

FACTORS INFLUENCING THE WORKING LIFE BALANCE OF WOMEN EMPLOYEES AT GARMENT INDUSTRIES SECTOR - AN EMPIRICAL STUDY

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ABSTRACT

Work–life balance is a term commonly used to describe the balance that a working individual needs between time allocated for work and other aspects of life like personal interests, family and social or leisure activities. Work-life balance is one of the important topic or crises which are faced in the recent years. Whilst labour market participate on has increased majority of women to continue and maintain the responsibility for organizing and undertaking the caring work which is unpaid. In India the economic activities are exclusively the privilege for males while domestic household works are sole occupation for women. The service sector constitutes a larger part of Indian economy in terms of both employment potential and contribution to national income. In the field of Information and Communication technology, it covers a wide range of activities from these field and services pursued by the informal sector of workers. In the traditional society, women in India have not enjoyed or not considered as good status in workplace, and women's role was naturally limited within the family. She has to be a bearer to her children and was fully engaged with the responsibilities as a mother as well as a homemaker. As old times there are burdens of work which women has to work for all sorts through their lives. Key words: Work life, national income, women's health.

INTRODUCTION

Our Indian Culture is always a regard towards the development of women. Women are undergoing a rapid change due to the development of modernization. Indian women's have entered into the concept of working women in all the disciplines that are equal to men. Women are exploring themselves in the major fields of Education, Medicines, Entrepreneurs and other professional area. This shows a positive growth in the equalization in the developing economy. The roles and responsibilities of the women is gradually increasing day by day to balance their working environment and family environment in an effective manner. So, the study of work life

balance of women employees is always an evergreen one which results with the new aspects related to working women employees.

Work Life Balance is one of the prime factors, where peoples now a days get more deviation from their basic goals and culture. Most of the external factors interrupts their work environment and family environment to lose their importance of life and ethics of life in the current era. Work life balance is the process of playing multiple roles on facing various issues and challenges, to overcome with the well being of a professional woman, various implications regarding the work and family performance and to play a basic role of women in the society. Balancing of work and family environment is the basic target of working women employees. It is also necessary with practice; one can improve her resilience and hopefulness by acquiring positive thinking skills to balance work life. It is required basically that one should take a stand for what she intends to accomplish and to restore the work life balance.

STATEMENT OF THE PROBLEM

In Modern era, women career is getting continuous challenge by increasing the demands at the work environment. The day is filled with the responsibilities and commitments involved in both work place and at home. Majority of the women employees find it very difficult to balance their work and family, because of stress and other related factors. There are certain factors that affect and disturb a women in processing work life balance in the form of increased stress complaints, depression, lower mental health, family conflicts etc in the family environment and for the work environment such as decreased job satisfaction, work commitments, productivity, employees disengagement and increased absenteeism and turn over intention. As an individual, the women employees fail to co-operate and co-ordinate with the family environment and work environment. Hence work life balance is very important for the women employees to perform better in family and work environment. Therefore, it is necessary to understand

1. What are the various theoretical concepts of Work Life Balance, its causes and impacts?
2. What are the different environments that are related with the women employees at garment industries in Tirupur District?
3. What are influencing factors that are related with the work life balance of women employees at garment industries in Tirupur District?
4. What is the relationship between work family conflict and family work conflict among women employees at garment industries in Tirupur District?

All these problems have been taken into course of action to understand the work life balance of women employees in garment industry in Tirupur District It has been strongly felt that proper awareness is to be given for the women employees to balance the work and family environment.

OBJECTIVES OF THE STUDY

1. To Examine and assess the factors influencing the work life balance of women employee at garment Industries in Tirupur District.
2. To Attribute the relationship between work family conflict and family work conflict among women employee at garment Industries in Tirupur District.

RESEARCH DESIGN AND METHODOLOGY

The research framework of the study is expressive in nature. To get a proper insight to the statement of problem of the study, the researcher interacted with working women employees of different garment industries in Tirupur District.

Research Location

To measure the work life balance of women employees in garment industries, Tirupur District has been selected as the area of the study.

Sources of Data

Both primary and secondary sources of data are relied for the study. Primary data was collected through well-defined questionnaire. The Secondary data was also collected from websites, published works, newspaper, journal and magazines.

Unit of Analysis and Sampling Procedure

The selected sample unit is the individual women employee working in Tirupur District. For the current study the women employee who is working in garment industries are selected. Hence, the respondents are selected and identified with the aim of Tirupur District. The Multi – Stage sampling process was adopted to choose the sample respondents from nine taluks of Tirupur District. The Nine taluks are taken from the source of approved GOI Websites in the year 2019-2020.

