Green Work Life Balance Practices on Work Place Conflict Resolution among IT Employees

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Abstract. The pace of corporate life has become increasingly fast-paced, making it more difficult to balance work and family life. The purpose of this article is to explore the impact of green work life balance (GWLB) practices on resolving workplace conflicts, particularly among Information Technology (IT) employees. As the IT sector continues to grow and evolve, understanding how environmentally conscious work-life practices intersect with conflict resolution becomes essential for both employee well-being and organizational success. To contribute to sustainable and productive work environments, this study examines the relationship between GWLB practices and conflict resolution.

Keywords: Green WLB, Information Technology, Conflict Resolution, Well -being, Work Environments, Sustainability

1 Introduction

In the contemporary corporate landscape, the pursuit of a satisfactory equilibrium between professional responsibilities and personal life has become an increasingly challenging endeavour. The emergence of Green Work Life Balance (GWLB) practices adds an innovative layer to this intricate balance, accentuating the integration of environmentally sustainable initiatives into the professional lives of individuals. The Information Technology (IT) sector, renowned for its rapid growth and transformative impact on global economies, stands as a pertinent context for exploring the implications of these practices on resolving conflicts that arise within the workplace.

The modern workforce's evolution, driven by technological advancements and changing societal expectations, has underscored the significance of holistic well-being. Organizations, acknowledging the undeniable relationship between employee satisfaction, productivity, and the ability to attract and retain top talent, have begun to incorporate diverse strategies to facilitate work-life balance. Concurrently, the pressing need for environmental preservation and sustainable practices has led to

the formulation and adoption of GWLB practices, aimed at minimizing the carbon footprint of daily work routines.

2   Background and Literature Review of GWLBP

As the IT sector's dynamism continues to create a competitive and demanding work environment, the intricate interplay between personal lives, work commitments, and ecological consciousness comes to the forefront. While the adoption of flexible schedules, remote work arrangements, and environmentally conscious commuting options appears to provide a novel dimension to employees' professional lives, their impact on conflict resolution mechanisms within organizations remains a subject requiring thorough exploration.

The realm of conflict resolution within workplaces, especially in the context of the IT sector, is multifaceted and often influenced by diverse factors. Interpersonal dynamics, role ambiguities, communication breakdowns, and work-related stressors contribute to conflicts that can potentially undermine team cohesion and productivity. The introduction of GWLB practices, intended to foster a more sustainable work environment, introduces an intriguing perspective. How do these practices align with and potentially influence the resolution of conflicts that are inherent to the IT industry's high-pressure and collaborative nature?

This article seeks to delve into this intersection between GWLB practices and conflict resolution among IT employees. It aims to unravel the extent to which the adoption of environmentally conscious work-life practices influences the ability of employees and organizations to effectively manage and mitigate workplace conflicts. By exploring this nexus, we endeavour to provide a comprehensive understanding of the potential advantages, challenges, and implications that such practices present within the larger framework of organizational dynamics

In the subsequent sections of this article, we outline the specific objectives that guide this study, delineate the scope and limitations of our research, posit hypotheses to be tested, discuss the pressing need for this investigation, elucidate the research methodology employed, elaborate on the techniques and tools utilized for data collection and analysis, and ultimately draw conclusions that contribute to a deeper comprehension of the intricate interplay between GWLB practices and conflict resolution in the IT sector. Through this endeavour, we aim to shed light on a hitherto unexplored facet of modern work dynamics, potentially paving the way for more harmonious and sustainable workplaces in the future.

[10] provided six items for measuring flexible work arrangements, [7] provided another six items for assessing sustainable commuting, followed by wellness programs from Health Care Solutions Report [8], environmental education and team-building from [1] hybrid work models from [6], and conflict resolution from [9]. A Likert scale, ranging from 1 to 5, was used to capture the responses. Despite a large range of Cronbach's alphas, all measures were highly reliable [6].

2.1 Objectives

1. To analyse the adoption and perception of Green Work Life Balance practices among IT employees.
2. To assess the influence of GWLB practices on resolving workplace conflicts.
3. To provide insights and recommendations for promoting a sustainable and harmonious work environment.

2.2 Scope of the Study

This study focuses on IT employees and their experiences with GWLB practices and conflict resolution. The research aims to encompass various dimensions of GWLB, such as remote work, flexible schedules, sustainable commuting, and eco-friendly workplace initiatives. The scope extends to understanding how the adoption of GWLB practices might affect the resolution of conflicts arising from job-related stress, interpersonal dynamics, and task allocation.

2.3 Need of the study

The modern workforce is increasingly drawn to environmentally sustainable practices, and organizations are recognizing the value of GWLB in attracting and retaining talent. However, the precise impact of these practices on resolving conflicts remains underexplored. As work-related stressors and interpersonal issues often contribute to workplace conflicts, understanding how GWLB practices intersect with conflict resolution can guide HR policies and foster a healthier work environment.

3 Research Methodology

A study was conducted among IT employees in Chennai. Using Hair's rule of thumb, 360 employees of IT companies were selected for this study. This study used non-probability sampling and purposive sampling. Based on 6 variables, a total of 36 items needs to be multiplied by 10, which means 360 respondents are required.

Three hundred and forty-two questionnaires were returned, and 36 items were taken from previous studies.

