

## **“Work-Life Balance of Globally Distributed IT Professionals: A Multi-Method Program of Study”**

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### **Abstract**

While the motivation for globally distributed software development (GDSD) is to harness appropriate human capital, scant attention has been paid toward addressing the human resource issues faced by the IT professionals involved in this context. One particularly challenging human resource issue is that of Work-Life Balance (WLB) of the IT professionals involved in GDSD, who routinely experience overlaps and conflicts between their work and personal life domains. While WLB is an issue in the contemporary contexts on computer-mediated work in general, the GDSD context adds many layers of challenges arising from time differences, requirements instability, technology, and other forms of diversity. Recent research argues that WLB is a strategic and organizational imperative and needs to be paid attention to, especially in the new forms of organizational work such as distributed software development. In order to develop a deeper understanding of these recognized challenges, and their impacts, a multi-method program of study was developed. The results provide a more complete, credible, and theoretically-informed understanding of the antecedents and consequences of WLB within distributed settings in general, and within GDSD settings, in particular, where the existing literature offers limited guidance. We believe that our findings help assess and improve the “working conditions” of employees involved in software development across distributed locations, and provide insights on how organizations can structure GDSD arrangements such that its stakeholders remain highly productive, yet healthy and satisfied.