never	28	7.7%	83	22.7%	1	.3%
	NR	0	.0%	1	.3%	0	.0%
Chi-square	5.417						
Df	6						
Sig.	.492^{a,b}						
Whether selected the right job for one self	Often	57	15.6%	101	27.7%	2	.5%
	Sometimes	35	9.6%	112	30.7%	2	.5%
	Never	12	3.3%	40	11.0%	3	.8%
	NR	0	.0%	1	.3%	0	.0%
Chi-square	11.384						
Df	6						
Sig.	.077^{a,b}						
Felt whether social status has increased due to the job	Often	41	11.2%	99	27.1%	3	.8%
	Sometimes	48	13.2%	119	32.6%	3	.8%
	Never	15	4.1%	35	9.6%	1	.3%
	NR	0	.0%	1	.3%	0	.0%
Chi-square	.517						
Df	6						

Sig.	.998^{a,b}						
Whether invited to preside over some social gathering or functions due to their job status	Often	20	5.5%	65	17.8%	1	.3%
	Sometimes	46	12.6%	102	27.9%	5	1.4%
	Never	38	10.4%	84	23.0%	1	.3%
	NR	0	.0%	3	.8%	0	.0%
Chi-square	5.675						
Df	6						
Sig.	.461^{a,b}						

From the above analysis it was seen that with reference to age and social life

- (N-166) 45.5% of the respondents who were unmarried sometimes goes out for social gathering.
- (N-115) 31.5% of the respondents who were unmarried sometimes said that their job restrict social freedom.
- (N-128) 35.1% of the respondents who were unmarried sometimes agreed that their job gives adequate financial status in the community.
- (N-117) 32.1% of the respondents who were unmarried sometimes agreed that they hesitated to accept the responsibility in social function.
- (N- 112) 30.7% of the respondents who were unmarried sometimes felt that they had selected the right job for one self.
- (N-119) 32.6% of the respondents who were unmarried sometimes that their social status has increased due to the job.
- (N-102) 27.9% of the respondents who were unmarried sometimes was invited to preside the social gatherings due to their job.


Chi- Square Results:

Thus from the above analysis that there was no co-relation found between marital status and Social life.

75. Table showing the relationship between Social life & Educational Qualification of the respondents.

		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Frequency for going social gathering	Often	16	4.4%	22	6.0%	10	2.7%	6	1.6%	2	.5%	0	.0%
	Some times	58	15.9%	114	31.2%	40	11.0%	19	5.2%	6	1.6%	3	.8%
	Never	14	3.8%	31	8.5%	8	2.2%	5	1.4%	5	1.4%	3	.8%
	NR	1	.3%	1	.3%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	13.949												
Df	15												
Sig.	.529 ^{a,b}												
Job restrict social freedom	Often	10	2.7%	31	8.5%	13	3.6%	5	1.4%	6	1.6%	1	.3%
	Some times	36	9.9%	84	23.0%	25	6.8%	14	3.8%	4	1.1%	5	1.4%
	Never	43	11.8%	53	14.5%	20	5.5%	11	3.0%	3	.8%	0	.0%
	NR	0	.0%	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	30.737												
Df	15												
Sig.	.010 ^{a,b,*}												
Job provide adequate financial status to community	Often	36	9.9%	52	14.2%	25	6.8%	7	1.9%	3	.8%	3	.8%
	Some times	38	10.4%	84	23.0%	29	7.9%	20	5.5%	7	1.9%	2	.5%
	Never	15	4.1%	32	8.8%	4	1.1%	3	.8%	3	.8%	1	.3%

y	NR	0	.0%	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	23.593												
Df	15												
Sig.	.072^{a,b}												
Felt hesitation accepting responsibility for social function.	Often	13	3.6%	43	11.8%	18	4.9%	6	1.6%	5	1.4%	2	.5%
	Some times	43	11.8%	75	20.5%	27	7.4%	13	3.6%	5	1.4%	2	.5%
	Never	33	9.0%	50	13.7%	13	3.6%	11	3.0%	3	.8%	2	.5%
	NR	0	.0%	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	20.722												
Df	15												
Sig.	.146^{a,b}												
Whether selected the right job for one	Often	45	12.3%	62	17.0%	30	8.2%	15	4.1%	5	1.4%	3	.8%
	Some times	33	9.0%	73	20.0%	24	6.6%	10	2.7%	7	1.9%	2	.5%
	Never	11	3.0%	33	9.0%	4	1.1%	5	1.4%	1	.3%	1	.3%
	NR	0	.0%	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	22.255												
Df	15												
Sig.	.101^{a,b}												
Felt whether social status has increased due to the job	Often	42	11.5%	56	15.3%	26	7.1%	10	2.7%	6	1.6%	3	.8%
	Some times	37	10.1%	82	22.5%	28	7.7%	14	3.8%	6	1.6%	3	.8%
	Never	10	2.7%	30	8.2%	4	1.1%	6	1.6%	1	.3%	0	.0%
	NR	0	.0%	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%



Chi-square	21.831												
Df	15												
Sig.	.112^{a,b}												
Whether invited to preside over some social gathering or functions due to their job status	Often	30	8.2%	35	9.6%	16	4.4%	2	.5%	1	.3%	2	.5%
	Some times	41	11.2%	63	17.3%	21	5.8%	14	3.8%	11	3.0%	3	.8%
	Never	18	4.9%	69	18.9%	21	5.8%	13	3.6%	1	.3%	1	.3%
	NR	0	.0%	1	.3%	0	.0%	2	.5%	0	.0%	0	.0%
Chi-square	42.513												
Df	15												
Sig.	.000^{a,b,*}												

From the above analysis it was seen that with reference to age and educational qualification

- (N-114) 31.2% of the respondents who were graduate sometimes goes out for social gathering.
- (N-84) 23% of the respondents who were graduate sometimes said that their job restrict social freedom.
- (N-84) 23% of the respondents who were graduate sometimes agreed that their job gives adequate financial status in the community.
- (N-75) 20.5% of the respondents who were graduate sometimes agreed that they hesitated to accept the responsibility in social function.
- (N-73) 20.00 % of the respondents who were graduate sometimes felt that they had selected the right job for one self.
- (N-82) 22.5% of the respondents who were graduate sometimes felt that their social status has increased due to the job.

- (N-69) 18.9% of the respondents who were unmarried sometimes were invited to preside the social gatherings due to their job.

Chi- Square Results:

There is co-relation found between educational qualification & social life
It was found that their job restrict social freedom.

76. Table showing the relationship between Social life & Income of the respondents.

		Income of the respondent									
		6 to 15		16 to 25		26 to 35		35 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Frequency for going social gathering	Often	25	6.8%	18	4.9%	5	1.4%	2	.5%	6	1.6%
	Some times	147	40.3 %	78	21.4%	4	1.1%	3	.8%	8	2.2%
	Never	38	10.4 %	25	6.8%	0	.0%	0	.0%	3	.8%
	NR	0	.0%	2	.5%	0	.0%	0	.0%	1	.3%
Chi-square	30.100										
Df	12										
Sig.	.003 ^{*,a,b}										
Job restrict social freedom	Often	31	8.5%	26	7.1%	4	1.1%	0	.0%	5	1.4%
	Some times	99	27.1 %	57	15.6%	2	.5%	1	.3%	9	2.5%
	Never	80	21.9 %	40	11.0%	3	.8%	4	1.1 %	3	.8%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%

Chi-square	33.744										
Df	12										
Sig.	.001^{*,a,b}										
Job provide adequate financial status to community	Often	67	18.4 %	44	12.1%	5	1.4%	5	1.4 %	5	1.4%
	Some times	113	31.0 %	56	15.3%	2	.5%	0	.0%	9	2.5%
	Never	30	8.2%	23	6.3%	2	.5%	0	.0%	3	.8%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%
Chi-square	34.355										
Df	12										
Sig.	.001^{*,a,b}										
Felting whether social status has increased due to the job.	Often	45	12.3 %	30	8.2%	4	1.1%	2	.5%	6	1.6%
	Some times	95	26.0 %	56	15.3%	5	1.4%	1	.3%	8	2.2%
	Never	70	19.2 %	37	10.1%	0	.0%	2	.5%	3	.8%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%
Chi-square	28.109										
Df	12										
Sig.	.005^{*,a,b}										
Whether selected the right job for one self	Often	84	23.0 %	56	15.3%	6	1.6%	3	.8%	11	3.0%
	Some times	93	25.5 %	48	13.2%	3	.8%	1	.3%	4	1.1%

	Never	33	9.0%	19	5.2%	0	.0%	1	.3%	2	.5%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%
Chi-square	27.245										
Df	12										
Sig.	.007*,a,b										
Feeling whether social status has increased due to the job	Often	81	22.2 %	42	11.5%	6	1.6%	4	1.1 %	10	2.7%
	Some times	101	27.7 %	58	15.9%	3	.8%	1	.3%	7	1.9%
	Never	28	7.7%	23	6.3%	0	.0%	0	.0%	0	.0%
	NR	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%
Chi-square	33.125										
Df	12										
Sig.	.001*,a,b										
Whether invited to preside over some social gathering or functions due to their job status	Often	35	9.6%	35	9.6%	4	1.1%	2	.5%	10	2.7%
	Some times	86	23.6 %	55	15.1%	3	.8%	3	.8%	6	1.6%
	Never	87	23.8 %	33	9.0%	2	.5%	0	.0%	1	.3%
	NR	2	.5%	0	.0%	0	.0%	0	.0%	1	.3%
Chi-square	34.477										
Df	12										
Sig.	.001*,a,b										

From the above analysis it was seen that with reference to social life and monthly income

- (N-147) 40.3% of the respondents who had monthly income of Rs.5000-15,000 sometimes goes out for social gathering.
- (N-99) 27.1% of the respondents who had monthly income of Rs. 5000-15,000 sometimes said that their job restrict social freedom.
- (N-113) 31% of the respondents who had monthly income of Rs. 5000-15,000 sometimes agreed that their job gives adequate financial status in the community.
- (N-95) 26% of the respondents who had monthly income of Rs. 5000-15,000 sometimes agreed that they hesitate to accept the responsibility in social function.
- (N- 93) 25.5% of the respondents who had monthly income of Rs. 5000-15,000 sometimes felt that they had selected the right job for one self.
- (N-101) 27.7% of the respondents who had monthly income of Rs. 5000-15,000 were graduate sometimes felt that their social status has increased due to the job.
- (N-87) 23.8 % of the respondents who had monthly income of Rs. 5000-15,000 sometimes were invited to preside the social gatherings due to their job.

Chi- Square Results:

Thus from the above analysis that there is co-relation found between Monthly Income & Social life. It was found that higher the monthly income , the more the responsibility in job which restricts social freedom, hesitant in accepting social responsibility, more status, invited to preside the social gathering due to their job.

77. Table showing the relations between social life and working experience in BPO.

		No of years working in BPO_Respondent									
		<-6 months		7-12 months		1 - 3 years		3+ years		NR	
		N	%	N	%	N	%	N	%	N	%
Frequency for going social gathering.	Often	3	.8%	27	7.4 %	23	6.3 %	3	.8%	0	.0%
	Some times	32	8.8%	97	26.6 %	89	24.4 %	20	5.5%	2	.5%
	Never	6	1.6%	27	7.4 %	31	8.5 %	2	.5%	0	.0%
	NR	0	.0%	1	.3%	2	.5%	0	.0%	0	.0%
Chi-square	9.470										
Df	12										
Sig.	.662 ^{a,b}										
Job restrict social freedom.	Often	9	2.5%	22	6.0 %	29	7.9 %	4	1.1%	2	.5%
	Some times	17	4.7%	76	20.8 %	64	17.5 %	11	3.0%	0	.0%
	Never	15	4.1%	53	14.5 %	52	14.2 %	10	2.7%	0	.0%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	13.259										
Df	12										

Sig.	.351^{a,b}										
Job provides adequate financial status to community.	Often	14	3.8%	49	13.4%	48	13.2%	15	4.1%	0	.0%
	Some times	17	4.7%	80	21.9%	74	20.3%	7	1.9%	2	.5%
	Never	10	2.7%	22	6.0%	23	6.3%	3	.8%	0	.0%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	14.005										
Df	12										
Sig.	.300^{a,b}										
Felt hesitation accepting responsibility for social function.	Often	6	1.6%	33	9.0%	45	12.3%	3	.8%	0	.0%
	Some times	15	4.1%	73	20.0%	62	17.0%	14	3.8%	1	.3%
	Never	20	5.5%	45	12.3%	38	10.4%	8	2.2%	1	.3%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	15.670										
Df	12										
Sig.	.207^{a,b}										
Whether selected the right job for one self.	Often	16	4.4%	64	17.5%	64	17.5%	15	4.1%	1	.3%
	Some times	15	4.1%	59	16.2%	65	17.8%	9	2.5%	1	.3%

	Never	10	2.7 %	28	7.7 %	16	4.4 %	1	.3%	0	.0%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	11.714										
Df	12										
Sig.	.469^{a,b}										
Feeling whether social status has increased due to the job.	Often	14	3.8%	50	13.7 %	65	17.8 %	14	3.8%	0	.0%
	Some times	18	4.9%	77	21.1 %	66	18.1 %	7	1.9%	2	.5%
	Never	9	2.5%	24	6.6%	14	3.8 %	4	1.1%	0	.0%
	NR	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	15.202										
Df	12										
Sig.	.231^{a,b}										
Whether invited to preside over some social gathering or functions due to their job status ..	Often	4	1.1%	45	12.3 %	37	10.1 %	0	.0%	0	.0%
	Some times	17	4.7%	61	16.7 %	61	16.7 %	13	3.6%	1	.3%
	Never	20	5.5%	44	12.1 %	46	12.6 %	12	3.3%	1	.3%
	NR	0	.0%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	19.695										

Df	12
Sig.	.073^{a,b}

From the above analysis it was seen that with reference to social life and no. of years working in BPO

- (N-97) 26.6 % having a work experience of 7-12months sometimes goes out for social gathering.
- (N-76) 20.8 % having a work experience of experience 7-12 months sometimes said that their job restricts social freedom.
- (N-80) 21.9 % having a work experience of 7-12 month sometimes agreed that their job gives adequate financial status in the community.
- (N-70) 20 % having a work experience of 7-12 months sometimes agreed that they hesitate to accept the responsibility in social function.
- (N- 65) 17.8 % having a work experience below 6 months often felt that they had selected the right job for one self...
- (N-77) 21.1 % having a work experience of 7-12 months sometimes the respondents felt that their social status has increased due to the job...
- (N-61) 16.7 % having a work experience 1-3 months sometimes were invited to preside the social gatherings due to their job...

Chi- Square Results:

There was no co-relation found between social life & work experience.

SEX LIFE

78. Table showing the relation between Sexual Life and Age.

		Age of the respondent							
		18-24 Years		25-31 Years		>31 Years		NR	
		N	%	N	%	N	%	N	%
Perception towards the aspects of pre-marital sexual relations.	Highly unacceptable morally as well as socially	103	28.2%	45	12.3%	13	3.6%	0	.0%
	Highly unacceptable morally but social acceptable	29	7.9%	17	4.7%	1	.3%	0	.0%
	Significant moral deviation but not social deviation	38	10.4%	18	4.9%	2	.5%	0	.0%
	Mild moral deviation but not social deviation	27	7.4%	7	1.9%	4	1.1%	0	.0%
	Neither moral nor social deviation	35	9.6%	14	3.8%	2	.5%	0	.0%
	NR	7	1.9%	2	.5%	0	.0%	1	.3%
Chi-square	43.909								
Df	15								
Sig.	.000*,a,b								
Perception towards the	Highly unacceptable	107	29.3%	42	11.5%	16	4.4%	0	.0%

aspects of extra marital sexual relations.	morally as well as socially								
	Highly unacceptable morally but social acceptable	30	8.2%	27	7.4%	1	.3%	0	.0%
	Significant moral deviation but not social deviation	37	10.1%	13	3.6%	1	.3%	0	.0%
	Mild moral deviation but not social deviation	19	5.2%	4	1.1%	2	.5%	0	.0%
	Neither moral nor social deviation	36	9.9%	12	3.3%	2	.5%	0	.0%
	NR	10	2.7%	5	1.4%	0	.0%	1	.3%
Chi-square	42.170								
Df	15								
Sig.	.000*,a,b								
An individual's personal value system plays a vital role in controlling sex drives.	Strongly disagreed	34	9.3%	23	6.3%	5	1.4%	0	.0%
	Disagreed	46	12.6%	21	5.8%	4	1.1%	0	.0%
	Agreed	133	36.4%	48	13.2%	9	2.5%	0	.0%
	Strongly agreed	19	5.2%	8	2.2%	4	1.1%	0	.0%
	NR	7	1.9%	3	.8%	0	.0%	1	.3%
Chi-square	40.439								

Df	12									
Sig.	.000*,a,b									
You had active sex life.	Yes	78	21.4%	48	13.2%	15	4.1%	0	.0%	
	No	156	42.7%	53	14.5%	7	1.9%	0	.0%	
	NR	5	1.4%	2	.5%	0	.0%	1	.3%	
Chi-square	59.359									
Df	6									
Sig.	.000*,a,b									
Your job affects your sex life.	Yes	52	14.2%	49	13.4%	10	2.7%	0	.0%	
	No	151	41.4%	34	9.3%	12	3.3%	0	.0%	
	NR	36	9.9%	20	5.5%	0	.0%	1	.3%	
Chi-square	39.478									
Df	6									
Sig.	.000*,a,b									

From the above table, it can be analyzed that majority of the respondents i.e.

- (N- 103)28.2% from the age group of 18 to 24 of years perceive that pre-marital sexual relations were highly unacceptable morally as well as socially.
- (N-107) 29.3% from the age group of 18 to 24 of years perceives that extra marital sexual relations were highly unacceptable morally as well as socially.
- (N-133) 36.4% from the age group of 18 to 24 of years agreed that An individual's personal value system plays a vital role in controlling sex drives.
- Majority of the respondents from the age group of 18 to 24 years of age N-156(n-42.7) believe that they do not had active sexual life.
- The respondents from the age group of 18 to 24 years of age N-151(n-41.4) perceive that their job does not affect their sex life.

Pearson Chi-Square Results:

From the above table, It was found that there was no such significant association between sexual life and age.

