

## Information Technology Professionals and Family Disorganization: With Special Reference to Bangalore City

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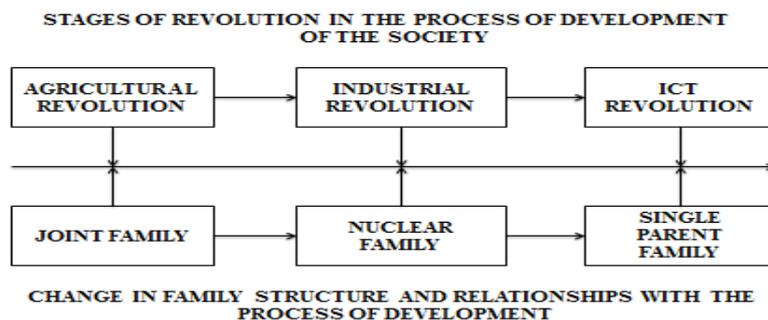
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**ABSTRACT:** Indian society is one of the traditional societies existing in the world. The impact of globalization, privatization and liberalization has created a way for emergence of Information Technology industry in India. Information Technology is one of the fastest growing industries. IT related industries are more established around urban centers in India, especially Bangalore, Noida, Hyderabad, Chennai, etc. The new IT profession has resulted in higher ratio of divorce rate and structural change of family in the society. The divorce rate in India has been increasing gradually due to the impact of ITians. The divorce cases registered in Bangalore family court reveals that out of 100 cases more than 75 to 80 percent of the cases are registered from ITians. It has significant impact on the traditional, cultural and a structural change on the society. The family structure is taking a new diversion due to the impact of IT culture.

**KEYWORDS:** Divorce, Globalization, ITians, Liberalization, Privatization

### I. INTRODUCTION

The Family Relationships has undergone major changes through the decades. Families used to be major production units where every individual works to acquire the family daily needs as well as they are responsible for keeping the social order, defending, education and social development of the family. The industrialization made a major change in the traditional family structure which has led the large family units to split into small family unit.



Revolutionary change in the society like industrialization has led to rapid development of urbanization and made a way for migration which has led a way for combining of multi culture in the society. Rapid growth of mass-media has brought tremendous changes in the concept of family relations and marriage. Industrial revolution has also impacted both positively and negatively on the social, economic, political and cultural lifestyles of the human beings. India has also experienced the changes due to the influence of industrialization and changes in the urban communities because majority of the industries are located in and around urban locality. Many sociological theories have analyzed the impact of industrialization on Indian society and the historical changes in the pattern of culture, traditions and morals of the society.

The impact of the liberalization, privatization & globalization has led to the entry of the second phase of the industrialization which took place in the name of Information Technology worldwide. Information technology (IT, also known as Information and Communication Technology (ICT)) is a broad subject concerned with technology and other aspects of managing and processing information, especially in large organization. In particular, IT deals with the use of electronic computers and computer software to convert, store, protect, process, transmit, and retrieve information. For that reason, computer professionals are often called IT specialists (ITians) and the division of a company or university that deals with software technology is often called the IT department. IT includes hardware, database, software, and other resources suitable for information processing. Since 1990s, information technology (IT) has emerged as an essential element in the business environment and has been recognized as a critical component of business strategy. Technology not only enables organizations to compete in global markets and to increase responsiveness to customers and partners, but also has the potential to transform how organizations operate by affecting the nature of work processes.

Ranking	City	Description
1	<b>BANGALORE</b>	<i>Popularly known as the capital of the Silicon Valley of India is currently leading in Information Technology Industries in India.</i>
2	<b>CHENNAI</b>	<i>It is the Second largest exporter of Software next to Bangalore. It has the largest operations for India's top software company TCS, Infosys ( has worlds largest development center with 25,000 employers in Mahindra world city at Maraimalainagar, and many centers in IT corridor), and other software companies like Wipro, CTS, Patni, L&amp;T infotech and many companies have major operations in IT corridor, Ambattur and other places in Chennai</i>
3	<b>HYDERABAD</b>	<i>Hyderabad, called Cyberabad, which has good infrastructure and good government support is also a good technology base in India. The Government of AP has built a separate township for IT Industry called the HITEC City.</i>
4	<b>PUNE</b>	<i>Pune, a major industrial point in India.</i>
5	<b>NCR</b>	<i>The National Capital Region of India comprising Delhi, Noida, Greater Noida , Ghaziabad, Gurgaon, Faridabad and are having ambitious projects and are trying to do every possible thing for this purpose.</i>

