Original Research Paper

Commerce

A Study on Quality of Work Life Among Women Employees Working in Textile Mills, Coimbatore District

Dr.N.A. Krishnamurthi	Associate Professor, Department of Corporate Secretaryship, Erode Arts and Science College, Erode - 63009
Mrs.M.Vaanmalar	Research Scholar in Department of Corporate Secretaryship, Erode Arts and Science College, Erode - 63009

KEYWORDS : Life insurers, Liberalization, privatization, Performance, Competition

1. INTRODUCTION

The economy has grown-the GDP growth rate ranged between 5 and 7 percent annually over the period and considerable progress has been made in loosening government regulations, particularly restrictions on private businesses. Different sectors of economy have different experiences about the impact of the reforms. In a country like India, productive employment is central to poverty reduction strategy and to bring about economic equality in the society. But the results of unfettered operation of market forces are not always equitable, especially in India, where some groups are likely to be subjected to disadvantage as a result of globalization. Women constitute one such vulnerable group. Although most women in India work and contribute to the economy in one form or another, much of their work is not documented or accounted for in official statistics.

The past three decades have witnessed a steadily increasing awareness of the need to empower women through measures to increase social, economic and political equity, and broader access to fundamental human rights, improvements in nutrition, basic health and education. Along with awareness of the subordinate status of women has come the concept of gender as an overarching socio-cultural variable, seen in relation to other factors, such as race, class, age and ethnicity. Gender is not synonymous with women, nor is it a zero-sum game implying loss for men; rather, it refers to both women and men, and to their status, relative to each other. Gender equality refers to that stage of human social development at which "the rights, responsibilities and opportunities of individuals will not be determined by the fact of being born male or female,"[1] in other words, a stage when both men and women realize their full potential.

The Indian textile industry is one of the largest in the world with a massive raw material and textiles manufacturing base. Our economy is largely dependent on the textile manufacturing and trade in addition to other major industries. About 27% of the foreign exchange earnings are on account of export of textiles and clothing alone. The textiles and clothing sector contributes about 14% to the industrial production and 3% to the gross domestic product of the country. Around 8% of the total excise revenue collection is contributed by the textile industry. So much so, the textile industry accounts for as large as 21% of the total employment generated in the economy. Around 35 million people are directly employed in the textile manufacturing activities. Indirect employment including manpower engaged in agricultural based raw-material production like cotton and related trade and handling could be stated to be around another 60 million.

2. LITERATURE REVIEW

The review of literature relevant to this study resides in the conceptual foundation of existing work related to quality of work life among women employees and in general is required to effectively lead human resource functions. Thus these reviews are collected to support the study.

Dixon et.al., (2007)[2] stated that besides organizational climate, the level of support offered by the organization is also an indication of the work-life quality in organizations. Organizational Support is defined as the extent to which employees perceive that the organization values their contributions and cares about their well being. This is a key factor in influencing employee commitment to the organization, job satisfaction, and in general quality of work life. Many researchers have studied the relationship between perceived organizational support and work-life quality of workers and have found it to have a positive impact on organizational commitment, employee performance as well as job satisfaction.

Indumathy.R , (2012)[3], has said that Quality of work life refers to the level of happiness or dissatisfaction with one's career. There is an attempt to look into the Quality of Work Life among Workers with special reference to textile industry in Tirupur District – A textile hub. The research design chosen is descriptive in nature. The sample size taken to conduct the research was 60 workers. For this study, the sampling technique chosen was convenient sampling. Structured interview schedule was used for primary data collection. Secondary data was collected from earlier research work, various published journals, magazines, websites and online articles. Simple Percentage Analysis, Chi – Square Analysis and Weighted Average Score Analysis were the tools used for data analysis. The investigation has pointed out remarkably that the major factors that influence and decide Quality of Work Life are attitude, environment, opportunities, nature of job, people, stress level, career prospects, challenges, growth and development and risk involved in the work and rewards.

3. Statement of the problem

The study explores the working women in private and public sector textile mills in Coimbatore District having any significant improvement in their working and living conditions based on the attributes such as working conditions that measures the work quality whereas, personal benefits and health benefits measures the life quality which are combined with the demographic variables that finds the variances and difference in their satisfaction when occupied in the textile mills in Coimbatore District. The study intends to examine whether the quality of work and quality of life had achieved the significant improvement or whether there is any difference exists in the quality of their work life.

4. OBJECTIVES OF THE STUDY

- To analyse the variance between of demographic variables and the attributes measuring the quality of work life of women employees working in textile mills in Coimbatore District.
- To examine the correlation between the attributes.
- To suggest measures for policy implications.

5. HYPOTHESIS

H_0 : There is no significant relationship between demographic variables of the women employees and the attributes measuring quality of work life.