79. Table showing the relation between Sexual Life and Marital Status.

		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Perception towards the aspects of pre-marital sexual relations.	Highly unacceptable morally as well as socially	50	13.7%	106	29.0%	5	1.4%
	Highly unacceptable morally but social acceptable	15	4.1%	31	8.5%	1	.3%
	Significant moral deviation but not social deviation	16	4.4%	41	11.2%	1	.3%
	Mild moral deviation but not social deviation	7	1.9%	31	8.5%	0	.0%
	Neither moral nor social deviation	15	4.1%	36	9.9%	0	.0%
	NR	1	.3%	9	2.5%	0	.0%
Chi-square	8.070						
Df	10						

devian										
Neither	24	6.6%	23	6.3%	0	.0%	1	.3%	2	.5%

Sig.	.622^{a,b}						
Perception towards the aspects of extra marital sexual relations.	Highly unacceptable morally as well as socially	50	13.7%	110	30.1%	5	1.4%
	Highly unacceptable morally but social acceptable	15	4.1%	42	11.5%	1	.3%
	Significant moral deviation but not social deviation	15	4.1%	35	9.6%	1	.3%
	Mild moral deviation but not social deviation	5	1.4%	20	5.5%	0	.0%
	Neither moral nor social deviation	18	4.9%	32	8.8%	0	.0%
	NR	1	.3%	15	4.1%	0	.0%
Chi-square	9.799						
Df	10						
Sig.	.458^{a,b}						
An individual's personal value system plays a vital role in controlling sex drives.	Strongly disagreed	23	6.3%	39	10.7%	0	.0%
	Disagreed	19	5.2%	50	13.7%	2	.5%
	Agreed	51	14.0%	134	36.7%	5	1.4%
	Strongly agreed	10	2.7%	21	5.8%	0	.0%
	NR	1	.3%	10	2.7%	0	.0%

Chi-square	7.436						
Df	8						
Sig.	.490^{a,b}						
You had active sex life.	Yes	66	18.1%	71	19.5%	4	1.1%
	No	37	10.1%	177	48.5%	2	.5%
	NR	1	.3%	6	1.6%	1	.3%
Chi-square	45.776						
Df	4						
Sig.	.000^{a,b,*}						
Your job affects your sex life.	Yes	52	14.2%	57	15.6%	2	.5%
	No	47	12.9%	148	40.5%	2	.5%
	NR	5	1.4%	49	13.4%	3	.8%
Chi-square	34.930						
Df	4						
Sig.	.000^{a,*}						

From the above table, it can be analyzed that majority of the respondents i.e.

- N-106(29.0%) from the unmarried group perceives that pre-marital sexual relations were highly unacceptable morally as well as socially.
- N-110(30.1%) from the unmarried group perceive that extra marital sexual relations were highly unacceptable morally as well as socially.
- N-134(36.7%) from the unmarried group agreed that an individual's personal value system plays a vital role in controlling sex drives.
- N-177(48.5%) believes that they do not had active sexual life.

- Lastly it was seen that majority of the respondents from the unmarried group N-148(n=40.5) perceive that their job does not affect their sex life.

Pearson Chi-Square Results:

From the above table, It was found that there was no such significant association between sexual life and marital status.

80. Table showing the relation between Sexual Life and Education Qualification.

		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Perception towards the aspects of pre-marital sexual relations.	Highly unacceptable morally as well as socially	41	11.2 %	78	21.4 %	21	5.8%	11	3.0%	7	1.9%	3	.8%
	Highly unacceptable morally but socially acceptable	9	2.5%	24	6.6%	9	2.5%	4	1.1%	1	.3%	0	.0%
	Significant moral deviation but not social deviation	21	5.8%	19	5.2%	9	2.5%	5	1.4%	3	.8%	1	.3%
	Mild moral deviation but	5	1.4%	20	5.5%	7	1.9%	5	1.4%	1	.3%	0	.0%

	not social deviati on												
	Neither moral nor social deviati on	10	2.7%	24	6.6%	9	2.5%	5	1.4%	1	.3%	2	.5%
	NR	3	.8%	3	.8%	3	.8%	1	.3%	0	.0%	0	.0%
Chi- squa re	19.396												
Df	25												
Sig.	.778^{a,b}												
Perce ption towa rds the aspe cts of extra mari tal sexu al relati ons.	Highly unacce ptable morall y as well as socially	38	10.4 %	83	22.7 %	22	6.0%	12	3.3%	7	1.9%	3	.8%
	Highly unacce ptable morall y but social accept able	5	1.4%	32	8.8%	11	3.0%	7	1.9%	2	.5%	1	.3%
	Signific ant moral deviati on but not social deviati on	18	4.9%	16	4.4%	9	2.5%	4	1.1%	3	.8%	1	.3%
	Mild moral deviati	5	1.4%	13	3.6%	3	.8%	4	1.1%	0	.0%	0	.0%

	on but not social deviation												
	Neither moral nor social deviation	18	4.9%	20	5.5%	10	2.7%	1	.3%	0	.0%	1	.3%
	NR	5	1.4%	4	1.1%	3	.8%	3	.8%	1	.3%	0	.0%
Chi-square	32.058												
Df	25												
Sig.	.156 ^{a,b}												
An individual's personal value system plays a vital role in controlling sex drives.	Strongly disagreed	12	3.3%	31	8.5%	8	2.2%	7	1.9%	4	1.1%	0	.0%
	Disagreed	16	4.4%	37	10.1%	14	3.8%	3	.8%	0	.0%	1	.3%
	Agreed	53	14.5%	80	21.9%	28	7.7%	16	4.4%	8	2.2%	5	1.4%
	Strongly agreed	5	1.4%	15	4.1%	6	1.6%	4	1.1%	1	.3%	0	.0%
	NR	3	.8%	5	1.4%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	15.776												
Df	20												
Sig.	.730 ^{a,b}												
You had	Yes	39	10.7%	55	15.1%	31	8.5%	8	2.2%	6	1.6%	2	.5%

active sex life.	No	50	13.7 %	109	29.9 %	24	6.6%	23	6.3%	6	1.6%	4	1.1 %
	NR	0	.0%	4	1.1%	3	.8%	0	.0%	1	.3%	0	.0%
Chi-square	19.689												
Df	10												
Sig.	.032 ^{a,b,*}												
Your job affects your sex life.	Yes	29	7.9%	39	10.7 %	23	6.3%	11	3.0%	6	1.6%	3	.8%
	No	53	14.5 %	101	27.7 %	22	6.0%	13	3.6%	6	1.6%	2	.5%
	NR	7	1.9%	28	7.7%	13	3.6%	7	1.9%	1	.3%	1	.3%

From above table it can be seen that majority of the respondents i.e.

- N-78(21.4%) from the graduate group perceives that pre-marital sexual relations were highly unacceptable morally as well as socially.
- N-83(22.7%) from the graduate group perceive that extra marital sexual relations were highly unacceptable morally as well as socially.
- N-80(21.9%) from the graduate group agreed that an individual's personal value system plays a vital role in controlling sex drives.
- Majority of the respondents from the graduate group N-109(29.9%) believe that they do not had active sexual life.
- Lastly it was seen that majority of the respondents from the graduate group N-101(27.7%) perceive that their job does not affect their sex life.

Pearson Chi-Square Results

From the above table, It was found that there was no such significant association between active sexual life and education (Sig. .032) and between sexual life affected by job and education. Hence education does play vital and significant role.

81. Table showing the relation between Sexual Life and Income.

		Income of the respondent (in thousands)									
		5 to 10		10 to 20		30 to 40		40 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Perceptio n towards the aspects of pre- marital sexual relations.	Highly unaccep table morally as well as socially	87	23.8%	63	17.3%	2	.5%	0	.0%	9	2.5%
	Highly unaccept able morally but social acceptab le	26	7.1%	16	4.4%	2	.5%	2	.5%	1	.3%
	Signific ant moral deviatio n but not social deviatio n	37	10.1%	13	3.6%	4	1.1%	2	.5%	2	.5%
	Mild moral deviatio n but not social deviatio n	23	6.3%	13	3.6%	1	.3%	0	.0%	1	.3%
	Neither moral nor social	33	9.0%	14	3.8%	0	.0%	1	.3%	3	.8%

	deviation										
	NR	4	1.1%	4	1.1%	0	.0%	0	.0%	2	.5%
Chi-square	27.789										
Df	20										
Sig.	.114^{a,b}										
Perception towards the aspects of extra marital sexual relations.	Highly unacceptable morally as well as socially	100	27.4%	55	15.1%	4	1.1%	0	.0%	6	1.6%
	Highly unacceptable morally but socially acceptable	32	8.8%	19	5.2%	4	1.1%	1	.3%	2	.5%
	Significant moral deviation but not social deviation	29	7.9%	14	3.8%	1	.3%	3	.8%	4	1.1%
	Mild moral deviation but not social deviation	20	5.5%	5	1.4%	0	.0%	0	.0%	0	.0%
	Neither moral	24	6.6%	23	6.3%	0	.0%	1	.3%	2	.5%

	nor social deviatio n										
	NR	5	1.4%	7	1.9%	0	.0%	0	.0%	4	1.1%
Chi-square	43.566										
Df	20										
Sig.	.002^{a,b,*}										
An individual's personal value system plays a vital role in controlling sex drives.	Strongly disagreed	30	8.2%	24	6.6%	2	.5%	2	.5%	4	1.1%
	Disagreed	40	11.0%	26	7.1%	3	.8%	0	.0%	2	.5%
	Agreed	115	31.5%	59	16.2%	3	.8%	3	.8%	10	2.7%
	Strongly agreed	19	5.2%	11	3.0%	1	.3%	0	.0%	0	.0%
	NR	6	1.6%	3	.8%	0	.0%	0	.0%	2	.5%
Chi-square	14.085										
Df	16										
Sig.	.592^{a,b}										
You had active sex life.	Yes	81	22.2%	47	12.9%	5	1.4%	0	.0%	8	2.2%
	No	126	34.5%	72	19.7%	4	1.1%	5	1.4%	9	2.5%
	NR	3	.8%	4	1.1%	0	.0%	0	.0%	1	.3%
Chi-square	7.214										
Df	8										

Sig.	.514^{a,b}										
Your job affects your sex life.	Yes	62	17.0%	38	10.4%	3	.8%	2	.5%	6	1.6%
	No	104	28.5%	76	20.8%	6	1.6%	2	.5%	9	2.5%
	NR	44	12.1%	9	2.5%	0	.0%	1	.3%	3	.8%
Chi-square	13.689										
Df	8										
Sig.	.090^{a,b}										

From above table it can be seen that majority of the respondents i.e.

- N-87(23.8%) having income between 5 to 10 thousand perceive that pre-marital sexual relations were highly unacceptable morally as well as socially.
- N-100(27.4%) having income between 5 to 10 thousand perceive that extra marital sexual relations were highly unacceptable morally as well as socially
- N-115(31.5%) having income between 5 to 10 thousand agreed that an individual's personal value system plays a vital role in controlling sex drives.
- Majority of the respondents having income between 5 to 10 thousand N-126(34.5%) believe that they do not had active sexual life.
- The respondents having income between 5 to 10 thousand N-104(n-28.5) perceive that their job does not affect their sex life.

Pearson Chi – Square Results

From the above table, It was found that there was no significant association between sexual life and income.

82. Table showing the relation between Sexual Life and No. of years working in BPO.

		No of years working in BPO Respondent									
		<6 months		7-12 months		1 - 3 years		3+ years		NR	
		N	%	N	%	N	%	N	%	N	%
Perception towards the aspects of pre-marital sexual relations.	Highly unacceptable morally as well as socially	14	3.8%	70	19.2%	66	18.1%	9	2.5%	2	.5%
	Highly unacceptable morally but social acceptable	4	1.1%	17	4.7%	23	6.3%	3	.8%	0	.0%
	Significant moral deviation but not social deviation	9	2.5%	21	5.8%	20	5.5%	8	2.2%	0	.0%
	Mild moral deviation but not social deviation	4	1.1%	19	5.2%	12	3.3%	3	.8%	0	.0%
	Neither moral nor social deviation	10	2.7%	19	5.2%	20	5.5%	2	.5%	0	.0%
	NR	0	.0%	6	1.6%	4	1.1%	0	.0%	0	.0%
Chi-square		19.565									
Df		20									
Sig.		.485 ^{a,b}									
Perception towards the aspects of extra marital sexual relations.	Highly unacceptable morally as well as socially	23	6.3%	60	16.4%	68	18.6%	12	3.3%	2	.5%
	Highly unacceptable morally but social	3	.8%	22	6.0%	26	7.1%	7	1.9%	0	.0%

	acceptable										
	Significant moral deviation but not social deviation	10	2.7%	19	5.2%	22	6.0%	0	.0%	0	.0%
	Mild moral deviation but not social deviation	1	.3%	17	4.7%	5	1.4%	2	.5%	0	.0%
	Neither moral nor social deviation	4	1.1%	23	6.3%	19	5.2%	4	1.1%	0	.0%
	NR	0	.0%	11	3.0%	5	1.4%	0	.0%	0	.0%
Chi-square	31.243										
Df	20										
Sig.	.052 ^{a,b}										
An individual's personal value system plays a vital role in controlling sex drives.	Strongly disagreed	8	2.2%	22	6.0%	26	7.1%	6	1.6%	0	.0%
	Disagreed	6	1.6%	32	8.8%	28	7.7%	5	1.4%	0	.0%
	Agreed	22	6.0%	83	22.7%	74	20.3%	9	2.5%	2	.5%
	Strongly agreed	5	1.4%	10	2.7%	11	3.0%	5	1.4%	0	.0%
	NR	0	.0%	5	1.4%	6	1.6%	0	.0%	0	.0%
Chi-square	13.524										
Df	16										
Sig.	.634 ^{a,b}										
You had active sex life.	Yes	15	4.1%	58	15.9%	50	13.7%	17	4.7%	1	.3%
	No	25	6.8%	91	24.9%	92	25.2%	7	1.9%	1	.3%
	NR	1	.3%	3	.8%	3	.8%	1	.3%	0	.0%
Chi-square	11.436										
Df	8										

Sig.	.178^{a,b}										
Your job affects your sex life.	Yes	9	2.5%	48	13.2%	43	11.8%	10	2.7%	1	.3%
	No	28	7.7%	81	22.2%	75	20.5%	13	3.6%	0	.0%
	NR	4	1.1%	23	6.3%	27	7.4%	2	.5%	1	.3%
Chi-square	9.078										
Df	8										
Sig.	.336^{a,b}										

From above table it can be seen that majority of the respondents i.e.

- N-70 (19.2%) working since 7 to 12 months perceives that pre-marital sexual relations were highly unacceptable morally as well as socially.
- N-68 (18.6%) working since 1 to 3 years perceive that extra marital sexual relations were highly unacceptable morally as well as socially
- N-83 (22.7%) working since 7 to 12 months agreed that an individual's personal value system plays a vital role in controlling sex drives.
- Majority of the respondents working since 1 to 3 years N-92(25.2%) believes that they do not had active sexual life.
- Lastly it was seen that respondents working since 7 to 12 months N-81(22.2%) perceives that their job does not affect their sex life.

Pearson Chi – Square Results

From the above table, It was found that there is significant association between Perception towards the aspects of extra marital sexual relations and No. of years working in BPOs (Sig. .052). It was found that working in BPO sectors do affect the sexual life due to shift working or may be due to work stress.

SECTION-IV

WORK LIFE & FAMILY LIFE BALANCE

83. Table showing work and family life balance with reference to the Age of the respondents.

		Age of the respondent							
		18-24 Yrs		25-31 Yrs		>31 Yrs		NR	
		N	%	N	%	N	%	N	%
Approx. average working hours per week.	40 hours	74	20.3%	19	5.2%	4	1.1%	0	.0%
	50 hours	105	28.8%	49	13.4%	15	4.1%	1	.3%
	60 hours	42	11.5%	29	7.9%	3	.8%	0	.0%
	60 above	14	3.8%	6	1.6%	0	.0%	0	.0%
	NR	4	1.1%	0	.0%	0	.0%	0	.0%
Chi-square	16.489								
Df	12								
Sig.	.170 ^{a,b}								
Regularly work late in evenings.	Yes	120	32.9%	61	16.7%	10	2.7%	1	.3%
	No	117	32.1%	42	11.5%	12	3.3%	0	.0%
	NR	2	.5%	0	.0%	0	.0%	0	.0%
Chi-square	4.597								
Df	6								
Sig.	.596 ^{a,b}								
Paid overtime for your working extra	Yes	79	21.6%	24	6.6%	9	2.5%	0	.0%
	No	154	42.2%	77	21.1%	13	3.6%	1	.3%
	NR	6	1.6%	2	.5%	0	.0%	0	.0%

Chi-square	5.492								
Df	6								
Sig.	.482 ^{a,b}								
Organizat ion allow flexible working hours to compens ate for working late	Yes	128	35.1%	50	13.7%	11	3.0%	0	.0%
	No	105	28.8%	49	13.4%	10	2.7%	1	.3%
	NR	6	1.6%	4	1.1%	1	.3%	0	.0%
Chi-square	2.424								
Df	6								
Sig.	.877 ^{a,b}								
Feeling of the responde nts to balance your work and family life	Yes	162	44.4%	68	18.6%	14	3.8%	1	.3%
	No	75	20.5%	35	9.6%	8	2.2%	0	.0%
	NR	2	.5%	0	.0%	0	.0%	0	.0%
Chi-square	1.877								
Df	6								
Sig.	.931 ^{a,b}								
Currently using any of the work life policies or program mes provided by the organizati on.	Yes	60	16.4%	36	9.9%	8	2.2%	0	.0%
	No	177	48.5%	62	17.0%	14	3.8%	1	.3%
	NR	2	.5%	5	1.4%	0	.0%	0	.0%

Chi-square	12.000
Df	6
Sig.	.062^{a,b}

From the above analysis it is seen in terms of work and family life balance with reference to the Age of the respondents that,

- (N-105) 28.8% of the respondents who fall in the age group between 18-24years approx. work for at least 50 hours per week.
- (N-120) 32.9% of the respondents who fall in the age group between 18-24 years agreed that they regularly work late in the evenings. Sometimes said that their job restricts social freedom.
- (N-154) 42.2% of the respondents who fall in the age group between 18-24 years agreed that no overtime is paid for working extra..
- (N-128) 35.1% of the respondents who fall in the age group between 18-24 years agreed that organization allow flexible working hours to compensate for working late.
- (N-162) 44.4% of the respondents who falls in the age group between 18-24 years feel of the respondents that they can balance their r work and family life
- (N-177) 48.5% of the respondents who falls in the age group between 18-24 years currently don't use any of the work life policies or programmes provided by the organization.