Source: Wikipedia

India is a country comprising of multi-cultural, multi-linguistic and multi-traditional aspects. But from past two decades urban communities in India are experiencing rapid change in its family relationships and marriage due to the fast growth of IT industries and it is effected by both positive and negative aspects. Indian IT companies have various streams such as IT Services, ITES-BPO, Engineering services, R&D and Software products and Hardware. Majority IT related industries are established only in and around urban centers in India, especially Bangalore, Hyderabad, Chennai, Noida, etc. But in them Bangalore has acquired a prominent position in IT industry where all parts of the country people are employed. Bangalore which was named as garden city has been renamed as Silicon Valley and presently it is recognized and named as Divorce Capital of India.

### 1.1 Conceptualization:

The word 'Divorce in English is derived from the Latin word "divertive" which again is derived from 'Dis' which means 'apart' and "vertere" which means 'to turn' Divorce is the dissolution of the tie of marriage. Divorce represents the end of the hopes that two people had for each other, it is the certificate that their relationships failed. According to the Hindu Marriage Act, 1955 (amended up to 1976), any marriage solemnized, whether before or after the commencement of this Act, may on a petition presented by either the husband or the wife, be dissolved by a decree of divorce on the grounds mentioned therein. The concept of divorce may be understood as different form such terms as;

- a) **Separation** may be an informal preliminary step towards divorce, a temporary expedient to lessen the immediate conflict, legally recognized to lessen the immediate conflict, or a legally recognized decision to live separately without divorcing. Marital separation means, one deprived of normal marital association, affecting their health, security and happiness for the children there is the loss of daily love and conical of one parent.
- b) **Desertion:** as the term is ordinarily employed, means "the irresponsible departure from the home on the part of either husband or wife, leaving the family to fend for itself.' several studies have shown that the deserters are husbands form the lower economic groups. Desertion is an evasion of marital responsibilities and hence, we have no way of ascertaining its true extent. Many of the consequences of desertion are similar to those of divorce, for the family may be permanently dissolved. Desertion, however, presents a few special problems. Emotionally, the wife and children often suffer much more severely than in the case of divorce.

- c) **Annulment:** is a court decision that the marriage contains some legal flaw (coercion, fraud, unwillingness to consummate the union, homage, bigamy etc.). Nimkoff defines annulment as a legal action that invalidates the marriage on the ground that it never legally existed and should not have occurred. In separation, the spouses are legally recognized as living in separate households but are not free to remarry since they attain their marital status. Desertion is the voluntary withdrawal of one marriage partner from the other without the latter's consent, while nullity is the legal recognition that a marriage had not in fact been valid.

## II. REVIEW OF LITERATURE

Traditionally, sociologists have referred to the study of how groups of people share meaning and resolve their common problems as the study of *culture* (e.g., Barley, 1983; Hofstede, 1991; Louis, 1980; Schein, 1992). Later research describes contemporary organizations as multicultural entities (e.g., Barley, 1996; Gregory, 1983; Martin, 1992; Schein, 1996). Within this literature, Van Maanen and Barley (1984) describe the subculture component as an *occupational culture*, defined as: *a group of people who consider themselves to be engaged in the same sort of work; who identify (more or less positively) with their work; who share a set of values, norms, and perspectives that apply, but extend beyond, work-related matters; and whose social relationships meld the realms of work and leisure.*

The occupational culture perspective focuses on the meaning of the work role from the perspective of those who engage in it (Chase, 2002). "Members of occupational communities are favourably oriented toward their jobs and careers. To them, work is more than merely 'making a living;' it is a source of meaning and value" (Van Maanen & Barley, 1984). Several studies have identified elements of an occupational culture in technical employees of various kinds. The research of Gregory (1983) examined the "native" viewpoint of Silicon Valley technical professionals and focuses on how technical professionals from a wide variety of companies managed their careers. Kaarst-Brown and Robey (1999) presented a cultural theory relative to the management of IT utilizing the metaphor of myth and magic to describe archetypes of IT culture.