Frame work of Analysis

There are 11268 Garment industries are in Tirupur District consisting of Nine Taluks, by using random sampling technique a Units were selected using Tippets table to reduce biasness in the research.

$$\text{Sample size}(n) = \frac{Z^2 * p * q * N}{e^2 * (N-1) + z^2 * p * q}$$

Where, Z= Corresponding Z score for 95% of confidence level (1.96)

p=Sample Defective population (0.5)

$$q = 1-p (0.5)$$

N=Number of samples(11268)

e=Margin of Error(5%)or(0.05) The required sample size (n)

$$n=(1.96)^2*(0.5)(0.5) (11268)/ (0.05)^2*(11268-1)+ (1.96)^2(0.5)(0.5) = 372.$$

REVIEW OF LITERATURE

| S.No | Year | Author Name | Title of the Study | Findings | Conclusion |
|------|------|-------------------------------|---|---|--|
| 1 | 2013 | G.Panisoara, & M. Serban | “Marital status and work-life balance” | It has been identified that the impact of work-life balance of married person is high. It face seven on-work-related issues by means of children, minor or major etc | It may suggest that the diversity of demands has brought the necessary ideas to household amenities. When compared to unmarried employees, married employees face work-life imbalances |
| 2 | 2013 | Saranyaand A. Gokula krishnan | Work Life Balance among Women Academician with Reference to Colleges in Chennai | In their study it is found that women employees have a positive perception than male employees. There are many departments, employers’ administration practices, flexibility in time and work and necessary assistance from superior, which help WLB of women | It was concluded that the women academicians perceive is that work- life balance has positive influence on the Institutional development |
| 3 | 2013 | Vijaya Mani | Work Life Balance and Women Professionals | In their study it is found that there are many conflicts like gender inequalities, recognition for experienced staffs, internal politics, time management, lack of social support, personal life imbalance etc, all these issues will affect | It was concluded that any issues in an organisation like poor recognition etc will affect the work life balance of women employees |

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|---|------|----------------------------|---|--|--|
| | | | | the work life balance of female employees | |
| 4 | 2013 | Ranjanand Prasad | Work-Life of Indian Railway's Drivers (Loco- Pilots) life of Indian railway drivers | It was found that the Loco-Pilots are facing high stress levels as they have to work continuously for long hours without proper sleep or rest. Due to continuous working hours the Loco-Pilots cannot balance their work life as well as personal life | It was concluded that the Loco-pilots are working under pressure for the safeguard of the passengers, but the Indian Railway is not having much concern to the loco pilots. There must be certain policies which will reduce the stress of the loco-pilots like permitting periodic leave, emergency leave etc so that the stress level of the loco pilot will be reduced and can balance his work life as well as personal life |
| 5 | 2013 | Gayathiri and Ramakrishnan | Quality of Work Life – Linkage with Job Satisfaction and Performance | It identified the concept and measurement variables likewise linkage with job satisfaction and performance. They conclude that there were objective (physical and structural design) factors provides the work-place setting and intervening policy factors that affect work- processes of employees | They Concluded that factors like Job design, Work environment and facilities, Job security, Health, stress and safety, Wages and rewards, Learning and development, Leadership and employee empowerment, better place to work and better motivation leads to quality of work life and jobs satisfaction. |

RESULTS & DISCUSSIONS

Table Showing the Fried man Test for Preference of your Current Job Descriptive Statistics

| Preference of Current Job | N | Mean | Std Deviation | Minimum | Maximum |
|---------------------------|-----|------|---------------|---------|---------|
| Job Security | 372 | 4.01 | 2.305 | 1 | 8 |
| Salary | 372 | 4.99 | 2.326 | 2 | 10 |
| Recognition | 372 | 5.85 | 2.600 | 2 | 10 |
| To Maintain Status | 372 | 4.34 | 2.625 | 1 | 10 |
| To Render Status | 372 | 4.49 | 2.956 | 1 | 10 |
| Commitments | 372 | 5.15 | 2.703 | 1 | 10 |
| Professional Growth | 372 | 6.07 | 30.03 | 1 | 10 |
| Experience | 372 | 6.81 | 2.611 | 1 | 10 |
| Comfortable work | 372 | 5.88 | 2.328 | 2 | 9 |
| Peer Support | 372 | 7.88 | 2.403 | 1 | 10 |

Source : Primary Data

Rank

| S.No | Current Job Performance | Rank |
|------|-------------------------|------|
| 1 | Job Security | 1 |
| 2 | Salary | 4 |
| 3 | Recognition | 6 |
| 4 | To Maintain Status | 2 |
| 5 | To Render Status | 3 |
| 6 | Commitments | 5 |
| 7 | Professional Growth | 8 |
| 8 | Experience | 9 |
| 9 | Comfortable work | 7 |
| 10 | Peer Support | 10 |

Interpretation

The above table represents the preference of current job of respondents. The ranking has been provided to various preferences based on the Friedman Test and the top five ranked reasons are Job Security, To Maintain Status, To Render Service, Salary and Commitments.

Job Security stands First preference among other preference of the respondents in their Current Job.