Chi- Square Results:

There is no co-relation found between work and family life balance and age of the respondents.

84. Table showing work and family life balance with reference to marital status of the respondents.

		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Approx. average working hours per week	40 hours	33	9.0%	63	17.3 %	1	.3%
	50 hours	49	13.4 %	117	32.1 %	4	1.1%
	60 hours	20	5.5%	52	14.2 %	2	.5%
	60 above	2	.5%	18	4.9%	0	.0%
	NR	0	.0%	4	1.1%	0	.0%
Chi-square	7.955						
df	8						
Sig.	.438 ^{a,b}						
Regularly work late in evenings.	Yes	50	13.7 %	136	37.3 %	6	1.6%
	No	54	14.8 %	116	31.8 %	1	.3%
	NR	0	.0%	2	.5%	0	.0%
Chi-square	5.012						
df	4						
Sig.	.286 ^{a,b}						
Paid overtime for your	Yes	37	10.1 %	74	20.3 %	1	.3%

working extra	No	64	17.5 %	175	47.9 %	6	1.6%
	NR	3	.8%	5	1.4%	0	.0%
Chi-square	3.026						
df	4						
Sig.	.554^{a,b}						
Organization allow flexible working hours to compensate for working late	Yes	51	14.0 %	132	36.2 %	6	1.6%
	No	48	13.2 %	116	31.8 %	1	.3%
	NR	5	1.4%	6	1.6%	0	.0%
Chi-square	4.902						
df	4						
Sig.	.298^{a,b}						
Feeling of the respondents to balance your work and family life	Yes	65	17.8 %	178	48.8 %	2	.5%
	No	39	10.7 %	74	20.3 %	5	1.4%
	NR	0	.0%	2	.5%	0	.0%
Chi-square	8.058						
df	4						
Sig.	.089^{a,b}						
Currently using any of the work life policies or programmes	Yes	35	9.6%	67	18.4 %	2	.5%
	No	67	18.4 %	182	49.9 %	5	1.4%

provided by the organization.	NR	2	.5%	5	1.4%	0	.0%
Chi-square	2.066						
df	4						
Sig.	.724^{a,b}						

From the above analysis it is seen in terms of work and family life balance with reference to the Marital status of the respondents that,

- (N-117) 32.1% of the respondents who were unmarried approx. work for at least 50 hours per week.
- (N-136) 37.3% of the respondents who were unmarried agreed that they regularly work late in the evenings.
- (N-175) 47.9% of the respondents who were unmarried agreed that no overtime is paid for working extra..
- (N-132) 36.2% of the respondents who were unmarried agreed that organization allow flexible working hours to compensate for working late.
- (N-178) 48.8 % of the respondents who were unmarried feel that they can balance their r work and family life
- (N-182) 49.9 % of the respondents who were unmarried currently don't use any of the work life policies or programmes provided by the organization.

Chi- Square Results:

There is no co-relation found between work and family life balance and marital status of the respondents.

85. Table showing work and family life balance with reference to Educational of the respondents

		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualificati on		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Approx. Avg. working hours per week	40 hours	30	8.2%	36	9.9%	17	4.7%	9	2.5%	3	.8%	2	.5%
	50 hours	39	10.7%	86	23.6%	28	7.7%	7	1.9%	9	2.5%	1	.3%
	60 hours	13	3.6%	32	8.8%	13	3.6%	12	3.3%	1	.3%	3	.8%
	60 above	5	1.4%	12	3.3%	0	.0%	3	.8%	0	.0%	0	.0%
	NR	2	.5%	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	29.975												
Df	20												
Sig.	.070 ^{a,b}												
Regularly work late in evenings.	Yes	46	12.6%	78	21.4%	36	9.9%	20	5.5%	8	2.2%	4	1.1 %
	No	42	11.5%	89	24.4%	22	6.0%	11	3.0%	5	1.4%	2	.5%
	NR	1	.3%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	8.233												
Df	10												
Sig.	.606 ^{a,b}												
Paid overtime for your working extra	Yes	34	9.3%	47	12.9%	18	4.9%	7	1.9%	5	1.4%	1	.3%
	No	54	14.8%	116	31.8%	39	10.7%	23	6.3%	8	2.2%	5	1.4 %
	NR	1	.3%	5	1.4%	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	6.078												

Df	10												
Sig.	.809^{a,b}												
Organization allow flexible working hours to compensate for working late	Yes	55	15.1%	80	21.9%	26	7.1%	17	4.7%	7	1.9%	4	1.1%
	No	33	9.0%	83	22.7%	29	7.9%	13	3.6%	5	1.4%	2	.5%
	NR	1	.3%	5	1.4%	3	.8%	1	.3%	1	.3%	0	.0%
Chi-square	8.876												
df	10												
Sig.	.544^{a,b}												
Feeling of the respondents to balance your work and family life	Yes	64	17.5%	112	30.7%	38	10.4%	22	6.0%	7	1.9%	2	.5%
	No	25	6.8%	54	14.8%	20	5.5%	9	2.5%	6	1.6%	4	1.1%
	NR	0	.0%	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	7.748												
Df	10												
Sig.	.653^{a,b}												
Currently using any of the work life policies or programmes provided by the organization	Yes	22	6.0%	49	13.4%	20	5.5%	7	1.9%	4	1.1%	2	.5%
	No	66	18.1%	116	31.8%	36	9.9%	23	6.3%	9	2.5%	4	1.1%
	NR	1	.3%	3	.8%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	4.160												
Df	10												
Sig.	.940^{a,b}												

From the above analysis it is seen in terms of work and family life balance with reference to the Educational qualification of the respondents that

- (N-86) 23.6% of the respondents who were graduates approx. work for at least 50 hours per week.
- (N-89) 24.4% of the respondents who were graduates agree that they regularly work late in the evenings.

- (N-116) 31.8% of the respondents who were graduate agreed that no overtime is paid for working extra..
- (N-83) 22.7% of the respondents who were graduate agreed that organization allow flexible working hours to compensate for working late..
- (N-112) 30.7% of the respondents who were graduate felt that they can balance their work and family life
- (N-116) 31.8% of the respondents who were graduate currently don't use any of the work life policies or programmes provided by the organization.

Chi- Square Results:

There is no co-relation found between work and family life balance and Educational qualification of the respondents

86. Table showing work and family life balance with reference to monthly income of the respondent.

		Income of the respondent									
		5 to 15		16 to 25		26 to 35		35 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Approx. Avg. working hours per week	40 hours	46	12.6%	38	10.4%	3	.8%	2	.5%	8	2.2%
	50 hours	103	28.2%	58	15.9%	5	1.4%	1	.3%	3	.8%
	60 hours	50	13.7%	17	4.7%	1	.3%	0	.0%	6	1.6%
	60 above	9	2.5%	8	2.2%	0	.0%	2	.5%	1	.3%
	NR	2	.5%	2	.5%	0	.0%	0	.0%	0	.0%
Chi-square	29.475										
Df	16										
Sig.	.021 ^{a,b}										
Regularly	Yes	116	31.8%	60	16.4%	2	.5%	3	.8%	11	3.0%

work late in evenings.	No	93	25.5%	62	17.0%	7	1.9%	2	.5%	7	1.9%
	NR	1	.3%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	5.609										
Df	8										
Sig.	.691^{a,b}										
Paid overtime for your working extra	Yes	55	15.1%	42	11.5%	5	1.4%	2	.5%	8	2.2%
	No	152	41.6%	76	20.8%	4	1.1%	3	.8%	10	2.7%
	NR	3	.8%	5	1.4%	0	.0%	0	.0%	0	.0%
Chi-square	10.630										
Df	8										
Sig.	.224^{a,b}										
Organization allow flexible working hours to compensate for working late	Yes	107	29.3%	59	16.2%	7	1.9%	2	.5%	14	3.8%
	No	96	26.3%	62	17.0%	2	.5%	2	.5%	3	.8%
	NR	7	1.9%	2	.5%	0	.0%	1	.3%	1	.3%
Chi-square	15.405										
Df	8										
Sig.	.052^{a,b}										
Feeling of the respondents to balance your work and family life	Yes	151	41.4%	74	20.3%	5	1.4%	4	1.1%	11	3.0%
	No	57	15.6%	49	13.4%	4	1.1%	1	.3%	7	1.9%
	NR	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	8.255										
Df	8										
Sig.	.409^{a,b}										
Currently using any of the work life policies or	Yes	53	14.5%	32	8.8%	5	1.4%	5	1.4%	9	2.5%
	No	152	41.6%	90	24.7%	4	1.1%	0	.0%	8	2.2%

programmes provided by the organization.	NR	5	1.4%	1	.3%	0	.0%	0	.0%	1	.3%
Chi-square	24.177										
Df	8										
Sig.	.002^{a,b}										

From the above analysis it is seen in terms of work and family life balance with reference to the monthly income of the respondents that;

- (N-103) 28.3% of the respondents who had monthly income between 5,000-15,000 approx. work for at least 50 hours per week.
- (N-116) 31.8% of the respondents who had monthly income between 5,000-15,000 agrees that they regularly work late in the evenings.
- (N-152) 41.6 % of the respondents who had monthly income between 5,000-15,000 agreed that no overtime is paid for working extra..
- (N-107) 29.3% of the respondents who had monthly income between 5,000-15,000 agreed that organization allow flexible working hours to compensate for working late..
- (N-151) 41.4% of the respondents who had monthly income between 5,000-15,000 felt that they can balance their work and family life
- (N-152) 41.6% of the respondents who had monthly income between 5,000-15,000 currently don't use any of the work life policies or programmes provided by the organization.

Chi – Square Test:

It was found that a significant. relations was seen between work and family life balance in terms of monthly income and Approx. average working hours per week (sig- 0.02), Organization allow flexible working hours to compensate for working late (0.052), Currently using any of the work life policies or programmes provided by the organization (Sig-0.002).

87. Table showing work and family life balance with reference to working experience of the respondent.

		No of years working in BPO Respondent									
		<=6 mths		7-12 mths		1 - 3 yrs		3+ yrs		NR	
		N	%	N	%	N	%	N	%	N	%
Approx. Avg. working hours per week	40 hours	8	2.2%	54	14.8%	33	9.0%	2	.5%	0	.0%
	50 hours	19	5.2%	66	18.1%	70	19.2%	13	3.6%	2	.5%
	60 hours	8	2.2%	24	6.6%	33	9.0%	9	2.5%	0	.0%
	60 above	6	1.6%	7	1.9%	6	1.6%	1	.3%	0	.0%
	NR	0	.0%	1	.3%	3	.8%	0	.0%	0	.0%
Chi-square	26.572										
Df	16										
Sig.	.046 ^{a,b}										
Regularly work late in evenings.	Yes	19	5.2%	89	24.4%	70	19.2%	13	3.6%	1	.3%
	No	22	6.0%	62	17.0%	74	20.3%	12	3.3%	1	.3%
	NR	0	.0%	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	4.459										
df	8										
Sig.	.814 ^{a,b}										

Paid overtime for your working extra	Yes	19	5.2%	45	12.3%	38	10.4%	10	2.7%	0	.0%
	No	21	5.8%	105	28.8%	102	27.9%	15	4.1%	2	.5%
	NR	1	.3%	2	.5%	5	1.4%	0	.0%	0	.0%
Chi-square	10.148										
Df	8										
Sig.	.255 ^{a,b}										
Organization allow flexible working hours to compensate for working late	Yes	28	7.7%	84	23.0%	62	17.0%	15	4.1%	0	.0%
	No	13	3.6%	63	17.3%	77	21.1%	10	2.7%	2	.5%
	NR	0	.0%	5	1.4%	6	1.6%	0	.0%	0	.0%
Chi-square	14.458										
Df	8										
Sig.	.071 ^{a,b}										
Feeling of the respondents to balance your work and family life	Yes	29	7.9%	106	29.0%	88	24.1%	21	5.8%	1	.3%
	No	12	3.3%	46	12.6%	55	15.1%	4	1.1%	1	.3%
	NR	0	.0%	0	.0%	2	.5%	0	.0%	0	.0%
Chi-square	9.293										
Df	8										
Sig.	.318 ^{a,b}										

Currently using any of the work life policies or programmes provided by the organization	Yes	9	2.5%	43	11.8%	43	11.8%	9	2.5%	0	.0%
	No	32	8.8%	107	29.3%	97	26.6%	16	4.4%	2	.5%
	NR	0	.0%	2	.5%	5	1.4%	0	.0%	0	.0%
Chi-square	6.078										
Df	8										
Sig.	.638 ^{a,b}										

From the above analysis it is seen in terms of work and family life balance with reference to the working experience of the respondents that;

- (N-66) 18.1% of the respondents who had work experience of 7-12months felt that approx. work for at least 50 hours per week..
- (N-89) 24.4 %% of the respondents who had work experience of 7-12months agree that they regularly work late in the evenings.
- (N-105) 28.8% of the respondents who had work experience of 7-12months had agreed that no overtime is paid for working extra..
- (N-84) 23% of the respondents who had work experience of 7-12months agreed that organization allow flexible working hours to compensate for working late..
- (N-106) 29% of the respondents who had work experience of 7-12months felt that they can balance their work and family life
- (N-107) 29.3% of the respondents who had work experience of 7-12months currently don't use any of the work life policies or programmes provided by the organization.

It was found that a significant. Relations was seen between work and family life balance in terms of work experience and Approx. average working hours per week (sig- 0.04).

BALANCING WORK & FAMILY COMMITMENT

88. Table showing the relationship with the schedule that helps in balancing work & family commitment with reference to age of the respondents.

Following schedule helps in balancing work & family commitments.		Age of the respondent							
		18-24 Yrs		25-31 Yrs		>31 Yrs		NR	
		N	%	N	%	N	%	N	%
Flexible starting times.	Yes	152	41.6%	48	13.2%	12	3.3%	0	.0%
	No	50	13.7%	42	11.5%	7	1.9%	0	.0%
	Not available to me	23	6.3%	12	3.3%	3	.8%	0	.0%
	Not applicable to me	10	2.7%	1	.3%	0	.0%	1	.3%
	NR	4	1.1%	0	.0%	0	.0%	0	.0%
Chi-square	49.303								
Df	12								
Sig.	.000 ^{a,b}								
Flexible finish times	Yes	117	32.1%	50	13.7%	11	3.0%	0	.0%
	No	82	22.5%	42	11.5%	9	2.5%	0	.0%
	Not available to me	22	6.0%	10	2.7%	2	.5%	0	.0%
	Not applicable to me	14	3.8%	1	.3%	0	.0%	1	.3%
	NR	4	1.1%	0	.0%	0	.0%	0	.0%

Chi-square	29.777								
Df	12								
Sig.	.003*,a,b								
Flexible hours generally	Yes	134	36.7%	58	15.9%	10	2.7%	0	.0%
	No	62	17.0%	28	7.7%	8	2.2%	0	.0%
	Not available to me	25	6.8%	15	4.1%	3	.8%	0	.0%
	Not applicable to me	13	3.6%	2	.5%	0	.0%	1	.3%
	NR	5	1.4%	0	.0%	1	.3%	0	.0%
Chi-square	30.241								
Df	12								
Sig.	.003*,a,b								
Time off for family emergencies & events	Yes	158	43.3%	64	17.5%	15	4.1%	0	.0%
	No	52	14.2%	29	7.9%	6	1.6%	0	.0%
	Not available to me	17	4.7%	10	2.7%	1	.3%	0	.0%
	Not applicable to me	8	2.2%	0	.0%	0	.0%	1	.3%
	NR	4	1.1%	0	.0%	0	.0%	0	.0%
Chi-square	47.983								
Df	12								
Sig.	.000*,a,b								

Part-time or reduced work hours	Yes	103	28.2%	33	9.0%	10	2.7%	0	.0%
	No	78	21.4%	51	14.0%	9	2.5%	0	.0%
	Not available to me	38	10.4%	16	4.4%	3	.8%	0	.0%
	Not applicable to me	14	3.8%	3	.8%	0	.0%	1	.3%
	NR	6	1.6%	0	.0%	0	.0%	0	.0%
Chi-square	32.693								
Df	12								
Sig.	.001^{a,b}								
Time off in school holidays	Yes	95	26.0%	23	6.3%	9	2.5%	1	.3%
	No	81	22.2%	58	15.9%	10	2.7%	0	.0%
	Not available to me	28	7.7%	10	2.7%	3	.8%	0	.0%
	Not applicable to me	30	8.2%	10	2.7%	0	.0%	0	.0%
	NR	5	1.4%	2	.5%	0	.0%	0	.0%
Chi-square	21.253								
Df	12								
Sig.	.047^{a,b}								
Compressed working week/fortnight	Yes	138	37.8%	67	18.4%	15	4.1%	1	.3%
	No	77	21.1%	31	8.5%	6	1.6%	0	.0%
	Not available	19	5.2%	4	1.1%	1	.3%	0	.0%

	to me								
	Not applicabl e to me	1	.3%	0	.0%	0	.0%	0	.0%
	NR	4	1.1%	1	.3%	0	.0%	0	.0%
Chi-square	4.812								
Df	12								
Sig.	.964^{a,b}								

From the above analysis it is seen that,

- (N-152) 41.6% of the respondents who fall in the age group between 18-24years have felt that flexible starting time in organizations helps in balancing work & family commitment.
- (N-117) 32.1% of the respondents who fall in the age group between 18-24 years have felt that flexible finish time in organizations helps in balancing work & family commitment.
- (N-134) 36.7% of the respondents who fall in the age group between 18-24 years agreed that flexible working hour in the organizations helps in balancing work & family commitment.
- (N-158) 43.3% of the respondents who fall in the age group between 18-24 years felt that it the organization gives time off for family emergencies & events will helps in balancing work & family commitment
- (N-101) 27.7% of the respondents who falls in the age group between 18-24 years felt that part-time or reduced work hours will helps in balancing work & family commitment.
- (N-95) 26% of the respondents who falls in the age group between 18-24 years felt that time off in school holidays helps in balancing work & family commitment
- (N-138) 37.8% of the respondents who fall in the age group between 18-24 years felt that Compressed working week/fortnight helps in balancing work & family commitment..