Prager (1999) maintained, "We all know intuitively that IT professionals behave differently than everyone else. . . . In fact, separate organizational cultures exist for IT professionals and non-IT employees based on a different set of organizational behaviors". Interestingly, Prager also reported that the world view of IT professionals has a tendency to change over time, and eventually these professionals may behave more like non-IT employees. This finding parallels the study of Sornes, Stephens, Saetre, and Browning (2004) which discovered few differences between the use of information and communication technologies by knowledge workers of Norway and the United States. Travica (2008) investigated the concept of information culture as a component of organizational culture and explored its influence on the implementation of self-service software. "Within the discipline of information systems the concept of culture is generally regarded as being very important" (Avison & Myers, 1995). Keen (1997) supports this statement and maintains that "the main source of sustainable competitive advantage through information technology is the most neglected: the IS culture. It makes much more sense to invest in the IS organization and build a culture, not a collection of jobs and tasks".

But present day ITians culture is been playing an important role in the Indian society, even though they represent very less work force. In Bangalore ITians culture is greatly impacting on urban communities in the form of social, cultural, personal and moral aspects including the food pattern, dressing and lifestyle.

The impact of science and technology should implement a positive policies regarding social development for the better of the society from the concern towards political and social concern and more over women employees should be provided proper security, by Gloria Bonder. Stewart Witing Chong has expressed about the sustainable development in developing countries through IT industry and has ousted the impact of ICT and to create the global knowledge networks and to improve the poor communities.

MehriEzadiYoganesh has spoken about the National culture and organizational culture on the development and use of information and communication technologies. He also has made an attempts define the National culture and organizational culture. Greg Laudeman has said about the information technology and community-level socio-economic development and pointed out the gaps and difficulties in the process. Nancy Chase has studies about the culture of information Technology and focus on unrelenting change where she has used three stages, the constrictive aspects of changes, difficult aspect of change and change and IT culture by using various sociological theories.

### III. OBJECTIVES

The main objectives of the study are as follows: -

- To analyze the impact of Information Technology on family relations.
- To analyze the impact of divorce.

### IV. RATIONALE OF THE STUDY

The emergence of liberalization, privatization and globalization has led to the vast development of information technology industry in India. The family relationships in India have been growing in the negative aspect. In the state of Karnataka family relations are breaking down day by day from the impact of IT. Bangalore as the capital of IT industry the divorce rates are increasing everyday among the youngsters working in the IT firms. In this regard there is a need to study the emerging divorce problem.

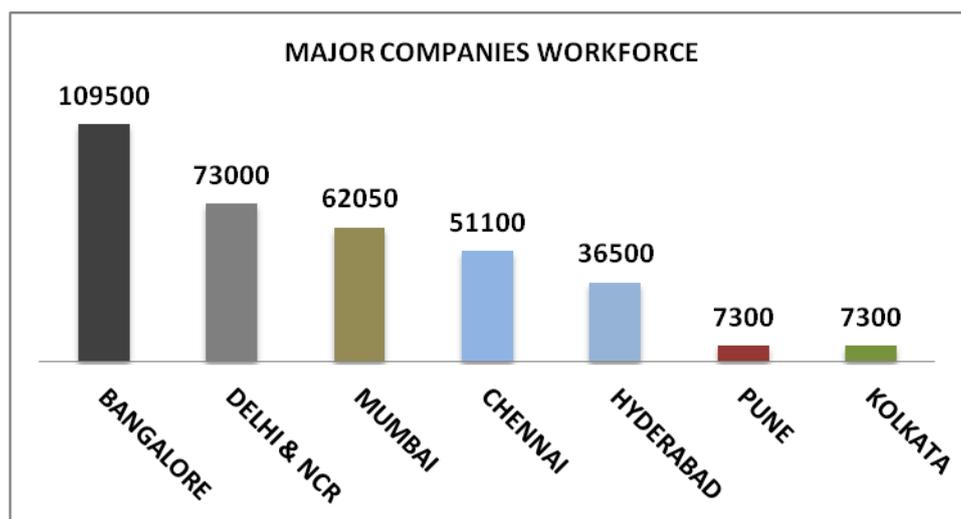
### V. METHODOLOGY

This paper aims at analyzing the changes in the family relationships from past few years. At present, the paper is purely based on secondary sources such as articles, journals, books, newspapers and internet websites.