4   Findings

For the present study, 342 responses were analysed. In general, the majority of respondents (62.9%) are males, aged 21-30 (65.7%), married (55.7%), and have 1-2 children (21.0%) or are single with no children (57.8%). Out of 342 respondents, 148 (43.2%) have UG as their educational qualification. To measure the effect and relationship between the independent variables and conflict resolution, Multiple Regression Analysis was conducted. Based on the results of regression analysis, some insights and challenges can be drawn regarding green work-life balance practices. Conflict resolution was strongly related to all five factors. The higher green work-life balance practices increase, the lower conflict resolution they have. Multiple regression analysis in Table 01 shows an overall R-value of 0.954 and a highly significant F-statistic for the regression, indicating a relatively strong relationship. Employee satisfaction has a Cronbach's alpha value of 0.978, which means excellent. Flexible work arrangements scored 0.886 (very good), sustainable commuting scored 0.866 (very good), wellness programs scored 0.769 (very good), environmental education and team-building scored 0.789 (very good), hybrid work models scored 0.893 (very good), and conflict resolution scored 0.740 (very good). All questionnaire measures have a Cronbach's alpha greater than 0.70.

Table 1. Conflict resolution variables: Summary of Multiple Regression Analysis

Independent Variable	Beta	T	Significant		
Flexible work arrangements		1.024	50.882	.000	
Sustainable Commuting	-.122	-5.554	.000		
Wellness Programs	-.181	-8.478	.000		
Environmental Education and Team-Building			-.179	-8.743	.000
Hybrid Work Models	-.135	-6.168	.000		
Multiple R	.955				
R-square	.891				
Adjusted R	.889				
Standard error	.376				

Analysis of covariance:	Df	Sum of squares	Mean square
Regression	5	357.8	59.5
Residual 337	44.9	.144	
F = 456.796	Significant F = 0.000		

Source: Computed Primary Data

As shown in Table 1, all independent variables, including flexible work arrangements, sustainable commuting, wellness programs, environmental education, and team building, have significant relationships with conflict resolution. These results, however, cannot be applied to a single company. The p-values for all hypotheses are less than 0.01, which indicates that they are all acceptable. The results of the hypotheses testing are shown in Table 2.

Hypotheses Tested
- H1: Flexible work environment – Conflict Resolution
  Significance (p < 0.01)   Accepted
- H2: sustainable commuting – Conflict Resolution
  Significance (p < 0.01)   Accepted
- H3: Wellness Programs– Conflict Resolution
  Significance (p < 0.01)   Accepted
- H4: Environmental education and team building – Conflict Resolution
  Significance (p < 0.01)   Accepted
- H5: Hybrid work models – Conflict Resolution
  Significance (p < 0.01)   Accepted

According to Hypothesis 1, flexible work arrangements are significantly associated with conflict resolution because of a significant positive beta value and p-value below 0.01. Thus Hypothesis 1 was accepted. The results for Hypothesis 2 showed that sustainable commuting had a significant negative effect on conflict resolution, with a negative beta value and a p-value less than 0.01. Thus, Hypothesis 2 was accepted. Furthermore, Hypothesis 3 and Hypothesis 4, which were wellness programs, environmental education, and team building, also demonstrated a significant negative influence on conflict resolution. Both beta values were negative and the p-values were below 0.1. Therefore, both hypotheses were accepted. Hypothesis 5 also showed a significant negative influence of hybrid work models on conflict resolution when the beta value was negative and the p-value was below 0.01. This supported

H5. In general, it showed that IT employees' conflict resolution is positively influenced by green work-life balance practices.

5   Conclusion

In an era defined by dynamic shifts in work paradigms and heightened environmental consciousness, the exploration of the intricate relationship between Green Work Life Balance (GWLB) practices and workplace conflict resolution takes on a paramount significance. The convergence of personal well-being, professional commitments, and ecological mindfulness within the framework of the Information Technology (IT) sector encapsulates the complexities of modern work environments.

This study embarked on a journey to unravel the implications of integrating GWLB practices into the lives of IT employees for the resolution of conflicts. Our findings illuminated the potential synergy between sustainable work practices and conflict mitigation, suggesting that fostering a culture of environmental consciousness can ripple positively into conflict resolution strategies. As organizations navigate the ever-evolving landscape of talent attraction and retention, the nuanced insights garnered from this study can inform decisions that elevate both employee satisfaction and operational efficacy.

Yet, as with any exploration, this study acknowledges its limitations. The complex interplay of variables, the evolving nature of work dynamics, and the distinct organizational contexts allude to a need for continued research and adaptation. While our study elucidated promising avenues for leveraging GWLB practices, further longitudinal research is needed to gauge the enduring impact of these practices on conflict resolution strategies and organizational harmony.

In conclusion, the journey into the realm of GWLB practices and their interconnection with workplace conflict resolution has unravelled new possibilities for harmonizing employee well-being and environmental consciousness. As organizations seek to thrive amidst change, our study underscores the potential of holistic approaches that blend individual fulfilment with sustainable practices, offering a roadmap for fostering healthier, more resilient workplaces. Through a collaborative effort across academia, industry, and policy domains, the envisioned destination of sustainable, conflict-resilient workplaces is within reach, providing a shared space for employees, organizations, and the environment to thrive in unison.

6   References

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