Chi-Square Results

It was found that a significant. Relations was seen been Age & finish time, flexible hours (Sig-0.03),part time and reduce working hours (sig-0.01)Thus from the above analysis a co-relation found between Age group and balancing work & family commitment.

89. Table showing the relationship with the schedule that helps in balancing work & family commitment with reference to marital status of the respondents.

Following schedule helps in balancing work & family commitments		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Flexible starting times	Yes	58	15.9%	150	41.1%	4	1.1%
	No	35	9.6%	62	17.0%	2	.5%
	Not available to me	9	2.5%	28	7.7%	1	.3%
	Not applicable to me	2	.5%	10	2.7%	0	.0%
	NR	0	.0%	4	1.1%	0	.0%
Chi-square	5.863						
Df	8						
Sig.	.663^{a,b}						
Flexible finish times	Yes	52	14.2%	122	33.4%	4	1.1%
	No	43	11.8%	87	23.8%	3	.8%
	Not available to me	7	1.9%	27	7.4%	0	.0%
	Not applicable to me	2	.5%	14	3.8%	0	.0%
	NR	0	.0%	4	1.1%	0	.0%
Chi-square	7.359						

reduced work hours	No	44	12.1%	92	25.2%	2	.5%
	Not available to me	17	4.7%	38	10.4%	2	.5%
	Not applicable to me	5	1.4%	13	3.6%	0	.0%
	NR	0	.0%	6	1.6%	0	.0%
Chi-square	5.170						
Df	8						
Sig.	.739 ^{a,b}						
Time off in school holidays	Yes	30	8.2%	95	26.0%	3	.8%
	No	55	15.1%	91	24.9%	3	.8%
	Not available to me	10	2.7%	31	8.5%	0	.0%
	Not applicable to me	8	2.2%	31	8.5%	1	.3%
	NR	1	.3%	6	1.6%	0	.0%
Chi-square	10.507						
Df	8						
Sig.	.231 ^{a,b}						
Compressed working week/fortnight	Yes	69	18.9%	147	40.3%	5	1.4%
	No	32	8.8%	80	21.9%	2	.5%
	Not available to me	3	.8%	21	5.8%	0	.0%

	Not applicable to me	0	.0%	1	.3%	0	.0%
	NR	0	.0%	5	1.4%	0	.0%
Chi-square	7.386						
Df	8						
Sig.	.496^{a,b}						

From the above analysis it is seen that,

- (N-150) 41.1% of the respondents who were unmarried felt that flexible starting time in organizations helps in balancing work & family commitment.
- (N-122) 33.4% of the respondents who were unmarried felt that flexible finish time in organizations helps in balancing work & family commitment.
- (N-142) 38.9% of the respondents who were unmarried agreed that flexible working hours in the organizations helps in balancing work & family commitment.
- (N-167) 45.8% of the respondents who were unmarried felt that it the organization gives time off for family emergencies & events will helps in balancing work & family commitment
- (N-105) 28.8% of the respondents who were unmarried felt that part-time or reduced work hours will helps in balancing work & family commitment..
- (N-95) 26% of the respondents who were unmarried felt that time off in school holidays helps in balancing work & family commitment
- (N-147) 40.3% of the respondents who were unmarried felt that compressed working week/fortnight helps in balancing work & family commitment.

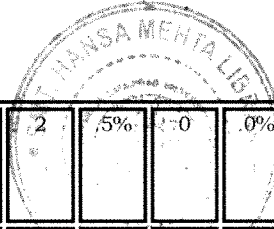
Chi-Square Results

Thus from the above analysis it is seen that no co-relation found between marital status and Balancing work & family commitments.

90. Table showing the relationship with the schedule that helps in balancing work & family commitment with reference to Education Qualification of the respondents.

Following schedule helps in balancing work & family commitments		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Flexible starting times	Yes	57	15.6 %	96	26.3 %	31	8.5 %	17	4.7 %	8	2.2 %	3	.8%
	No	21	5.8 %	45	12.3 %	18	4.9 %	11	3.0 %	2	.5%	2	.5%
	Not available to me	5	1.4 %	23	6.3%	5	1.4 %	2	.5%	3	.8%	0	.0%
	Not applicable to me	4	1.1 %	2	.5%	4	1.1 %	1	.3%	0	.0%	1	.3%
	NR	2	.5%	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	21.103												
Df	20												
Sig.	.391 ^{a,b}												
Flexible finish times	Yes	48	13.2 %	80	21.9 %	29	7.9 %	15	4.1 %	4	1.1 %	2	.5%
	No	31	8.5 %	63	17.3 %	18	4.9 %	11	3.0 %	7	1.9 %	3	.8%
	Not available to me	4	1.1 %	21	5.8%	7	1.9 %	1	.3%	1	.3%	0	.0%
	Not applicable to me	4	1.1 %	2	.5%	4	1.1 %	4	1.1 %	1	.3%	1	.3%
	NR	2	.5%	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	24.573												

Df	20												
Sig.	.218^{a,b}												
Flexible hours generally	Yes	46	12.6 %	95	26.0 %	30	8.2 %	22	6.0 %	8	2.2 %	1	.3%
	No	29	7.9 %	41	11.2 %	16	4.4 %	6	1.6 %	3	.8%	3	.8%
	Not available to me	7	1.9 %	25	6.8%	6	1.6 %	2	.5%	2	.5%	1	.3%
	Not applicable to me	5	1.4 %	3	.8%	6	1.6 %	1	.3%	0	.0%	1	.3%
	NR	2	.5%	4	1.1%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	23.365												
Df	20												
Sig.	.271^{a,b}												
Time off for family emergencies & events	Yes	64	17.5 %	111	30.4 %	37	10.1 %	14	3.8 %	8	2.2 %	3	.8%
	No	13	3.6 %	43	11.8 %	13	3.6 %	12	3.3 %	3	.8%	3	.8%
	Not available to me	9	2.5 %	11	3.0%	5	1.4 %	1	.3%	2	.5%	0	.0%
	Not applicable to me	1	.3%	1	.3%	3	.8%	4	1.1 %	0	.0%	0	.0%
	NR	2	.5%	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	35.358												
Df	20												
Sig.	.018^{a,b,*}												
Part-time or reduced work hours	Yes	40	11.0 %	60	16.4 %	23	6.3 %	14	3.8 %	7	1.9 %	2	.5%
	No	27	7.4 %	66	18.1 %	27	7.4 %	12	3.3 %	4	1.1 %	2	.5%



	Not available to me	15	4.1 %	35	9.6%	3	.8%	2	.5%	2	.5%	0	.0%
	Not applicable to me	5	1.4 %	4	1.1%	4	1.1 %	3	.8%	0	.0%	2	.5%
	NR	2	.5%	3	.8%	1	.3%	0	.0%	0	.0%	0	.0%
Chi-square	30.345												
Df	20												
Sig.	.064 ^{a,b}												
Time off in school holidays	Yes	35	9.6 %	54	14.8 %	20	5.5 %	12	3.3 %	5	1.4 %	2	.5%
	No	38	10.4 %	64	17.5 %	31	8.5 %	9	2.5 %	5	1.4 %	2	.5%
	Not available to me	6	1.6 %	30	8.2%	2	.5%	1	.3%	2	.5%	0	.0%
	Not applicable to me	8	2.2 %	15	4.1%	5	1.4 %	9	2.5 %	1	.3%	2	.5%
	NR	2	.5%	5	1.4%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	35.224												
Df	20												
Sig.	.019 ^{a,b,*}												
Compressed working week/for night	Yes	46	12.6 %	111	30.4 %	36	9.9 %	16	4.4 %	8	2.2 %	4	1.1 %
	No	36	9.9 %	44	12.1 %	18	4.9 %	12	3.3 %	3	.8%	1	.3%
	Not available to me	4	1.1 %	11	3.0%	4	1.1 %	3	.8%	2	.5%	0	.0%
	Not applicable to me	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%
	NR	3	.8%	2	.5%	0	.0%	0	.0%	0	.0%	0	.0%

Chi-square	74.431
Df	20
Sig.	.000 ^{a,b,*}

From the above analysis it is seen that,

- (N-96) 26.3% of the respondents who were graduate felt that flexible starting time in organizations helps in balancing work & family commitment.
- (N-80) 21.9% of the respondents who were graduate felt that flexible finish time in organizations helps in balancing work & family commitment.
- (N-95) 26% of the respondents who were graduate agreed that flexible working hour in the organizations helps in balancing work & family commitment.
- (N-111) 30.4% of the respondents who were graduate felt that it the organization that gives time off for family emergencies & events that will helps in balancing work & family commitment
- (N-66) 18.1% of the respondents who were graduate do not felt that part-time or reduced work hours will helps in balancing work & family commitment..
- (N-64) 17.5% of the respondents who were graduate do felt that time off in school holidays helps in balancing work & family commitment
- (N-111) 30.4% of the respondents who were graduate felt that Compressed working week/fortnight helps in balancing work & family commitment.

Chi-Square Results

Thus from the above analysis no co-relation found between Educational qualification and Balancing work & family commitment.

91. Table showing the relationship with the schedule that helps in balancing work & family commitment with reference to monthly income of the respondents.

Following schedule helps in balancing work & family commitments		Income of the respondent									
		5 to 15		16 to 25		26 to 35		36 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Flexible starting times	Yes	126	34.5%	62	17.0%	8	2.2 %	3	.8%	13	3.6%
	No	62	17.0%	31	8.5%	1	.3%	2	.5%	3	.8%
	Not available to me	11	3.0%	26	7.1%	0	.0%	0	.0%	1	.3%
	Not applicable to me	10	2.7%	2	.5%	0	.0%	0	.0%	0	.0%
	NR	1	.3%	2	.5%	0	.0%	0	.0%	1	.3%
Chi-square	34.772										
Df	16										
Sig.	.004 ^{a,b}										
Flexible finish times	Yes	119	32.6%	46	12.6%	4	1.1 %	1	.3%	8	2.2%
	No	67	18.4%	49	13.4%	5	1.4 %	4	1.1%	8	2.2%
	Not available to me	11	3.0%	22	6.0%	0	.0%	0	.0%	1	.3%
	Not applicable to me	12	3.3%	4	1.1%	0	.0%	0	.0%	0	.0%
	NR	1	.3%	2	.5%	0	.0%	0	.0%	1	.3%
Chi-	34.403										

square											
Df	16										
Sig.	.005^{*,a,b}										
Flexible hours generally	Yes	124	34.0%	60	16.4%	5	1.4%	3	.8%	10	2.7%
	No	54	14.8%	34	9.3%	3	.8%	2	.5%	5	1.4%
	Not available to me	17	4.7%	23	6.3%	1	.3%	0	.0%	2	.5%
	Not applicable to me	13	3.6%	3	.8%	0	.0%	0	.0%	0	.0%
	NR	2	.5%	3	.8%	0	.0%	0	.0%	1	.3%
Chi-square	17.131										
Df	16										
Sig.	.377^{*,a,b}										
Time off for family emergencies & events	Yes	145	39.7%	78	21.4%	2	.5%	4	1.1%	8	2.2%
	No	39	10.7%	33	9.0%	7	1.9%	1	.3%	7	1.9%
	Not available to me	18	4.9%	9	2.5%	0	.0%	0	.0%	1	.3%
	Not applicable to me	7	1.9%	1	.3%	0	.0%	0	.0%	1	.3%
	NR	1	.3%	2	.5%	0	.0%	0	.0%	1	.3%
Chi-square	29.029										
Df	16										
Sig.	.024^{*,a,b}										
Part-time	Yes	86	23.6%	48	13.2%	5	1.4	2	.5%	5	1.4%

or reduced work hours							%				
	No	84	23.0%	38	10.4%	4	1.1 %	3	.8%	9	2.5%
	Not available to me	24	6.6%	31	8.5%	0	.0%	0	.0%	2	.5%
	Not applicable to me	14	3.8%	3	.8%	0	.0%	0	.0%	1	.3%
	NR	2	.5%	3	.8%	0	.0%	0	.0%	1	.3%
Chi-square	23.123										
Df	16										
Sig.	.110,a,b										
Time off in school holidays	Yes	76	20.8%	36	9.9%	5	1.4 %	2	.5%	9	2.5%
	No	91	24.9%	45	12.3%	4	1.1 %	3	.8%	6	1.6%
	Not available to me	16	4.4%	25	6.8%	0	.0%	0	.0%	0	.0%
	Not applicable to me	25	6.8%	13	3.6%	0	.0%	0	.0%	2	.5%
	NR	2	.5%	4	1.1%	0	.0%	0	.0%	1	.3%
Chi-square	25.588										
Df	16										
Sig.	.060,a,b										
Compress ed working week/fort night	Yes	134	36.7%	65	17.8%	6	1.6 %	3	.8%	13	3.6%
	No	62	17.0%	45	12.3%	2	.5%	2	.5%	3	.8%
	Not available to me	11	3.0%	11	3.0%	1	.3%	0	.0%	1	.3%

	Not applicable to me	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
	NR	2	.5%	2	.5%	0	.0%	0	.0%	1	.3%
Chi-square	10.756										
Df	16										
Sig.	.824^{a,b}										

From the above analysis it is seen that,

- (N-126) 34.5% of the respondents who has monthly income 5000-15000 per month felt that flexible starting time in organizations helps in balancing work & family commitment.
- (N-119) 32.6% of the respondents who had a monthly income 5000-15000 per month felt that flexible finish time in organizations helps in balancing work & family commitment.
- (N-124) 34% of the respondents who had a monthly income 5000-15000 per month agreed that flexible working hour in the organizations helps in balancing work & family commitment.
- (N-145) 39.7% of the respondents who had a monthly income 5000-15000 per month felt that it the organization that gives time off for family emergencies & events that will helps in balancing work & family commitment.
- (N-86) 23.6% of the respondents who had a monthly income 5000-15000 per month felt that part-time or reduced work hours will helps in balancing work & family commitment.
- (N-91) 24.9% of the respondents who had a monthly income 5000-15000 per month do felt that time off in school holidays helps in balancing work & family commitment.
- (N-134) 36.7% of the respondents who had a monthly income 5000-15000 per month felt that Compressed working week/fortnight helps in balancing work & family commitment.

Chi-Square Results

It was found that a significant. Association was seen between monthly income & flexible starting time (Sig-0.04), flexible finish time (sig- 0.05) .

Thus from the above analysis a co-relation found between monthly income and balancing work & family commitment.

92. Table showing the relationship with the schedule that helps in balancing work & family commitment with reference to the work experience in BPO.

Following schedule helps in balancing work & family commitments		No of years working in BPO Respondent									
		<=6 months		7-12 months		1 - 3 yrs		3+ yrs		NR	
		N	%	N	%	N	%	N	%	N	%
Flexible starting times	Yes	24	6.6%	93	25.5%	77	21.1%	17	4.7%	1	.3%
	No	9	2.5%	41	11.2%	43	11.8%	6	1.6%	0	.0%
	Not available to me	7	1.9%	9	2.5%	19	5.2%	2	.5%	1	.3%
	Not applicable to me	0	.0%	7	1.9%	5	1.4%	0	.0%	0	.0%
	NR	1	.3%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	15.856										
Df	16										
Sig.	.463 ^{a,b}										
Flexible finish times	Yes	17	4.7%	75	20.5%	70	19.2%	16	4.4%	0	.0%
	No	16	4.4%	56	15.3%	51	14.0%	9	2.5%	1	.3%
	Not available to me	7	1.9%	10	2.7%	16	4.4%	0	.0%	1	.3%
	Not applicable to me	0	.0%	9	2.5%	7	1.9%	0	.0%	0	.0%
	NR	1	.3%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	18.215										
Df	16										

Sig.	.311^{a,b}										
Flexible hours generally	Yes	21	5.8%	82	22.5%	83	22.7%	15	4.1%	1	.3%
	No	12	3.3%	42	11.5%	35	9.6%	9	2.5%	0	.0%
	Not available to me	7	1.9%	16	4.4%	19	5.2%	0	.0%	1	.3%
	Not applicable to me	0	.0%	10	2.7%	6	1.6%	0	.0%	0	.0%
	NR	1	.3%	2	.5%	2	.5%	1	.3%	0	.0%
Chi-square	14.906										
Df	16										
Sig.	.532^{a,b}										
Time off for family emergencies & events	Yes	26	7.1%	101	27.7%	94	25.8%	14	3.8%	2	.5%
	No	11	3.0%	31	8.5%	37	10.1%	8	2.2%	0	.0%
	Not available to me	3	.8%	13	3.6%	9	2.5%	3	.8%	0	.0%
	Not applicable to me	0	.0%	5	1.4%	4	1.1%	0	.0%	0	.0%
	NR	1	.3%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	7.743										
Df	16										
Sig.	.956^{a,b}										
Part-time or reduced work hours	Yes	12	3.3%	73	20.0%	53	14.5%	8	2.2%	0	.0%
	No	14	3.8%	57	15.6%	55	15.1%	11	3.0%	1	.3%
	Not available to me	11	3.0%	13	3.6%	26	7.1%	6	1.6%	1	.3%

	Not applicable to me	3	.8%	7	1.9%	8	2.2%	0	.0%	0	.0%
	NR	1	.3%	2	.5%	3	.8%	0	.0%	0	.0%
Chi-square	19.835										
Df	16										
Sig.	.228^{a,b}										
Time off in school holidays	Yes	10	2.7%	65	17.8%	46	12.6%	7	1.9%	0	.0%
	No	14	3.8%	62	17.0%	61	16.7%	12	3.3%	0	.0%
	Not available to me	7	1.9%	6	1.6%	22	6.0%	5	1.4%	1	.3%
	Not applicable to me	9	2.5%	16	4.4%	13	3.6%	1	.3%	1	.3%
	NR	1	.3%	3	.8%	3	.8%	0	.0%	0	.0%
Chi-square	31.426										
Df	16										
Sig.	.012^{a,b,*}										
Compressed working week/fort night	Yes	28	7.7%	91	24.9%	82	22.5%	19	5.2%	1	.3%
	No	12	3.3%	48	13.2%	49	13.4%	5	1.4%	0	.0%
	Not available to me	1	.3%	11	3.0%	10	2.7%	1	.3%	1	.3%
	Not applicable to me	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
	NR	0	.0%	2	.5%	3	.8%	0	.0%	0	.0%
Chi-square	13.966										

Df	16
Sig.	.601^{a,b}

From the above analysis it is seen that,

- (N-93) 25.5% of the respondents who had 7-12months of working experience in BPO sector felt that flexible starting time in organizations helps in balancing work & family commitment.
- (N-75) 20.5% of the respondents who had 7-12months of working experience in BPO sector felt that flexible finish time in organizations helps in balancing work & family commitment.
- (N-83) 22.7% of the respondents who had 1-3 years of working experience in BPO sector agreed that flexible working hour in the organizations helps in balancing work & family commitment.
- (N-101) 27.7% of the respondents who had 7-12months of working experience in BPO sector felt that it is the organization that gives time off for family emergencies & events that will helps in balancing work & family commitment
- (N-73) 20% of the respondents who had 7-12months of working experience in BPO sector felt that part-time or reduced work hours will helps in balancing work & family commitment..
- (N-65) 17.8% of the respondents who had 7-12months of working experience in BPO sector had a monthly income felt that time off in school holidays helps in balancing work & family commitment
- (N-91) 24.1% of the respondents who had 7-12months of working experience in BPO sector felt that compressed working week/fortnight helps in balancing work & family commitment.