### VI. RESULTS AND DISCUSSION

The tertiary sector which is popularly known as service sector in India is growing rapidly. By one or the other means the western concepts have been influenced the Indian society with both positive and negative aspects. But in the family relations aspect the rise of new forms of marriages and the traditional way of marriage system is vanishing slowly which has resulted in the increasing of divorce in the society. Especially in Bangalore which is known as the capital city for the IT hub (Silicon Valley) large number of people are residing here from various parts of the country. It has also created a well-established job market while compared to secondary sectors. The life style, food habits, behavioral pattern and etc., are being influencing the local community and younger generations are attracted to this development easily which has resulted in the negative growth in the society.

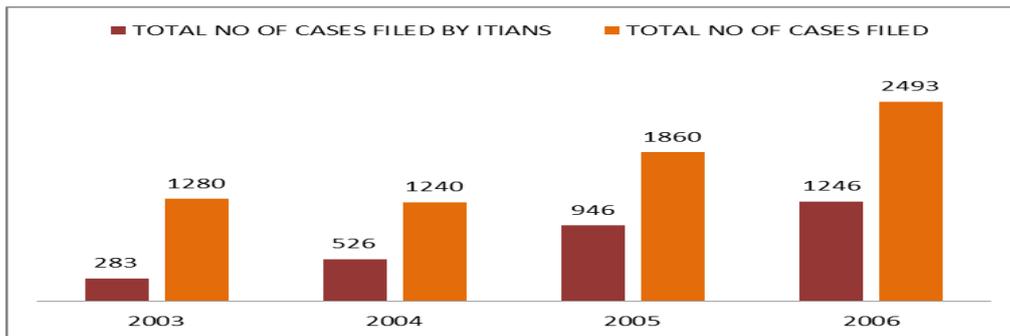
**Fig: 01: MAJOR WORKFORCE OF INFORMATION TECHNOLOGY INDUSTRY IN INDIA**



Source: Wikipedia

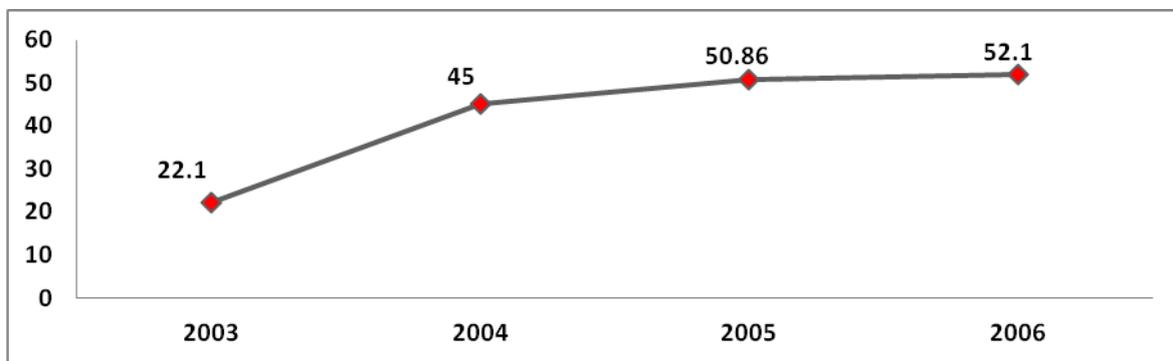
The above figure 01 represents the workforce of the Information Technology sector especially in major companies. Apart from this there are number of small industries also. This reveals that the job market is well-established rather than in other cities of the country. This is also one of the reasons for increasing divorce rate in Bangalore. Moreover the matrimonial websites and social networking sites also play an important role in the issue of divorce. Today more than forty percent of the marriages are been happening by the means of matrimonial and social networking sites, in future there might be rise in such types of marriages rather than the traditional type of marriages which may result in the high divorce rate in the society.

