

# India's Changing World of Work Series.

Workplace Romance Survey

# Research Objective

- Globalization has led to India emerging as a great place to work.
- Large corporations have state-of-the art offices in India and the office cultures are also transforming in the new globalized environment.
- Long work schedules, spending long hours in close proximity with the opposite gender is leading to workplace romances and affairs; and it is not just single who are ready to mingle. Even married men and women to some extent are getting involved.
- TeamLease Services commissioned global market research company Synovate to survey working men and women across levels to get their views on the new emerging office romantic linkages and the kind of impact this scenario has on the employees/ productivity.

# Research Design

- A quantitative study using a structured questionnaire was administered to working men and women across levels – junior management, middle and senior management – to get a sense from them on how they perceive office affairs and the repercussions on a company's work environment in such a situation.
- Synovate interviewed working men and women across levels (junior, middle and senior management levels) belonging to ET500 companies and other large corporations. All interviews were conducted using a mix of telephonic and computer-aided-telephonic-interviewing (CATI) technology.
- Cities covered: Delhi (100), Mumbai (100), Bangalore (71), Kolkata (35), Pune (30), Chandigarh (30) and Hyderabad (36).
- Sample Size achieved: 402
- Gender – M:F
- Fieldwork period: December 12-22, 2007.

# **Perception Poll**

**Findings...**

**Q1) Please rate on a scale of 1 to 5 the following statement where 1 means completely disagree and 5 means completely agree. In your opinion, do you think that ‘there is nothing wrong in romancing married colleagues’?**

	All	Delhi	Mumbai	Kolkata	Pune	B'lore	Hyd	C'garh
Base: All	402	100	100	35	30	71	36	30
Completely Agree	21	16	22	43	23	11	3	57
Somewhat Agree	13	4	9	3	53	21	17	10
Neither Agree nor Disagree	11	8	11	0	10	24	19	0
Somewhat Disagree	9	7	6	0	3	23	6	13
Completely Disagree	45	65	52	54	10	21	56	20

At least one third of the working executives from the corporate sector see no harm in romancing married colleagues.

## Q2) In your opinion, why would an employee have a romantic relationship with his/ her boss?

	All	Delhi	Mumbai	Kolkata	Pune	B'lore	Hyd	C'garh
Base: All	402	100	100	35	30	71	36	30
Figs in %age	%	%	%	%	%	%	%	%
Just like that- Sex is Fun	20	14	17	11	7	35	6	57
Stress buster-Takes mind off work	17	14	16	17	60	8	8	23
Career move – quick promotions / higher salary	44	59	49	54	23	27	58	3
Poor marital relationship-Not happy with spouse	17	13	18	17	10	21	22	17
Others	2	0	0	0	0	8	6	0

Overall, all factors contribute to an office affair. Though pre-dominantly executives attribute 'ambition-to-move-up-the-corporate-ladder as the reason for romantic link-ups.

### Q3) Do you agree that it is usually males who initiate office romances?

	All	Delhi	Mumbai	Kolkata	Pune	B'lore	Hyd	C'garh
Base: All	402	100	100	35	30	71	36	30
Yes, only males do	24	37	9	17	53	17	11	43
No, even females do	59	52	72	80	47	46	58	53
Don't know / Can't say	17	11	19	3	0	37	31	3

More number of working executives feel women are equal partners in office romances and even they initiate affairs a number of times.

## Q4) Is it fair for an organization to intervene between employees who are involved romantically?

	All	Delhi	Mumbai	Kolkata	Pune	B'lore	Hyd	C'garh
Figs in %age	%	%	%	%	%	%	%	%
Base: All	402	100	100	35	30	71	36	30
Figs in %age	%	%	%	%	%	%	%	%
Yes	33	26	27	43	37	21	33	90
No	56	71	66	54	63	52	31	10
Don't know/ Can't say	11	3	7	3	0	27	36	0

Majority of the working executives polled feel organizations should not interfere in romantic involvement between employees.

## Q5) In your opinion, does an organizational culture have a direct impact on workplace romance/ affairs?

	All	Delhi	Mumbai	Kolkata	Pune	B'lore	Hyd	C'garh
Base: All	402	100	100	35	30	71	36	30
Yes	49	71	43	49	40	27	44	57
No	39	28	38	51	60	45	31	43
DK/ CS	12	1	19	0	0	28	25	0

Organizational culture does affect one's behavior in office. The views are almost polarized – One half agreeing, the other disagreeing and a small section - has no clear view.

Q6) Do you agree that such affairs at workplace have any impact on quality and speed of work?

	All	Delhi	Mumbai	Kolkata	Pune	B'lore	Hyd	C'garh
Base: All	402	100	100	35	30	71	36	30
Positive impact	24	14	26	43	20	20	11	63
Negative Impact	56	79	42	43	77	46	64	37
No Impact	19	7	32	14	3	34	25	0

Overall, at least 56% of those polled feel there is a negative impact on the quality and speed of work due to romantic liaisons at workplaces

## Q7) Have you ever been romantically involved with any of your colleagues at work?

	All	Delhi	Mumbai	Kolkata	Pune	B'lore	Hyd	C'garh
Base: All	402	100	100	35	30	71	36	30
Yes	16	28	5	6	20	13	11	33
No	77	72	88	91	77	63	86	67
Refused	7	0	7	3	3	24	3	0

Overall, 16% of those polled say they have been romantically involved with someone at their workplace. Delhi has at least 28% admitting.

Q8) Record gender of the respondent.  
DO NOT ASK

	All	Delhi	Mumbai	Kolkata	Pune	B'lore	Hyd	C'garh
Base: All	402	100	100	35	30	71	36	30
Figs in %age	%	%	%	%	%	%	%	%
Male	71	63	62	77	97	100	56	50
Female	29	37	38	23	3	0	44	50

Pre-dominantly working males - interviewed

## In Sum

- At least one third of those polled feel it's OK for married colleagues to be romantically involved with someone at workplace.
- It's not men alone who initiate romantic liaisons at workplace. Women initiate, too.
- Most working executives feel the organization should not interfere in an employee's romantic involvement at work.
- The office culture has some part to play in triggering office affairs.
- Some see getting involved with your boss as the quickest way to a salary increase or promotion.
- Some executives admitted to being romantically involved at workplace some point in time.
- Office affairs impact work productivity negatively.
- Majority of those polled were working males.

Thank you.