Chi-Square Results

Thus from the above analysis no co-relation found between work experience and Balancing work & family commitment.

93. Table showing the aspects that hinders in balancing work & family commitment with reference to Age of the respondents.

Aspects that hinders balancing work & family commitments		Age of the respondent							
		18-24 Yrs		25-31 Yrs		>31 Yrs		NR	
		N	%	N	%	N	%	N	%
Long work hours	Yes	59	16.2%	25	6.8%	5	1.4%	0	.0%
	No	141	38.6%	68	18.6%	17	4.7%	0	.0%
	Not available to me	33	9.0%	8	2.2%	0	.0%	1	.3%
	Not applicable to me	1	.3%	0	.0%	0	.0%	0	.0%
	NR	5	1.4%	2	.5%	0	.0%	0	.0%
Chi-square	15.039								
Df	12								
Sig.	.239 ^{a,b}								
Compulsory overtime	Yes	93	25.5%	49	13.4%	9	2.5%	0	.0%
	No	107	29.3%	46	12.6%	13	3.6%	0	.0%
	Not available to me	31	8.5%	7	1.9%	0	.0%	1	.3%
	Not applicable to me	1	.3%	0	.0%	0	.0%	0	.0%
	NR	7	1.9%	1	.3%	0	.0%	0	.0%
Chi-square	17.882								

Df	12									
Sig.	.119 ^{a,b}									
Weekend work	Yes	121	33.2%	37	10.1%	10	2.7%	0	.0%	
	No	87	23.8%	58	15.9%	12	3.3%	0	.0%	
	Not available to me	25	6.8%	7	1.9%	0	.0%	0	.0%	
	Not applicable to me	1	.3%	0	.0%	0	.0%	0	.0%	
	NR	5	1.4%	1	.3%	0	.0%	1	.3%	
Chi-square	66.504									
Df	12									
Sig.	.000 ^{a,b,*}									
Shift work	Yes	121	33.2%	37	10.1%	10	2.7%	0	.0%	
	No	87	23.8%	58	15.9%	12	3.3%	0	.0%	
	Not available to me	25	6.8%	7	1.9%	0	.0%	0	.0%	
	Not applicable to me	1	.3%	0	.0%	0	.0%	0	.0%	
	NR	5	1.4%	1	.3%	0	.0%	1	.3%	
Chi-square	66.504									
Df	12									
Sig.	.000 ^{a,b,*}									
Timing of work	Yes	128	35.1%	62	17.0%	10	2.7%	0	.0%	

meeting/training	No	80	21.9%	36	9.9%	10	2.7%	0	.0%
	Not available to me	27	7.4%	3	.8%	2	.5%	1	.3%
	Not applicable to me	0	.0%	0	.0%	0	.0%	0	.0%
	NR	4	1.1%	2	.5%	0	.0%	0	.0%
Chi-square	17.912								
Df	9								
Sig.	.036^{a,b,*}								

From the above analysis with references to the aspects that hinders in balancing work & family commitment with reference to age of the respondents it was found that,

- (N-141) 38.6% who were in the age group between 18-24yrs don't felt long working hours hinders in work and family commitment.
- (N-93) 25.5% of the respondents who were in the age group between 18-24years felt compulsory overtime hinders in work and family commitment.
- (N-121) 33.2% of the respondents who were in the age group between 18-24years felt weekend work hinders in work and family commitment.
- (N-121) 33.2% of the respondents who were in the age group between 18-24years felt shift work hinders in work and family commitment.
- While (N- 128) 35.1% the respondents who were in the age group between 18-24 years felt timings of work meeting and training hinders in work and family commitment.

Chi-square Results:

A strong association found between work & family hinders and scheduling of meetings and trainings with reference to age (sig-0.036).

94. Table showing the aspects that hinders in balancing work & family commitment with reference to marital status of the respondents.

Aspects that hinders balancing work & family commitments		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Long work hours	Yes	32	8.8%	54	14.8%	3	.8%
	No	67	18.4%	157	43.0%	2	.5%
	Not available to me	5	1.4%	35	9.6%	2	.5%
	Not applicable to me	0	.0%	1	.3%	0	.0%
	NR	0	.0%	7	1.9%	0	.0%
Chi-square	15.562						
Df	8						
Sig.	.049 ^{a,b}						
Compulsory overtime	Yes	50	13.7%	99	27.1%	2	.5%
	No	47	12.9%	116	31.8%	3	.8%
	Not available to me	6	1.6%	31	8.5%	2	.5%
	Not applicable to me	0	.0%	1	.3%	0	.0%
	NR	1	.3%	7	1.9%	0	.0%
Chi-square	8.449						

Df	8						
Sig.	.391^{a,b}						
Weekend work	Yes	48	13.2%	117	32.1%	3	.8%
	No	50	13.7%	104	28.5%	3	.8%
	Not available to me	5	1.4%	26	7.1%	1	.3%
	Not applicable to me	0	.0%	1	.3%	0	.0%
	NR	1	.3%	6	1.6%	0	.0%
Chi-square	4.945						
Df	8						
Sig.	.763^{a,b}						
Shift work	Yes	48	13.2%	117	32.1%	3	.8%
	No	50	13.7%	104	28.5%	3	.8%
	Not available to me	5	1.4%	26	7.1%	1	.3%
	Not applicable to me	0	.0%	1	.3%	0	.0%
	NR	1	.3%	6	1.6%	0	.0%
Chi-square	4.945						
Df	8						
Sig.	.763^{a,b}						
Timing of work	Yes	58	15.9%	139	38.1%	3	.8%

meeting/training	No	40	11.0%	83	22.7%	3	.8%
	Not available to me	6	1.6%	26	7.1%	1	.3%
	Not applicable to me	0	.0%	0	.0%	0	.0%
	NR	0	.0%	6	1.6%	0	.0%
Chi-square	5.527						
Df	6						
Sig.	.478^{a,b}						

From the above analysis with references to the aspects that hinders in balancing work & family commitment with reference to marital status it was found that,

- (N-157) 43% who were unmarried don't felt long working hours hinders in work and family commitment.
- (N-99) 27.1% of the respondents who were unmarried felt compulsory overtime hinders in work and family commitment.
- (N-117) 32.1% of respondents who were unmarried felt weekend work hinders in work and family commitment.
- (N-117) 32.1% of the respondents who were unmarried felt shift work hinders in work and family commitment.
- While (N- 139) 38.1 % the respondents who were unmarried felt timings of work meeting and training hinders in work and family commitment.

Chi-square Results:

A strong association found between work & family hinders and long working hours with reference to marital status (sig-0.04)

95. Table showing the aspects that hinders in balancing work & family commitment with reference to Educational qualification of the respondents.

Aspects that hinders balancing work & family commitments		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Long work hours	Yes	18	4.9%	44	12.1%	13	3.6%	6	1.6%	6	1.6%	2	.5%
	No	59	16.2%	100	27.4%	38	10.4%	22	6.0%	5	1.4%	2	.5%
	Not available to me	9	2.5%	20	5.5%	7	1.9%	3	.8%	2	.5%	1	.3%
	Not applicable to me	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%
	NR	3	.8%	4	1.1%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	70.563												
Df	20												
Sig.	.000 ^{a,b}												
Compulsory overtime	Yes	33	9.0%	67	18.4%	30	8.2%	11	3.0%	8	2.2%	2	.5%
	No	40	11.0%	81	22.2%	21	5.8%	19	5.2%	3	.8%	2	.5%
	Not available to me	12	3.3%	16	4.4%	7	1.9%	1	.3%	2	.5%	1	.3%
	Not applicable to me	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%
	NR	4	1.1%	4	1.1%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	75.765												

Df	20												
Sig.	.000^{a,b}												
Weekend work	Yes	45	12.3%	80	21.9%	22	6.0%	9	2.5%	10	2.7%	2	.5%
	No	31	8.5%	71	19.5%	30	8.2%	20	5.5%	2	.5%	3	.8%
	Not available to me	10	2.7%	15	4.1%	4	1.1%	2	.5%	1	.3%	0	.0%
	Not applicable to me	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%
	NR	3	.8%	2	.5%	2	.5%	0	.0%	0	.0%	0	.0%
Chi-square	78.837												
Df	20												
Sig.	.000^{a,b}												
Shift work	Yes	45	12.3%	80	21.9%	22	6.0%	9	2.5%	10	2.7%	2	.5%
	No	31	8.5%	71	19.5%	30	8.2%	20	5.5%	2	.5%	3	.8%
	Not available to me	10	2.7%	15	4.1%	4	1.1%	2	.5%	1	.3%	0	.0%
	Not applicable to me	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%
	NR	3	.8%	2	.5%	2	.5%	0	.0%	0	.0%	0	.0%
Chi-square	78.837												
Df	20												
Sig.	.000^{a,b}												
Timing of work meeting/training	Yes	41	11.2%	99	27.1%	32	8.8%	15	4.1%	10	2.7%	3	.8%
	No	37	10.1%	51	14.0%	20	5.5%	12	3.3%	3	.8%	3	.8%
	Not available	8	2.2%	15	4.1%	6	1.6%	4	1.1%	0	.0%	0	.0%

	ble to me												
	Not applicable to me	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	NR	3	.8%	3	.8%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	12.126												
Df	15												
Sig.	.669 ^{a,b}												

From the above analysis with references to the aspects that hinders in balancing work & family commitment with reference to educational qualification it was found that,

- (N-100) 27.4% who were graduate don't felt long working hours hinders in work and family commitment.
- (N-67) 18.4% of the respondents who were graduate felt compulsory overtime hinders in work and family commitment.
- (N-80) 21.9 % of the respondents who were graduate felt weekend work hinders in work and family commitment.
- (N-80) 21.9% of the respondents who were graduate felt shift work hinders in work and family commitment.
- While (N- 99) 27.1% the respondents who were graduate felt timings of work meeting and training hinders in work and family commitment.

Chi-square Results:

A strong association found between work & family hinders and Educational Qualification (sig-0.000).

96. Table showing the aspects that hinders in balancing work & family commitment with reference to Income of the respondents.

Aspects that hinders balancing work & family commitments		Income of the respondent									
		5 to 15		16 to 25		26 to 35		36 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Long work hours	Yes	45	12.3 %	34	9.3%	2	.5%	0	.0%	8	2.2 %
	No	137	37.5 %	69	18.9 %	6	1.6 %	5	1.4 %	9	2.5 %
	Not available to me	25	6.8%	16	4.4%	1	.3%	0	.0%	0	.0%
	Not applicable to me	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
	NR	2	.5%	4	1.1%	0	.0%	0	.0%	1	.3%
Chi-square	15.487										
Df	16										
Sig.	.489 ^{a,b}										
Compulsory overtime	Yes	71	19.5 %	61	16.7 %	5	1.4 %	1	.3%	13	3.6 %
	No	111	30.4 %	45	12.3 %	3	.8%	4	1.1 %	3	.8%
	Not available to me	23	6.3%	14	3.8%	1	.3%	0	.0%	1	.3%
	Not applicable	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%

	e to me										
	NR	4	1.1%	3	.8%	0	.0%	0	.0%	1	.3%
Chi-square	22.720										
Df	16										
Sig.	.121^{a,b}										
Weekend work	Yes	86	23.6 %	65	17.8 %	4	1.1 %	1	.3%	1	3.3 %
	No	102	27.9 %	42	11.5 %	5	1.4 %	4	1.1 %	4	1.1 %
	Not available to me	18	4.9%	13	3.6%	0	.0%	0	.0%	1	.3%
	Not applicable to me	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
	NR	3	.8%	3	.8%	0	.0%	0	.0%	1	.3%
Chi-square	16.898										
Df	16										
Sig.	.392^{a,b}										
Shift work	Yes	86	23.6 %	65	17.8 %	4	1.1 %	1	.3%	1	3.3 %
	No	102	27.9 %	42	11.5 %	5	1.4 %	4	1.1 %	4	1.1 %
	Not available to me	18	4.9%	13	3.6%	0	.0%	0	.0%	1	.3%
	Not applicabl	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%

	e to me										
	NR	3	.8%	3	.8%	0	.0%	0	.0%	1	.3%
Chi-square	16.898										
Df	16										
Sig.	.392^{a,b}										
Timing of work meeting/training	Yes	117	32.1%	65	17.8%	6	1.6%	2	.5%	10	2.7%
	No	75	20.5%	39	10.7%	3	.8%	3	.8%	6	1.6%
	Not available to me	15	4.1%	17	4.7%	0	.0%	0	.0%	1	.3%
	Not applicable to me	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	NR	3	.8%	2	.5%	0	.0%	0	.0%	1	.3%
Chi-square	9.289										
Df	12										
Sig.	.678^{a,b}										

From the above analysis with references to the aspects that hinders in balancing work & family commitment with reference to monthly income it was found that,

- (N-137) 37.5% who had monthly income between 5,000-15,000 don't felt long working hours hinders in work and family commitment.
- (N-71) 19.5% of the respondents who had monthly income 5,000-15,000 felt compulsory overtime hinders in work and family commitment.

- (N-102) 27.9% of the respondents who had monthly income 5,000-15,000 don't felt weekend work hinders in work and family commitment.
- (N-102) 27.9 % of the respondents who had monthly income 5,000-15,000 don't felt shift work hinders in work and family commitment.
- While (N- 117) 32.1 % the respondents who had monthly income 5,000-15,000 felt timings of work meeting and training hinders in work and family commitment.

Chi-square Results:

A no association found between work & family hinders and monthly income.

97. Table showing the aspects that hinders in balancing work & family commitment with reference to work experience of the respondents.

Aspects that hinders balancing work & family commitments		No of years working in BPO_Respondent									
		<=6 mths		7-12 mths		1 - 3 yrs		3+ yrs		NR	
		N	%	N	%	N	%	N	%	N	%
Long work hours	Yes	11	3.0 %	40	11.0 %	32	8.8%	6	1.6%	0	.0%
	No	25	6.8 %	91	24.9 %	92	25.2 %	17	4.7%	1	.3%
	Not available to me	5	1.4 %	19	5.2%	15	4.1%	2	.5%	1	.3%
	Not applicable to me	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
	NR	0	.0%	2	.5%	5	1.4%	0	.0%	0	.0%

Chi-square	9.540										
Df	16										
Sig.	.890^{a,b}										
Compulsory overtime	Yes	13	3.6 %	67	18.4 %	59	16.2 %	11	3.0%	1	.3%
	No	21	5.8 %	65	17.8 %	67	18.4 %	12	3.3%	1	.3%
	Not available to me	7	1.9 %	15	4.1%	15	4.1%	2	.5%	0	.0%
	Not applicable to me	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
	NR	0	.0%	5	1.4%	3	.8%	0	.0%	0	.0%
Chi-square	7.805										
Df	16										
Sig.	.954^{a,b}										
Weekend work	Yes	18	4.9 %	73	20.0 %	66	18.1 %	10	2.7%	1	.3%
	No	18	4.9 %	63	17.3 %	62	17.0 %	13	3.6%	1	.3%
	Not available to me	5	1.4 %	14	3.8%	11	3.0%	2	.5%	0	.0%
	Not appli	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%

	cable to me										
	NR	0	.0%	2	.5%	5	1.4%	0	.0%	0	.0%
Chi-square	6.859										
Df	16										
Sig.	.976 ^{a,b}										
Shift work	e	18	4.9 %	73	20.0 %	66	18.1 %	10	2.7%	1	.3%
	No	18	4.9 %	63	17.3 %	62	17.0 %	13	3.6%	1	.3%
	Not available to me	5	1.4 %	14	3.8%	11	3.0%	2	.5%	0	.0%
	Not applicable to me	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
	NR	0	.0%	2	.5%	5	1.4%	0	.0%	0	.0%
Chi-square	6.859										
Df	16										
Sig.	.976 ^{a,b}										
Timing of work meeting/training	Yes	25	6.8 %	78	21.4 %	79	21.6 %	17	4.7%	1	.3%
	No	13	3.6 %	55	15.1 %	50	13.7 %	7	1.9%	1	.3%
	Not available to me	3	.8%	17	4.7%	12	3.3%	1	.3%	0	.0%

	Not appli cable to me	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	NR	0	.0%	2	.5%	4	1.1%	0	.0%	0	.0%
Chi-square	6.289										
Df	12										
Sig.	.901^{a,b}										

From the above analysis with references to the aspects that hinders in balancing work & family commitment with reference to work experience it was found that,

- (N-91) 24.9% who had 7-12months of work experience don't felt long working hours hinders in work and family commitment.
- (N-67) 18.4% of the respondents who had 7-12 months of work felt compulsory overtime hinders in work and family commitment.
- (N-73) 20% of the respondents who had 7-12months felt weekend work hinders in work and family commitment.
- (N-73) 20% of the respondents who had 7-12months felt shift work hinders in work and family commitment.
- While (N-79) 21.6% the respondents who had 1-3 years felt timings of work meeting and training hinders in work and family commitment.

Chi-square Results:

No association found between work & family hinders and work experience.