**Fig: 02: TOTAL NUMBER OF DIVORCE CASES FILED IN BANGALORE**



The above figure reveals that the divorce cases filed by the ITians are increasing year by year. Only 283 cases were filed in the year 2003 whereas 1246 cases were filed in the year 2005. Bangalore is fast becoming the divorce capital of India with about 300 in every 1,000 married couples seeking separation from their partners. While 11 out of 1,000 Indian marriages end in divorce compared to the whopping figure of 400 out of every 1,000 in US, the statistics in Bangalore alone is scary. About 40 divorce cases get filed at the family court every day on an average and each case takes a minimum of three to five years before it closes.

**Fig: 03: PERCENTAGE OF DIVORCE CASES FILED BY ITIANS FROM 2003 TO 2006**



The above figure shows the increasing rate of percentage of the divorce cases filed by the ITians. Over a period of time the increase of divorce may increase rapidly and the number of divorce filed by ITians may also increase which may result in the effects on the younger generation and local culture and traditions of the society.

## VII. FEW OF THE IMPORTANT REPORTS BY THE EXPERTS REGARDING DIVORCE:-

The Chairperson of the Commission Pramila Nesargi says that in most cases she has come across, marital discord is due to an unhappy physical relationship. "Viewing the computer for long hours has proven to cause impotency," she adds. She also says the commission is planning to visit the IT companies and take stock of the situation. She says she wants to inspect working conditions and would also make suggestions to change the working pattern of the employees so that they get more time at home. She says that she has hired counsellors who will talk to couples to avoid going in for a divorce. The pendency rate in such cases is not high either. Out of 3,829 cases relating to the IT sector from 2003 onwards till date, around 1,700 cases have been disposed of thanks to the couples opting for a mutual consent. The remaining cases are pending since as per the matrimonial law, one year time is granted for reconciliation.

### FACTORS INFLUENCING FOR THE RISE OF DIVORCE:

- Work pressure and stress
- Economical security
- Haphazard working hours
- Lack of time to spend in the house with family – lack of cohesion.
- Financial freedom
- Matrimonial freedom

Vishwanath B N, an advocate who is handling at least five cases pertaining to couples from the IT sector, says that these couples do not even try to reconcile and are in a hurry to end the marriage. There is very little that can be done to save the marriage after it comes to courts. Something ought to be done to try and prevent the marriage from breaking up. Sanjanthi Sajan, who runs a boutique matrimonial firm in Bangalore which has handled several such cases, says that at her firm the basic idea is avoid reaching the courts.

While in the case at marriage the number of marriages has increased that to Gandharva Marriage in present day it is been named as love marriage. According to the data available from various sources it is been identifies that 40% of the IT professionals get love marriage. By this activity the negative effect on the customs, traditions and moral values are been lost in and around Bangalore city which has created a major effect of urban communities.

The cases coming to the family court, at least 80% are filed under the Hindu Marriage Act. While 70% of couples are from the IT sector, BPOs and private companies, 30% are from the other sections of society, said a source in the family court. Thirty per cent of the cases are from the lower middle-class filed under Domestic Violence Act. Financial stability is a major cause for the rise in divorces. Couples do not try to save the marriage as they are confident they can lead an independent life as both of them are financially stable. In Bangalore ITians are known to solve the toughest problems in the computer world using complex algorithms, but when it comes to marriage the smallest problem takes a toll on them. The pressures of the modern workplace have made a bigger difference in the lifestyle of ITians. According to lawyers in the city, 30 percent of all divorces that happen in the city every year are among couples working in the IT sector, and 50 percent of them use hacking techniques to collect electronic evidence against each other. In many cases people meet on social networking sites and choose to marry without checking each other's background.

### **VIII. FINDINGS OF THE STUDY**

1. It has been found that the number of divorce cases are been increased day by day.
2. Information Technology employees are been filing the cases more rather than rest of the sectors.
3. It also reveals that the influence of the western culture is directly affecting the local culture and traditions.
4. The traditional marriages are been dominated by web based marriages.
5. This type of development is also affecting the social structure of the society.
6. The safety of the younger generations and saving of the local culture is a challenging task.

### **IX. CONCLUSION**

Change is inevitable; however, the attempt to change the course of change should be in the hands of the rational, intelligent citizens of the society so that the environment, society, culture, and human race are not affected significantly.

### **X. ACKNOWLEDGEMENT**

I am thankful to DR. R. Rajesh for his suggestions and continuous support.

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