Table Showing the Friedman Test for Family Life Environment Descriptive Statistics

| Family Life Environment | N | Mean | Std Deviation | Minimum | Maximum |
|-------------------------------|-----|------|---------------|---------|---------|
| Time spend for Family | 372 | 4.27 | .827 | 1 | 5 |
| Caring Family Members | 372 | 3.94 | .787 | 2 | 5 |
| Relaxing Leisure Time | 372 | 3.95 | .886 | 2 | 5 |
| Sufficient Family Income | 372 | 4.06 | .961 | 1 | 5 |
| Sharing Household Chores | 372 | 3.94 | .923 | 1 | 5 |
| Personal Physical Health | 372 | 4.03 | .871 | 1 | 5 |
| Personal Psychological Health | 372 | 4.06 | .998 | 2 | 5 |
| Family Savings/ Investment | 372 | 3.91 | .884 | 1 | 5 |
| Family Vacations | 372 | 3.71 | 1.142 | 1 | 5 |
| Managing Family Functions | 372 | 3.71 | 1.123 | 1 | 5 |

Source : Primary Data

Table Showing the Friedman Test for Work Life Environment Descriptive Statistics

| Family Life Environment | N | Mean | Std Deviation | Minimum | Maximum |
|---|-----|-------|---------------|---------|---------|
| Daily Working Hour | 372 | 3.40 | 1.201 | 1 | 5 |
| Working Over Time per day | 372 | 3.51 | 1.058 | 1 | 5 |
| Specific Lunch / Tea Break | 372 | 3.10 | 1.148 | 1 | 5 |
| Supportive Colleagues | 372 | 3.331 | 1.210 | 1 | 5 |
| Cleanliness of Workplace | 372 | 3.16 | 1.117 | 1 | 5 |
| Hygienic Canteen Facilities | 372 | 3.25 | 1.230 | 1 | 5 |
| Health Care Measures | 372 | 3.38 | 1.071 | 1 | 5 |
| Less Resistance to Change | 372 | 2.81 | 1.196 | 1 | 5 |
| Employee Commitment | 372 | 3.28 | 1.110 | 1 | 5 |
| Less Attrition /Employee Turnover /High Retention | 372 | 3.08 | 1.108 | 1 | 5 |

Source : Primary Data

Rank

| S.No | Current Job Performance | Rank |
|------|---|------|
| 1 | Daily Working Hour | 9 |
| 2 | Working Over Time per day | 10 |
| 3 | Specific Lunch / Tea Break | 3 |
| 4 | Supportive Colleagues | 8 |
| 5 | Cleanliness of Workplace | 4 |
| 6 | Hygienic Canteen Facilities | 6 |
| 7 | Health Care Measures | 7 |
| 8 | Less Resistance to Change | 1 |
| 9 | Employee Commitment | 5 |
| 10 | Less Attrition /Employee Turnover /High Retention | 2 |

Source : Primary Data

Interpretation

The table represents the Work life Environment of respondents. The ranking has been provided to various preferences based on the Friedman Test and the top five ranked reasons are Less Resistance to Change, Less Attrition/Employee Turnover/High Retention, Specific Lunch/Tea Break, Cleanliness of Workplace and Employee Commitment

Less Resistance to Change stands First preference among other preference of the respondents in their Work Life Environment.

SUGGESTIONS OF THE STUDY

Work Life Balance is a state in which employees are able to give accurate amount of time and efforts to their works as well as in their family life environment. The present study is focused on Work Life Balance of women employees in Tirupur District. The following suggestions are been given related to the findings of the study. Women Employees are to be provided with some more facilities in workplace like canteen facilities, medical insurance, transport facilities, arrangement for kids / child care inside the office for working women employee and that should be fare and usual which should be adaptable for all the age groups and unmarried women employees. Majority of the women employees are graduated and they live in Joint Family. So, women employees are to be motivated by identifying their needs in the workplace and making them satisfied which will result with good productivity.

Most of the respondents are from rural areas. So, Salary or wages plays a major role for women employees since most of the employees depends on them for their living, if the salary is given to the employees in proper time it will be helpful to the women employees and they will work honestly for the company. In work life of women employees, they are preferring permanent job. So, if the organization provides certain facilities like flexi time, sharing of job, necessary breaks etc, it Majority women employees are having 2- 5 years of experience. So, the productivity of work depends on the work life balance of the employees, if the work life is balanced there will no job stress. If employees were given a schedule to choose their work, they will choose the work schedule according to their convenient time, it will increase their work productivity as well as perfection of work can be assured.

CONCLUSION

Work Life Balance of the Women Employees is a trap that is an ongoing challenge. Concentrated, careful planning and special effort is the guidance profound by many studies in balancing both family and work life environment. As quoted “Design, Prioritize and Schedule as proficiency as possible and don’t scared of hard work!”. It is accomplished when an employee feels herself satisfied in her personal life and work life Special counselling program and family welfare programs can be conducted for the women employee implications