98. Table showing the aspects that helps in balancing work & family commitment with reference to Age of the respondents.

Aspects that helps in balancing work & family commitment		Age of the respondent							
		18-24 Yrs		25-31 Yrs		>31 Yrs		NR	
		N	%	N	%	N	%	N	%
Support from manager/supervisor	Yes	170	46.6 %	80	21.9 %	13	3.6%	0	.0%
	No	51	14.0 %	19	5.2%	7	1.9%	1	.3%
	Not available to me	7	1.9%	3	.8%	1	.3%	0	.0%
	Not applicable to me	8	2.2%	1	.3%	0	.0%	0	.0%
	NR	3	.8%	0	.0%	1	.3%	0	.0%
Chi-square		12.190							
Df		12							
Sig.		.431 ^{a,b}							
Support from colleagues	Yes	176	48.2 %	75	20.5 %	12	3.3%	0	.0%
	No	50	13.7 %	21	5.8%	8	2.2%	1	.3%
	Not available to me	6	1.6%	4	1.1%	2	.5%	0	.0%
	Not applicable to me	4	1.1%	3	.8%	0	.0%	0	.0%

	NR	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	12.308								
Df	12								
Sig.	.421^{a,b}								
Support from team members	Yes	195	53.4 %	73	20.0 %	18	4.9%	0	.0%
	No	31	8.5%	18	4.9%	4	1.1%	1	.3%
	Not available to me	5	1.4%	9	2.5%	0	.0%	0	.0%
	Not applicable to me	5	1.4%	3	.8%	0	.0%	0	.0%
	NR	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	19.558								
Df	12								
Sig.	.076^{a,b}								
Encouragement to use paid and unpaid parental leave	Yes	101	27.6 %	27	7.4%	6	1.6%	0	.0%
	No	100	27.4 %	61	16.7 %	12	3.3%	1	.3%
	Not available to me	9	2.5%	9	2.5%	3	.8%	0	.0%
	Not applicable to me	24	6.6%	5	1.4%	0	.0%	0	.0%
	NR	6	1.6%	1	.3%	1	.3%	0	.0%
Chi-square	22.568								

Df	12								
Sig.	.032 ^{a,b,*}								
Seeing other men use work/family policies	Yes	100	27.4 %	34	9.3%	10	2.7%	0	.0%
	No	104	28.5 %	49	13.4 %	9	2.5%	1	.3%
	Not available to me	15	4.1%	12	3.3%	2	.5%	0	.0%
	Not applicable to me	16	4.4%	4	1.1%	1	.3%	0	.0%
	NR	4	1.1%	4	1.1%	0	.0%	0	.0%
Chi-square	9.028								
Df	12								
Sig.	.701 ^{a,b}								

From the above analysis with references to the aspects that helps , in balancing work & family commitment with reference to age of the respondents it was found that,

- (N-170) 46.6% who were in age group between 18-24 yrs felt that support from manager/supervisor helps in work and family commitment.
- (N-176) 48.2% of the respondents who were in the age group between 18-24 years felt support from colleagues helps in work and family commitment.
- (N-195) 53.4% of the respondents who were in the age group between 18-24 years felt support from team members helps in work and family commitment.
- (N-101) 27.6% of the respondents who were in the age group between 18-24 years felt encouragement to use paid and unpaid parental leave helps in work and family commitment.
- While (N- 104) 28.5% the respondents who were in the age group between 18-24 years don't felt seeing other men use work/family

policies timings of work meeting and training hinders in work and family commitment.

Chi-square Results:

A strong association found between work & family commitment and Encouragement to use paid and unpaid parental leave with reference to age of the respondents. (sig-0.032)

99. Table showing the aspects that helps in balancing work & family commitment with reference to marital status of the respondents.

Aspects that helps in balancing work & family commitment		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Support from manager/supervisor	Yes	68	18.6%	188	51.5%	7	1.9%
	No	30	8.2%	48	13.2%	0	.0%
	Not available to me	3	.8%	8	2.2%	0	.0%
	Not applicable to me	2	.5%	7	1.9%	0	.0%
	NR	1	.3%	3	.8%	0	.0%
Chi-square	7.205						
Df	8						
Sig.	.515 ^{a,b}						
Support from colleagues..	Yes	65	17.8%	192	52.6%	6	1.6%
	No	32	8.8%	47	12.9%	1	.3%
	Not available	7	1.9%	5	1.4%	0	.0%

	to me						
	Not applicabl e to me	0	.0%	7	1.9%	0	.0%
	NR	0	.0%	3	.8%	0	.0%
Chi-square	16.889						
Df	8						
Sig.	.031^{a,b,*}						
Support from team members	Yes	74	20.3%	206	56.4%	6	1.6%
	No	18	4.9%	36	9.9%	0	.0%
	Not available to me	10	2.7%	3	.8%	1	.3%
	Not applicabl e to me	2	.5%	6	1.6%	0	.0%
	NR	0	.0%	3	.8%	0	.0%
Chi-square	19.777						
Df	8						
Sig.	.011^{a,b,*}						
Encourage ment to use paid and unpaid parental leave	Yes	29	7.9%	101	27.7%	3	.8%
	No	59	16.2%	112	30.7%	3	.8%
	Not available to me	10	2.7%	11	3.0%	0	.0%
	Not applicabl e to me	5	1.4%	23	6.3%	1	.3%

	NR	1	.3%	7	1.9%	0	.0%
Chi-square	12.714						
Df	8						
Sig.	.122^{a,b}						
Seeing other men use work/family policies	Yes	42	11.5%	100	27.4%	2	.5%
	No	45	12.3%	114	31.2%	4	1.1%
	Not available to me	12	3.3%	17	4.7%	0	.0%
	Not applicable to me	5	1.4%	16	4.4%	0	.0%
	NR	0	.0%	7	1.9%	1	.3%
Chi-square	11.289						
Df	8						
Sig.	.186^{a,b}						

From the above analysis with references to the aspects that helps , in balancing work & family commitment with reference to marital status of the respondents it was found that,

- (N-188) 51.5% who were unmarried felt that support from manager/supervisor helps in work and family commitment.
- (N-192) 52.6% of the respondents who were unmarried felt support from colleagues helps in work and family commitment.
- (N-206) 56.4% of the respondents who were unmarried felt support from team members helps in work and family commitment.
- (N-112) 30.7% of the respondents who were unmarried don't felt encouragement to use paid and unpaid parental leave helps in work and family commitment.
- While (N- 114) 31.2% the respondents who were unmarried don't felt seeing other men use work/family policies timings of work meeting and training hinders in work and family commitment.

Chi-square Results:

A strong association found between work & family commitment and Support from colleagues (0.031), support from team members with reference to age of the respondents. (Sig-0.011)

100. Table showing the aspects that helps in balancing work & family commitment with reference to Educational Qualification of the respondents.

Aspects that helps in balancing work & family commitment		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Support from manager/s supervisor	Yes	57	15.6%	129	35.3%	45	12.3%	19	5.2%	8	2.2%	5	1.4%
	No	25	6.8%	32	8.8%	10	2.7%	7	1.9%	3	.8%	1	.3%
	Not available to me	3	.8%	5	1.4%	0	.0%	2	.5%	1	.3%	0	.0%
	Not applicable to me	2	.5%	1	.3%	3	.8%	3	.8%	0	.0%	0	.0%
	NR	2	.5%	1	.3%	0	.0%	0	.0%	1	.3%	0	.0%
Chi-square	28.155												
Df	20												
Sig.	.106 ^{a,b}												
Support from colleagues	Yes	68	18.6%	121	33.2%	42	11.5%	18	4.9%	9	2.5%	5	1.4%
	No	17	4.7%	37	10.1%	14	3.8%	8	2.2%	3	.8%	1	.3%
	Not available to me	2	.5%	7	1.9%	0	.0%	2	.5%	1	.3%	0	.0%
	Not applicable to me	0	.0%	2	.5%	2	.5%	3	.8%	0	.0%	0	.0%

	NR	2	.5%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	22.619												
Df	20												
Sig.	.308 ^{a,b}												
Support from team members	Yes	70	19.2%	136	37.3%	44	12.1%	22	6.0%	9	2.5%	5	1.4%
	No	15	4.1%	21	5.8%	7	1.9%	6	1.6%	4	1.1%	1	.3%
	Not available to me	2	.5%	7	1.9%	3	.8%	2	.5%	0	.0%	0	.0%
	Not applicable to me	0	.0%	3	.8%	4	1.1%	1	.3%	0	.0%	0	.0%
	NR	2	.5%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	18.281												
Df	20												
Sig.	.569 ^{a,b}												
Encouragement to use paid and unpaid parental leave	Yes	35	9.6%	62	17.0%	15	4.1%	10	2.7%	7	1.9%	4	1.1%
	No	43	11.8%	78	21.4%	33	9.0%	15	4.1%	4	1.1%	1	.3%
	Not available to me	3	.8%	12	3.3%	3	.8%	2	.5%	1	.3%	0	.0%
	Not applicable to me	5	1.4%	13	3.6%	6	1.6%	4	1.1%	0	.0%	1	.3%
	NR	3	.8%	3	.8%	1	.3%	0	.0%	1	.3%	0	.0%
Chi-square	16.707												
Df	20												
Sig.	.672 ^{a,b}												
Seeing	Yes	24	6.6%	73	20.0%	24	6.6%	14	3.8%	6	1.6%	3	.8%

other men use work/famil y policies											%		
	No	55	15.1%	66	18.1%	27	7.4%	8	2.2%	5	1.4%	2	.5%
	Not availabl e to me	5	1.4%	14	3.8%	4	1.1%	4	1.1%	2	.5%	0	.0%
	Not applicabl e to me	3	.8%	11	3.0%	2	.5%	4	1.1%	0	.0%	1	.3%
	NR	2	.5%	4	1.1%	1	.3%	1	.3%	0	.0%	0	.0%
Chi-square	24.621												
Df	20												
Sig.	.216 ^{a,b}												

From the above analysis with references to the aspects that helps , in balancing work & family commitment with reference to Educational Qualification of the respondents it was found that,

- (N-129) 35.3% who were graduate felt that support from manager/supervisor helps in work and family commitment.
- (N-121) 33.2% who were graduate felt support from colleagues helps in work and family commitment..
- (N-136) 37.3% who were graduate felt support from team members helps in work and family commitment.
- (N-78) 21.4% who were graduate don't felt encouragement to use paid and unpaid parental leave helps in work and family commitment.
- While (N- 73) 20% who were graduate don't felt seeing other men use work/family policies timings of work meeting and training hinders in work and family commitment.

Chi-square Results:

No Association found between work & family commitment and marital status of the respondents.

101. Table showing the aspects that helps in balancing work & family commitment with reference to Monthly Income of the of the respondents.

Aspects that helps in balancing work & family commitment		Income of the respondent									
		5 to 15		16 to 25		26 to 35		36 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Support from manager/s supervisor	Yes	154	42.2%	86	23.6%	8	2.2%	5	1.4%	10	2.7%
	No	42	11.5%	28	7.7%	1	.3%	0	.0%	7	1.9%
	Not available to me	6	1.6%	5	1.4%	0	.0%	0	.0%	0	.0%
	Not applicable to me	7	1.9%	2	.5%	0	.0%	0	.0%	0	.0%
	NR	1	.3%	2	.5%	0	.0%	0	.0%	1	.3%
Chi-square	13.781										
Df	16										
Sig.	.615 ^{a,b}										
Support from colleagues	Yes	154	42.2%	81	22.2%	8	2.2%	5	1.4%	15	4.1%
	No	47	12.9%	30	8.2%	1	.3%	0	.0%	2	.5%
	Not available to me	5	1.4%	7	1.9%	0	.0%	0	.0%	0	.0%
	Not applicable to me	3	.8%	4	1.1%	0	.0%	0	.0%	0	.0%
	NR	1	.3%	1	.3%	0	.0%	0	.0%	1	.3%
Chi-square	15.899										
Df	16										
Sig.	.460 ^{a,b}										
Support	Yes	176	48.2%	85	23.3%	8	2.2%	5	1.4%	12	3.3%

from team members	No	25	6.8%	24	6.6%	0	.0%	0	.0%	5	1.4%
	Not available to me	5	1.4%	8	2.2%	1	.3%	0	.0%	0	.0%
	Not applicable to me	3	.8%	5	1.4%	0	.0%	0	.0%	0	.0%
	NR	1	.3%	1	.3%	0	.0%	0	.0%	1	.3%
Chi-square	24.161										
Df	16										
Sig.	.086 ^{a,b}										
Encouragement to use paid and unpaid parental leave	Yes	72	19.7%	45	12.3%	6	1.6%	1	.3%	9	2.5%
	No	111	30.4%	49	13.4%	2	.5%	4	1.1%	8	2.2%
	Not available to me	8	2.2%	13	3.6%	0	.0%	0	.0%	0	.0%
	Not applicable to me	16	4.4%	12	3.3%	1	.3%	0	.0%	0	.0%
	NR	3	.8%	4	1.1%	0	.0%	0	.0%	1	.3%
Chi-square	22.010										
Df	16										
Sig.	.143 ^{a,b}										
Seeing other men use work/family policies	Yes	86	23.6%	41	11.2%	4	1.1%	3	.8%	10	2.7%
	No	100	27.4%	51	14.0%	4	1.1%	2	.5%	6	1.6%
	Not available to me	12	3.3%	15	4.1%	1	.3%	0	.0%	1	.3%
	Not applicable to me	10	2.7%	11	3.0%	0	.0%	0	.0%	0	.0%
	NR	2	.5%	5	1.4%	0	.0%	0	.0%	1	.3%
Chi-square	18.101										
Df	16										

Sig.	.318 ^{a,b}
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From the above analysis with references to the aspects that helps , in balancing work & family commitment with reference to monthly income of the respondents it was found that,

- (N-154) 42.2% who had monthly income 5000-15000 felt that support from manager/supervisor helps in work and family commitment.
- (N-154) 42.2% who had monthly income 5,000-15,000 felt support from colleagues helps in work and family commitment.
- (N-176) 48.2% who had monthly income 5,000-15,000 felt support from team members helps in work and family commitment.
- (N-111) 30.4 % who had monthly income 5,000-15,000 don't felt encouragement to use paid and unpaid parental leave helps in work and family commitment.
- While (N- 100) 27.4% who had monthly income 5,000-15,000 don't felt seeing other men use work/family policies timings of work meeting and training hinders in work and family commitment.

Chi-square Results:

No Association found between work & family commitment and Monthly Income of the respondents

102. Table showing the aspects that helps in balancing work & family commitment with reference to work experience of the of the respondents.

Aspects that helps in balancing work & family commitment		No of years working in BPO Respondent									
		<=6 mths		7-12 mths		1 - 3 yrs		3+ yrs		NR	
		N	%	N	%	N	%	N	%	N	%
Support from manager/supervisor	Yes	33	9.0%	106	29.0 %	104	28.5 %	19	5.2%	1	.3%
	No	8	2.2%	30	8.2%	34	9.3%	6	1.6%	0	.0%
	Not available to me	0	.0%	5	1.4%	5	1.4%	0	.0%	1	.3%

	Not applicabl e to me	0	.0%	9	2.5%	0	.0%	0	.0%	0	.0%
	NR	0	.0%	2	.5%	2	.5%	0	.0%	0	.0%
Chi-square	32.066										
Df	16										
Sig.	.010 ^{a,b}										
Support from colleagues	Yes	31	8.5%	105	28.8 %	109	29.9 %	17	4.7%	1	.3%
	No	9	2.5%	38	10.4 %	26	7.1%	7	1.9%	0	.0%
	Not availabl e to me	1	.3%	0	.0%	9	2.5%	1	.3%	1	.3%
	Not applicabl e to me	0	.0%	7	1.9%	0	.0%	0	.0%	0	.0%
	NR	0	.0%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	36.225										
Df	16										
Sig.	.003 ^{a,b}										
Support from team members	Yes	35	9.6%	113	31.0 %	116	31.8 %	20	5.5%	2	.5%
	No	5	1.4%	26	7.1%	18	4.9%	5	1.4%	0	.0%
	Not availabl e to me	1	.3%	5	1.4%	8	2.2%	0	.0%	0	.0%
	Not applicabl e to me	0	.0%	6	1.6%	2	.5%	0	.0%	0	.0%
	NR	0	.0%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	10.330										
Df	16										
Sig.	.849 ^{a,b}										
Encourage	Yes	19	5.2%	56	15.3	51	14.0	7	1.9%	0	.0%

ment to use paid and unpaid parental leave					%		%				
	No	16	4.4%	71	19.5%	70	19.2%	17	4.7%	0	.0%
	Not available to me	2	.5%	6	1.6%	12	3.3%	0	.0%	1	.3%
	Not applicable to me	4	1.1%	14	3.8%	9	2.5%	1	.3%	1	.3%
	NR	0	.0%	5	1.4%	3	.8%	0	.0%	0	.0%
Chi-square	25.264										
Df	16										
Sig.	.065 ^{a,b}										
Seeing other men use work/family policies	Yes	18	4.9%	58	15.9%	59	16.2%	9	2.5%	0	.0%
	No	19	5.2%	72	19.7%	59	16.2%	12	3.3%	1	.3%
	Not available to me	1	.3%	9	2.5%	18	4.9%	0	.0%	1	.3%
	Not applicable to me	3	.8%	10	2.7%	5	1.4%	3	.8%	0	.0%
	NR	0	.0%	3	.8%	4	1.1%	1	.3%	0	.0%
Chi-square	19.550										
Df	16										
Sig.	.241 ^{a,b}										

From the above analysis with references to the aspects that helps , in balancing work & family commitment with reference to work experience of the respondents it was found that,

- (N-106) 29% who has work experience of 7-12 months felt that support from manager/supervisor helps in work and family commitment.
- (N-105) 28.8% who has work experience of 7-12 months felt support from colleagues helps in work and family commitment.

- (N-113) 31.0% who has work experience of 7-12 months felt support from team members helps in work and family commitment.
- (N-71) 19.5% who has work experience of 7-12 months don't felt encouragement to use paid and unpaid parental leave helps in work and family commitment.
- While (N- 72) 19.7% who had monthly income 5,000-15,000 don't felt seeing other men use work/family policies hinders in work and family commitment.

Chi-square Results:

A strong Association found between work & family commitment and Support from manager/supervisor (0/01), with reference to work experience in BPO sector .

103. Table showing the aspects that hinders in balancing work & family commitment with reference to Age of the respondents.

Aspects that hinders in balancing work & family commitment		Age of the respondent							
		18-24 Yrs		25-31 Yrs		>31 Yrs		NR	
		N	%	N	%	N	%	N	%
Negative attitude of managers	Yes	74	20.3 %	50	13.7%	11	3.0%	1	.3%
	No	145	39.7 %	37	10.1%	10	2.7%	0	.0%
	Not applicable to me	18	4.9%	14	3.8%	0	.0%	0	.0%
	NR	2	.5%	2	.5%	1	.3%	0	.0%
Chi-square	24.766								
Df	9								
Sig.	.003*,a,b								

Negative attitude of colleagues	Yes	78	21.4 %	35	9.6%	5	1.4%	1	.3%
	No	142	38.9 %	54	14.8%	15	4.1%	0	.0%
	Not applicable to me	17	4.7%	13	3.6%	1	.3%	0	.0%
	NR	2	.5%	1	.3%	1	.3%	0	.0%
Chi-square	9.374								
Df	9								
Sig.	.404,a,b								
Negative attitude of team members	Yes	99	27.1 %	52	14.2%	8	2.2%	1	.3%
	No	107	29.3 %	35	9.6%	10	2.7%	0	.0%
	Not applicable to me	30	8.2%	15	4.1%	3	.8%	0	.0%
	NR	3	.8%	1	.3%	1	.3%	0	.0%
Chi-square	6.995								
Df	9								
Sig.	.638,a,b								

From the above analysis it is interpreted that regarding the aspects that hinders in balancing work and family commitment with reference to age of the respondents it is found that,

- (N-145) 39.7% who were between 18-24 years don't felt that negative attitude of managers hinders the work n family commitments.

- (N-142) 38.9% of the respondents who were between 18-24 years don't felt Negative attitude of colleagues hinders work and family commitments..
- (N-107) 29.3% of the respondents who were between 18-24 years don't felt Negative attitude of team members hinders work and family commitments..

No association found between work and family hindrance and Age of the respondents.

104. Table showing the aspects that hinders in balancing work & family commitment with reference to marital status of the respondents.

Aspects that hinders in balancing work & family commitment		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Negative attitude of managers	Yes	49	13.4%	85	23.3%	2	.5%
	No	48	13.2%	140	38.4%	4	1.1%
	Not applicable to me	7	1.9%	24	6.6%	1	.3%
	NR	0	.0%	5	1.4%	0	.0%
Chi-square		8.045					
Df		6					
Sig.		.235 ^{a,b}					
Negative attitude of colleagues	Yes	36	9.9%	82	22.5%	1	.3%
	No	61	16.7%	146	40.0%	4	1.1%
	Not applicable to me	7	1.9%	22	6.0%	2	.5%
	NR	0	.0%	4	1.1%	0	.0%

Chi-square	6.335						
Df	6						
Sig.	.387^{a,b}						
Negative attitude of team members	Yes	50	13.7%	109	29.9%	1	.3%
	No	41	11.2%	107	29.3%	4	1.1%
	Not applicable to me	13	3.6%	33	9.0%	2	.5%
	NR	0	.0%	5	1.4%	0	.0%
Chi-square	5.901						
Df	6						
Sig.	.434^{a,b}						

From the above analysis it is interpreted that regarding the aspects that hinders in balancing work and family commitment with reference to marital status of the respondents it is found that,

- (N-140) 38.4 % who were unmarried don't felt that negative attitude of managers hinders the work n family commitments.
- (N-146) 40 % of the respondents who were unmarried don't felt negative attitude of colleagues hinders work and family commitments..
- (N-109) 29.9% of the respondents who were unmarried don't felt negative attitude of team members hinders work and family commitments.

No association found between work and family hindrance and Marital status of the respondents.

105. Table showing the aspects that hinders in balancing work & family commitment with reference to Educational Qualification of the respondents.

		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Negative attitude of managers	Yes	26	7.1%	62	17.0%	30	8.2%	9	2.5%	5	1.4%	4	1.1%
	No	52	14.2%	92	25.2%	24	6.6%	17	4.7%	5	1.4%	2	.5%
	Not applicable to me	9	2.5%	12	3.3%	4	1.1%	4	1.1%	3	.8%	0	.0%
	NR	2	.5%	2	.5%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	17.290												
Df	15												
Sig.	.302 ^{a,b}												
Negative attitude of colleagues	Yes	30	8.2%	60	16.4%	19	5.2%	9	2.5%	1	.3%	0	.0%
	No	49	13.4%	94	25.8%	35	9.6%	17	4.7%	10	2.7%	6	1.6%
	Not applicable to me	8	2.2%	13	3.6%	4	1.1%	4	1.1%	2	.5%	0	.0%
	NR	2	.5%	1	.3%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	13.929												
Df	15												
Sig.	.531 ^{a,b}												
Negative attitude of team members	Yes	33	9.0%	83	22.7%	26	7.1%	12	3.3%	5	1.4%	1	.3%
	No	37	10.1%	67	18.4%	24	6.6%	14	3.8%	5	1.4%	5	1.4%
	Not applicable to me	17	4.7%	16	4.4%	8	2.2%	4	1.1%	3	.8%	0	.0%

	NR	2	.5%	2	.5%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	14.398												
Df	15												
Sig.	.496 ^{a,b}												

From the above analysis it is interpreted that regarding the aspects that hinders in balancing work and family commitment with reference to Educational Qualification of the respondents it is found that,

- (N-92) 25.2% who were graduate don't felt that negative attitude of managers hinders the work n family commitments.
- (N-94) 25.8% of the respondents who were graduate don't felt negative attitude of colleagues hinders work and family commitments..
- (N-83) 22.7% of the respondents who were graduate don't felt negative attitude of team members hinders work and family commitments.

No association found between work and family hindrance and Educational qualification of the respondents.

106. Table showing the aspects that hinders in balancing work & family commitment with reference to Monthly income of the respondents.

		Income of the respondent									
		5 to 15		16 to 25		26 to 35		36 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Negative attitude of managers	Yes	76	20.8%	44	12.1%	6	1.6%	1	.3%	9	2.5%
	No	117	32.1%	61	16.7%	2	.5%	4	1.1%	8	2.2%
	Not applicable to me	16	4.4%	15	4.1%	1	.3%	0	.0%	0	.0%
	NR	1	.3%	3	.8%	0	.0%	0	.0%	1	.3%

Chi-square	15.311										
Df	12										
Sig.	.225^{a,b}										
Negative attitude of colleagues	Yes	74	20.3%	34	9.3%	3	.8%	1	.3%	7	1.9%
	No	120	32.9%	71	19.5%	6	1.6%	4	1.1%	10	2.7%
	Not applicable to me	16	4.4%	15	4.1%	0	.0%	0	.0%	0	.0%
	NR	0	.0%	3	.8%	0	.0%	0	.0%	1	.3%
Chi-square	15.057										
Df	12										
Sig.	.238^{a,b}										
Negative attitude of team members	Yes	95	26.0%	43	11.8%	6	1.6%	5	1.4%	11	3.0%
	No	97	26.6%	47	12.9%	3	.8%	0	.0%	5	1.4%
	Not applicable to me	18	4.9%	29	7.9%	0	.0%	0	.0%	1	.3%
	NR	0	.0%	4	1.1%	0	.0%	0	.0%	1	.3%
Chi-square	37.350										
Df	12										
Sig.	.000^{a,b,*}										

From the above analysis it is interpreted that regarding the aspects that hinders in balancing work and family commitment with reference to monthly income of the-respondents it is found that,

- (N-117) 32.1% who had a monthly income between 5,000-15,000 don't felt that negative attitude of managers hinders the work n family commitments.

- (N-120) 32.9% of the respondents who had a monthly income between 5,000-15,000 don't felt negative attitude of colleagues hinders work and family commitments..
- (N-97) 26.6% of the respondents who had a monthly income between 5,000-15,000 don't felt negative attitude of team members hinders work and family commitments.

No association found between work and family hindrance and monthly income of the respondents.

107. Table showing the aspects that hinders in balancing work & family commitment with reference to work Experience of the respondents in BPO sector.

		No of years working in BPO Respondent									
		<=6 months		7-12 months		1 - 3 yrs		3+ yrs		NR	
		N	%	N	%	N	%	N	%	N	%
Negative attitude of managers	Yes	12	3.3%	58	15.9%	51	14.0%	15	4.1%	0	.0%
	No	24	6.6%	81	22.2%	79	21.6%	6	1.6%	2	.5%
	Not applicable to me	5	1.4%	11	3.0%	13	3.6%	3	.8%	0	.0%
	NR	0	.0%	2	.5%	2	.5%	1	.3%	0	.0%
Chi-square	13.538										
Df	12										
Sig.	.331 ^{a,b}										
Negative attitude of colleagues	Yes	10	2.7%	47	12.9%	52	14.2%	10	2.7%	0	.0%
	No	28	7.7%	89	24.4%	80	21.9%	12	3.3%	2	.5%
	Not applicable to me	3	.8%	14	3.8%	12	3.3%	2	.5%	0	.0%
	NR	0	.0%	2	.5%	1	.3%	1	.3%	0	.0%
Chi-square	7.549										

Df	12										
Sig.	.819 ^{a,b}										
Negative attitude of team memebtrs	Yes	13	3.6%	65	17.8%	68	18.6%	14	3.8%	0	.0%
	No	23	6.3%	60	16.4%	60	16.4%	7	1.9%	2	.5%
	Not applicable to me	5	1.4%	25	6.8%	15	4.1%	3	.8%	0	.0%
	NR	0	.0%	2	.5%	2	.5%	1	.3%	0	.0%
Chi-square	12.726										
Df	12										
Sig.	.389 ^{a,b}										

From the above analysis it is interpreted that regarding the aspects that hinders in balancing work and family commitment with reference to monthly income of the respondents it is found that,

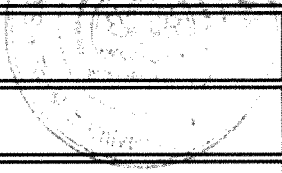
- (N- 81) 22.2% who had 7-12 months of work experience do n't felt that negative attitude of managers hinders the work n family commitments.
- (N-89) 24.4% of the respondents who had 7-12 months of work experience don't felt negative attitude of colleagues hinders work and family commitments..
- (N-65) 17.5% of the respondents who has 7-12months of work experience had felt negative attitude of team members hinders work and family commitments.

Chi-Square Results:

No association found between work and family hindrance and work experience of respondents in BPO sector.

108. Table showing the relation between Age and aspects which balances work and family commitments.

Aspects which help you balancing your work and family commitments.		Age of the respondent							
		18-24 Yrs		25-31 Yrs		>31 Yrs		NR	
		N	%	N	%	N	%	N	%
Working from home	Yes	92	25.2%	29	7.9%	10	2.7%	0	.0%
	No	104	28.5%	59	16.2%	8	2.2%	0	.0%
	Not available to me	18	4.9%	9	2.5%	3	.8%	0	.0%
	Not applicable to me	22	6.0%	6	1.6%	1	.3%	1	.3%
	NR	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	21.264								
Df	12								
Sig.	.047 ^{a,b}								
Technology such as laptops or cell phones	Yes	123	33.7%	57	15.6%	10	2.7%	0	.0%
	No	75	20.5%	31	8.5%	6	1.6%	0	.0%
	Not available to me	14	3.8%	9	2.5%	4	1.1%	0	.0%
	Not applicable to me	25	6.8%	6	1.6%	1	.3%	1	.3%
	NR	2	.5%	0	.0%	1	.3%	0	.0%
Chi-	21.843								



square									
Df	12								
Sig.	.039^{*,a,b}								
Being able to bring children into work on occasions	Yes	61	16.7%	9	2.5%	6	1.6%	0	.0%
	No	113	31.0%	75	20.5%	10	2.7%	0	.0%
	Not available to me	18	4.9%	10	2.7%	5	1.4%	0	.0%
	Not applicable to me	44	12.1%	9	2.5%	1	.3%	1	.3%
	NR	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	37.746								
Df	12								
Sig.	.000^{*,a,b}								

From the above table it can be seen that majority of the respondents i.e.

- N=104 (28.5%) from the age group of 18 to 24 of years perceive that working from home does not help balancing work and family commitments.
- N=123 (33.7%) from the age group of 18 to 24 of years believe that technology such as laptops or cell phones do help in balancing work and family commitments.
- N=113 (31.00%) from the age group of 18 to 24 of years does not believe that being able to bring children into work on occasions help in balancing work and family commitments.

Thus from the above interpretation it can be analyzed that majority of the respondents are from the age group of 18 to 24 of years who perceive that technological aspects such as laptops and cell phones help in balancing the wok and family commitments while the same age group of people perceive that flexibility such as working from home or bringing the children to work place does not help in balancing work and family commitments.

Chi – Square Results:

There is significance association between working from home and age i.e. (Sig. .047) & technological aspects such as laptops and cell phones and age i.e. (Sig. . 039).

109. Table showing the relation between marital status and aspects which balances work and family commitments.

Aspects which help you balancing your work and family commitments.		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Working from home	Yes	45	12.3%	84	23.0%	2	.5%
	No	48	13.2%	118	32.3%	5	1.4%
	Not available to me	6	1.6%	24	6.6%	0	.0%
	Not applicable to me	5	1.4%	25	6.8%	0	.0%
	NR	0	.0%	3	.8%	0	.0%
Chi-square	9.142						
Df	8						
Sig.	.330 ^{a,b}						

Technology such as laptops or cell phones	Yes	62	17.0%	126	34.5%	2	.5%
	No	29	7.9%	78	21.4%	5	1.4%
	Not available to me	8	2.2%	19	5.2%	0	.0%
	Not applicable to me	4	1.1%	29	7.9%	0	.0%
	NR	1	.3%	2	.5%	0	.0%
Chi-square	12.171						
Df	8						
Sig.	.144^{a,b}						
Being able to bring children into work on occasions	Yes	24	6.6%	50	13.7%	2	.5%
	No	63	17.3%	131	35.9%	4	1.1%
	Not available to me	8	2.2%	24	6.6%	1	.3%
	Not applicable to me	8	2.2%	47	12.9%	0	.0%
	NR	1	.3%	2	.5%	0	.0%
Chi-square	9.081						
Df	8						
Sig.	.336^{a,b}						

From the above table it can be seen that majority of the respondents i.e.

- N=118 (32.3%) from the unmarried group believe that working from home does not help in balancing work and family commitments.

- N=126 (34.5%) from the unmarried group believe that utilization of technology such as laptops and cell phones do help in balancing work and family commitments.
- N=131 (35.9%) from the unmarried group believe that bringing children to work place on occasions does not help in balancing work and family commitments.

Chi – Square Results:

From the above table it can be found that there is no association between marital status and aspects which help in balancing the work and family commitments.

110. Table showing the relation between Education and aspects which balances work and family commitments.

Aspects which help you balancing your work and family commitments.		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Working from home	Yes	37	10.1%	56	15.3%	19	5.2%	9	2.5%	9	2.5%	1	.3%
	No	38	10.4%	83	22.7%	31	8.5%	15	4.1%	1	.3%	3	.8%
	Not available to me	7	1.9%	16	4.4%	4	1.1%	1	.3%	1	.3%	1	.3%
	Not applicable to me	5	1.4%	13	3.6%	4	1.1%	5	1.4%	2	.5%	1	.3%
	NR	2	.5%	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%
Chi-square	24.639												
Df	20												
Sig.	.216 ^{a,b}												
Technolog	Yes	45	12.3%	93	25.5%	32	8.8%	13	3.6%	7	1.9%	0	.0%

y such as laptops or cell phones	No	33	9.0%	43	11.8%	19	5.2%	10	2.7%	3	.8%	4	1.1%
	Not available to me	4	1.1%	18	4.9%	2	.5%	1	.3%	1	.3%	1	.3%
	Not applicable to me	5	1.4%	14	3.8%	5	1.4%	7	1.9%	1	.3%	1	.3%
	NR	2	.5%	0	.0%	0	.0%	0	.0%	1	.3%	0	.0%
Chi-square	35.672												
Df	20												
Sig.	.017 ^{a,b,*}												
Being able to bring children into work on occasions	Yes	22	6.0%	36	9.9%	7	1.9%	5	1.4%	6	1.6%	0	.0%
	No	46	12.6%	89	24.4%	40	11.0%	17	4.7%	3	.8%	3	.8%
	Not available to me	7	1.9%	17	4.7%	5	1.4%	0	.0%	3	.8%	1	.3%
	Not applicable to me	12	3.3%	25	6.8%	6	1.6%	9	2.5%	1	.3%	2	.5%
	NR	2	.5%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%
Chi-square	29.618												
Df	20												
Sig.	.076 ^{a,b}												

From the above table it can be seen that majority of the respondents i.e.

- N=83(22.7%) from graduate category believe that working from home does not help in balancing work and family commitments.
- N=93(25.5%) from graduate group perceive that utilization of technology such as laptops and cell phones do help in balancing work and family commitments.
- N= 89(24.4%) from graduate group perceive that brining children to work place on occasion does not help in balancing work and family commitments.

Pearson Chi-Square Test:

From the above interpretation it is found that there is significant association between utilization of technology such as laptops and cell phones and education (Sig. .017).

111. Table showing the relation between No. of years working in BPO and aspects which balances work and family commitments.

Aspects which help you balancing your work and family commitments.		No of years working in BPO_Respondent									
		<=6 mths		7-12 mths		1 - 3 yrs		3+ yrs		NR	
		N	%	N	%	N	%	N	%	N	%
Working from home	Yes	9	2.5%	58	15.9%	49	13.4%	14	3.8%	1	.3%
	No	19	5.2%	71	19.5%	72	19.7%	9	2.5%	0	.0%
	Not available to me	7	1.9%	9	2.5%	12	3.3%	1	.3%	1	.3%
	Not applicable to me	6	1.6%	11	3.0%	12	3.3%	1	.3%	0	.0%
	NR	0	.0%	3	.8%	0	.0%	0	.0%	0	.0%
Chi-square	24.173										
Df	16										
Sig.	.086 ^{a,b}										
Technology such as laptops or cell phones	Yes	16	4.4%	78	21.4%	76	20.8%	19	5.2%	1	.3%
	No	14	3.8%	48	13.2%	46	12.6%	4	1.1%	0	.0%
	Not available to me	6	1.6%	9	2.5%	9	2.5%	2	.5%	1	.3%
	Not applicable to me	5	1.4%	15	4.1%	13	3.6%	0	.0%	0	.0%
	NR	0	.0%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	19.330										

Df	16										
Sig.	.252^{a,b}										
Being able to bring children into work on occasions	Yes	5	1.4%	43	11.8%	23	6.3%	5	1.4%	0	.0%
	No	21	5.8%	72	19.7%	89	24.4%	16	4.4%	0	.0%
	Not available to me	5	1.4%	7	1.9%	18	4.9%	2	.5%	1	.3%
	Not applicable to me	10	2.7%	28	7.7%	14	3.8%	2	.5%	1	.3%
	NR	0	.0%	2	.5%	1	.3%	0	.0%	0	.0%
Chi-square	31.084										
Df	16										
Sig.	.013^{a,b,*}										

From the above table it can be interpreted that majority of the respondents i.e.,

- N=72(19.7%) have been working since 1 to 3 years perceive that working from home does not help in balancing work and family commitments.
- N=78(21.4%) working since 7 to 12 months believe that utilization of technology such as laptops and cell phones help in balancing work and family commitments.
- N=89 (24.4%) working since 1 to 3 years perceive that bringing children to work place on occasion does not help to balance the work and family commitments.

Chi-Square Results:

Form the above table it can be interpreted that there is significant association between being able to bring children to work place on occasion and no of years working in BPO (Sig. .013).

112. Table showing the aspects that hinders in balancing work and family commitment with reference to Age of the respondent.

Following aspects hinders in balancing work and family commitment		Age of the respondent							
		18-24 Yrs		25-31 Yrs		>31 Yrs		NR	
		N	%	N	%	N	%	N	%
Technology such as laptops or cell phones	Yes	87	23.8%	44	12.1%	11	3.0%	0	.0%
	No	120	32.9%	47	12.9%	10	2.7%	0	.0%
	Not applicable to me	28	7.7%	12	3.3%	1	.3%	1	.3%
	NR	4	1.1%	0	.0%	0	.0%	0	.0%
Chi-square	12.553								
Df	9								
Sig.	.184 ^{a,b}								
Frequent travelling away from home	Yes	103	28.2%	31	8.5%	7	1.9%	0	.0%
	No	98	26.8%	56	15.3%	13	3.6%	0	.0%
	Not applicable to me	34	9.3%	16	4.4%	2	.5%	1	.3%
	NR	4	1.1%	0	.0%	0	.0%	0	.0%
Chi-square	15.663								
Df	9								
Sig.	.074 ^{a,b}								

From the above analysis it is interpreted that regarding the aspects that hinders in balancing work and family commitment with reference to age of the respondents it is found that,

- (N-120) 32.9% who belong to the age between 18-24 years felt that technology such as laptops or cell phones do not hinders the work n family commitments.
- (N-103) 28.2 % of the respondents who belong to the age between 18-24 years felt that frequent travelling away from home hinders work and family commitments.

Chi Square Results:

There is no association found between work and family commitment and Age.

113. Table showing the aspects that hinders in balancing work and family commitment with reference to marital status of the respondents.

Following aspects hinders in balancing work and family commitment		Marital status of the respondent					
		Married		Unmarried		NR	
		N	%	N	%	N	%
Technology such as laptops or cell phones	Yes	52	14.2%	89	24.4%	1	.3%
	No	46	12.6%	125	34.2%	6	1.6%
	Not applicable to me	6	1.6%	36	9.9%	0	.0%
	NR	0	.0%	4	1.1%	0	.0%
Chi-square	14.872						
Df	6						
Sig.	.021^{*,a,b}						
Frequent	Yes	36	9.9%	105	28.8%	0	.0%

travelling away from home	No	60	16.4%	102	27.9%	5	1.4%
	Not applicable to me	8	2.2%	43	11.8%	2	.5%
	NR	0	.0%	4	1.1%	0	.0%
Chi-square	16.661						
Df	6						
Sig.	.011^{a,b}						

From the above analysis it is interpreted that regarding the aspects that hinders in balancing work and family commitment with reference to marital status of the respondents it is found that

- (N-125) 34.2% who were unmarried don't felt that technology such as laptops or cell phones hinders the work n family commitments.
- (N-103) 28.2% of the respondents felt that frequent travelling away from home hinders work and family commitments.

Chi Square Results:

There is no association found between work and family commitment and marital status.

114. Table showing the aspects that hinders in balancing work and family commitment with reference to Educational Qualification of the respondents.

Following aspects hinders in balancing work and family commitment		Educational Qualification of the respondent											
		H.S.C.		Graduate		Post Graduate		Prof. qualification		Any other		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
Technology such as laptops or cell phones	Yes	35	9.6%	62	17.0%	24	6.6%	11	3.0%	9	2.5%	1	.3%
	No	42	11.5%	85	23.3%	30	8.2%	14	3.8%	3	.8%	3	.8%
	Not applicable to me	10	2.7%	21	5.8%	3	.8%	6	1.6%	1	.3%	1	.3%
	NR	2	.5%	0	.0%	1	.3%	0	.0%	0	.0%	1	.3%
Chi-square	27.329												
Df	15												
Sig.	.026 ^{a,b}												
Frequent travelling away from home	Yes	42	11.5%	66	18.1%	18	4.9%	6	1.6%	9	2.5%	0	.0%
	No	33	9.0%	77	21.1%	33	9.0%	18	4.9%	2	.5%	4	1.1%
	Not applicable to me	12	3.3%	25	6.8%	6	1.6%	7	1.9%	2	.5%	1	.3%
	NR	2	.5%	0	.0%	1	.3%	0	.0%	0	.0%	1	.3%
Chi-square	37.356												
Df	15												
Sig.	.001 ^{a,b}												

From the above analysis it is interpreted that regarding the aspects that hinders in balancing work and family commitment with reference to educational qualification of the respondents it is found that,

- (N-85) 23.3% who were graduate don't felt that technology such as laptops or cell phones hinders the work n family commitments.
- (N-6) 1.6% of the respondents who were professionally qualified felt that frequent travelling away from home hinders work and family commitments.

Chi-Square-result:

A significant association between Educational Qualification & usage of technology. (Sig-0.026).

115. Table showing the aspects that hinders in balancing work and family commitment with reference to monthly income of the respondents.

Following aspects hinders in balancing work and family commitment		Income of the respondent									
		5 to 15		16 to 25		26 to35		36 & Above		NR	
		N	%	N	%	N	%	N	%	N	%
Technology such as laptops or cell phones	Yes	71	19.5%	51	14.0%	5	1.4%	3	.8%	12	3.3%
	No	119	32.6%	47	12.9%	4	1.1%	2	.5%	5	1.4%
	Not applicable to me	19	5.2%	23	6.3%	0	.0%	0	.0%	0	.0%
	NR	1	.3%	2	.5%	0	.0%	0	.0%	1	.3%
Chi-square		28.447									
Df		12									
Sig.		.005*,a,b									
Frequent travelling away from	Yes	78	21.4%	47	12.9%	4	1.1%	2	.5%	10	2.7%
	No	107	29.3%	46	12.6%	5	1.4%	3	.8%	6	1.6%

home	Not applicable to me	24	6.6%	28	7.7%	0	.0%	0	.0%	1	.3%
	NR	1	.3%	2	.5%	0	.0%	0	.0%	1	.3%
Chi-square	20.317										
Df	12										
Sig.	.061,a,b										

From the above analysis it is interpreted that regarding the aspects that hinders in balancing work and family commitment with reference to monthly income of the respondents it is found that,

- (N-119) 32.6% who had monthly income 5,000-15,000 don't felt that technology such as laptops or cell phones hinders the work n family commitments.
- While least (N-4) 1.1% of the respondents who had monthly income 26,000-35,000 felt that frequent travelling away from home hinders work and family commitments.

Chi-Square-Test:

A significant association between monthly income & usage of technology. (Sig- 0.05).

116. Table showing the aspects that hinders in balancing work and family commitment with reference to work experience of the respondents.

Following aspects hinders in balancing work and family commitment		No of years working in BPO Respondent									
		<=6 mths		7-12 mths		1 - 3 yrs		3+ yrs		NR	
		N	%	N	%	N	%	N	%	N	%
Technology such as laptops or cell phones	Yes	10	2.7%	62	17.0%	59	16.2%	10	2.7%	1	.3%
	No	23	6.3%	71	19.5%	68	18.6%	14	3.8%	1	.3%
	Not applicable to me	8	2.2%	17	4.7%	16	4.4%	1	.3%	0	.0%

	NR	0	.0%	2	.5%	2	.5%	0	.0%	0	.0%
Chi-square	8.203										
Df	12										
Sig.	.769^{a,b}										
Frequent travelling away from home	Yes	17	4.7%	58	15.9%	55	15.1%	10	2.7%	1	.3%
	No	15	4.1%	68	18.6%	72	19.7%	12	3.3%	0	.0%
	Not applicable to me	9	2.5%	24	6.6%	16	4.4%	3	.8%	1	.3%
	NR	0	.0%	2	.5%	2	.5%	0	.0%	0	.0%
Chi-square	8.107										
Df	12										
Sig.	.777^{a,b}										

From the above analysis it is interpreted that regarding the aspects that hinders in balancing work and family commitment with reference to work experience of the respondents it is found that,

- (N-71) 19.5% who had 7-12 months work experience don't felt that technology such as laptops or cell phones hinders the work n family commitments.
- While least (N-10) 2.7% of the respondents who work hard work experience of 3+ felt that frequent travelling away from home hinders work and family commitments.

Chi-Square-Test:

No significant association between work experience & usage of technology/ frequent travelling.

117. F-test conducted knows the aspects that help in Balancing Family & Work life and Quality of work life.

	N	Mean	Std. Deviation	Df	F	Sig.
Feeling of the respondents whether work & family life can be balanced properly.						
Yes	245	2.04	.534	2	2.825	.001
No	118	2.17	.559			
NR	2	2.50	.707			
Total	365	2.08	.546			

	N	Mean	Std. Deviation	Df	F	Sig.
Following aspects helps in balancing work and family commitments						
Flexible starting times						
Yes	212	2.02	.533	4	5.325	.000
No	99	2.19	.528			
Not available to me	38	2.26	.446			
Not applicable to me	12	1.67	.778			
NR	4	2.50	.577			
Flexible finish times						
Yes	178	2.01	.521	4	5.234	.000
No	133	2.15	.544			
Not available to me	34	2.32	.475			

Not applicable to me	16	1.75	.683			
NR	4	2.50	.577			
Flexible hours generally						
Yes	202	2.04	.487	4	8.890	.000
No	98	2.14	.574			
Not available to me	43	2.33	.474			
Not applicable to me	16	1.50	.730			
NR	6	2.50	.548			

	N	Mean	Std. Deviation	Df	F	Sig.
Following aspects helps in balancing work and family commitments						
Support from manager/supervisor						
Yes	263	2.04	.537	4	3.993	.003
No	78	2.27	.527			
Not available to me	11	1.91	.701			
Not applicable to me	9	1.89	.333			
NR	4	2.50	.577			
Support from colleagues						
Yes	263	2.03	.548	4	6.746	.000
No	80	2.26	.470			
Not available to me	12	2.25	.452			
Not applicable to me	7	1.43	.535			
NR	3	2.67	.577			

Support from team members						
Yes	286	2.03	.519	4	6.905	.000
No	54	2.39	.596			
Not available to me	14	2.07	.475			
Not applicable to me	8	1.75	.463			
NR	3	2.67	.577			
Encouragement to use paid and unpaid parental leave						
Yes	133	2.12	.616	4	2.457	.045
No	174	2.11	.503			
Not available to me	21	2.05	.384			
Not applicable to me	29	1.79	.412			
NR	8	2.00	.756			

Weekend work						
Yes	168	2.12	.567	4	2.520	.041
No	157	2.06	.489			
Not available to me	32	1.91	.641			
Not applicable to me	1	2.00	.			
Shift work						
Yes	168	2.12	.567	4	2.520	.041
No	157	2.06	.489			
Not available to me	32	1.91	.641			

Not applicable to me	1	2.00	.			
NR	7	2.57	.535			

There is significant association (sig-0.01) between family& work life and Quality of work life.

With reference to the aspects that helps in balancing work and family commitments a significant association was found flexible staring time, flexible finish time, flexible hours (sig-0.000), weekend work & shift work (sig-0.041), support from manager & supervisor (sig-0.003), support from colleagues and team members (sig-0.000), encouragement to use paid & unpaid leave(sig-0.045)

118. F-test conducted know the aspects that hinders in Balancing Family & Work life and Quality of work life.

	N	Mean	Std. Deviation	Df	F	Sig.
Following aspects hinders in balancing work and family commitments :-						
Negative attitude of managers						
Yes	119	2.18	.487	3	3.289	.021
No	211	2.06	.575			
Not applicable to me	31	1.87	.499			
NR	4	2.25	.500			

	N	Mean	Std. Deviation	Df	F	Sig.
Technology such as laptops or cell phones						
Yes	190	1.98	.534	4	4.491	.001
No	112	2.21	.556			

Not available to me	27	2.30	.542			
Not applicable to me	33	2.09	.459			
NR	3	2.33	.577			

With reference to the aspects that hinders in balancing work and family commitments a significant association was found in negative attitude of the managers (sig-0.021) & use of technology such as laptop or cell phones (sig-0.001)

119. Table showing the responses of the respondents regarding the steps taken by the organization in balancing work & family life.

		Responses		Percent of Cases
		N	%	
Steps taken by organisation in balancing work & family life.	Reduced workload	56	13.2%	16.8%
	Flexible working	204	48.0%	61.3%
	Paid leaves	58	13.6%	17.4%
	Give proper / extra allowances	92	21.6%	27.6%
	Others	15	3.5%	4.5%
Total		425	100.0%	127.6%

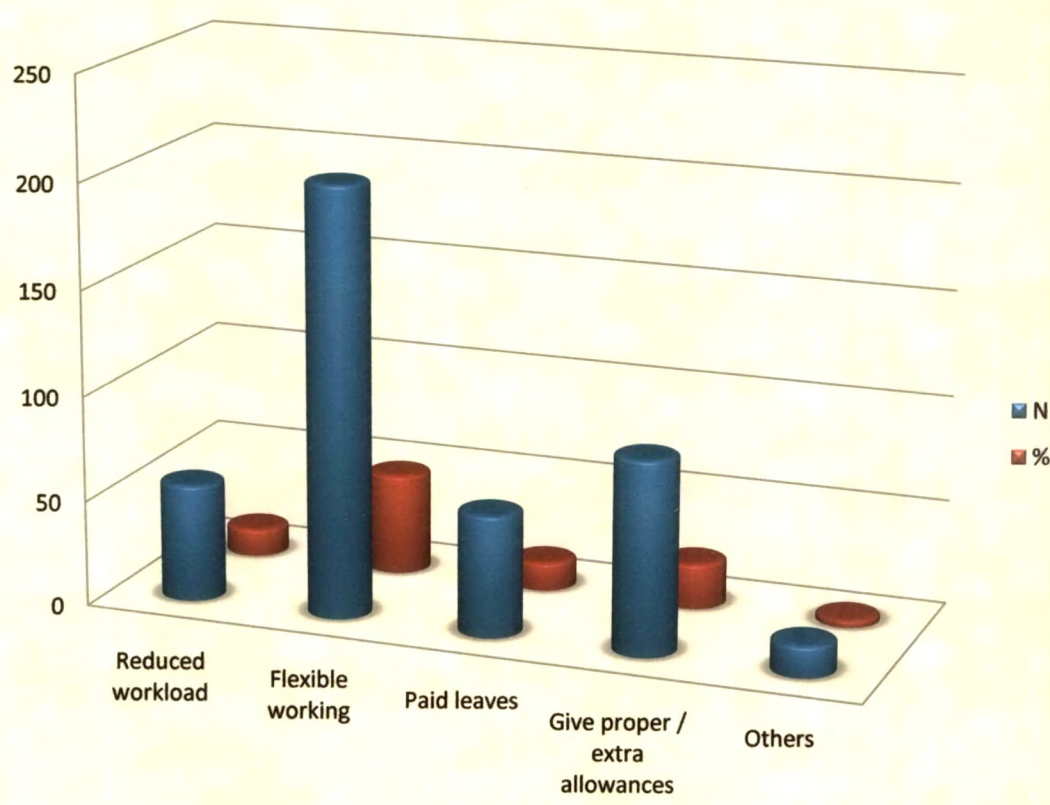
From the above analysis it is seen that,

- (N-56)13.2% of the respondents felt that organization can reduce the workload of the employees in order to maintain the balance between work & family life..

- (N- 204) 48 % of the respondents felt that organization can go for flexible working hours in order to maintain the balance between work & family life.
- (N-58) 13.6% of the respondents felt that organization can give paid leaves in order to maintain the balance between work & family life.
- (N- 92) 21.6% of the respondents felt that organization can give proper/ extra allowances in order to maintain the balance between work & family life.
- While (N-15) 3.5 % of the respondents felt that organization can give other benefits like improving the quality of work life of the employees so on. in order to maintain the balance between work & family life.

Thus from the above analysis it is seen that maximum respondents felt the need of flexible working hours so maintain balance between work & family.

Chart-15
Steps taken by the organization in
balancing work & family life



120. Table showing the perception of the respondents regarding good work-life balance if provided by the organization.

		Responses		Percent of Cases
		N	%	
Good work life balance if provided by the organisation	Helps in increasing job satisfaction which helps in increasing productivity	286	60.7%	83.1%
	Fulfilment of targets	142	30.1%	41.3%
	Increase quality of worklife	28	5.9%	8.1%
	Give good working atmosphere	15	3.2%	4.4%
Total		471	100.0%	136.9%

From the above analysis it is seen that if good work life balance is provided by the organisation than,

- (N-286) 83.1% of the respondents felt helps in increasing job satisfaction which helps in increasing productivity..
- (N-142) 30.1% respondents felt that it would help in achievement of targets.
- (N-28) 8.1 % respondents felt it would help to increase quality of work life.
- While (N-15) 3.2% respondents felt it would give good working atmosphere.

Chart-16
Perception of the respondents
regarding good work-life balance
provided by organization