6. Methodology

The questionnaire focuses three specific dimensions measuring the Quality of Work Life of women employees working in textile mills in Coimbatore District. The research is used to measure the level of satisfaction of the women employees based on the specific attributes such as Personal Benefits, Health Benefits and Working Conditions in the private and public sector textile mills in Coimbatore District. The present research, aims at understanding the exact opinion of the re-

spondents regarding the selected factors. Hence, a five point Likert Scale has been used. The study used structured questionnaire with 300 respondents working in Textile Mills in Coimbatore District selected through dis-proportionate stratified random sampling technique and the samples are collected only from women employees based on their designation from 30 textile mills considering ten samples from each mill. The tools used for analysis are percentage method, ANOVA, 'T'-Test and Correlation.

7. RESULTS OF THE STUDY
7.1 DEMOGRAPHICS
The demographics of the women employees working in Textile mills are analysed taking Age, Marital Status, Educational Qualification, Designation, Experience and Monthly Income are taken for analyzing the Quality of Work Life.

Table 1: Demographic variables of the Respondents

Demographic Variables	Respondents (300 Nos.)	Percentage (100 Nos.)
Age		
Below 30 years	232	77.3
31 to 45 years	43	14.3
45 to 60 years	25	8.3
Marital Status		
Unmarried	129	43.0
Married	171	57.0
Educational Qualification		
SSLC	184	61.3
H.Sc.	70	23.3
Technical Qualification (ITI, Diploma, etc.)	28	9.3
Others (Graduation, etc.)	18	6.0

Demographic Variables	Respondents (300 Nos.)	Percentage (100 Nos.)
Designation		
Operators	217	72.3
Unskilled operators	35	11.7
Technical Staff	27	9.0
Supervisors	21	7.0
Work Experience		
Less than 5 years	156	52.0
5 to 10 years	107	35.7
11 to 15 years	24	8.0
More than 15 years	13	4.3
Monthly Income		
Upto Rs.10,000	121	40.3
Rs.10,001 to 15,000	73	24.3
Rs.15,001 to Rs.20,000	78	26.0
Above Rs.20,000	28	9.3

Source: Computed from Primary Data

From the above table it is found that majority (77.3%) of the respondents are in the age below 30 years, while 14.3% of the respondents are in the age between 31 and 45 years, and the remaining 8.3% of the respondents are in the age between 41 and 60 years. It is observed that more than half (57%) of the respondents are married and 43% of the respondents are unmarried. It is understood that most (61.3%) of the respondents have studied upto SSLC,. 23.3% of the respondents studied upto higher secondary, 9.3% of the respondents are technically qualified (ITI, Diploma, etc.) and the remaining 6% of the respondents are having other qualifications (Graduation, etc.). It is clear that majority (72.3%) of the respondents are skilled operators, 11.7% of the respondents are unskilled operators, 9% of the respondents are technical staff and the remaining 7% of the respondents are

supervisors. It is evident that more than half (52%) of the respondents are having les than 5 years experience, while 35.7% of the respondents are having 5 to 10 years experience, 8% of the respondents are having 11 to 15 years experience and the remaining 4.3% of the respondents are having more than 15 years experience. It is understood that maximum (40.3%) of the respondents are having income upto Rs.10,000 per month, while 26% of the respondents are having income between Rs.15,001 and Rs.20,000, 24.3% of the respondents are having income between Rs.10,001 and 15,000 and the remaining 9.3% of the respondents are having income above Rs.20,000.

7.2 ANOVA
DEMOGRAPHIC VARIABLES AND PERCEPTION OF DIFFERENT ATTRIBUTES

A one-way between independent variables such as age, educational qualification, designation, experience and monthly income of the women employees working in Textile mills and dependent variables such as Personal Benefits, Health Benefits and Working Conditions were compared and the results are presented hereunder.

Table 2 : Age of the Respondents and Determinants measuring Quality of Work Life

Attributes	Groups	Sum of Squares	df	Mean Square	F	Sig.
Personal Benefits	Between Groups	698.263	3	232.754	4.536	.004
	Within Groups	15188.817	296	51.314		
	Total	15887.080	299			
Health Benefits	Between Groups	237.489	3	79.163	3.544	.015
	Within Groups	6611.481	296	22.336		
	Total	6848.970	299			
Working Conditions	Between Groups	340.293	3	113.431	15.448	.000
	Within Groups	2173.503	296	7.343		
	Total	2513.797	299			

It is clear from the table that

- there is significant difference in the age of the respondents and the satisfaction of women employees working in Textile Mills towards Personal Benefits was (F=4.536, Sig.0.004) followed by Health Benefits (F=3.544, Sig.0.015), and finally, Working Conditions, (F=15.448, Sig.0.000), was found to be significant at 1% level and hence the null hypothesis is rejected.

Table 3 : Educational Qualification of the Determinants measuring Quality of Work Life

Attributes	Groups	Sum of Squares	df	Mean Square	F	Sig.
Personal Benefits	Between Groups	200.067	3	66.689	1.258	.289
	Within Groups	15687.013	296	52.997		
	Total	15887.080	299			
Health Benefits	Between Groups	158.828	3	52.943	2.342	.073
	Within Groups	6690.142	296	22.602		
	Total	6848.970	299			
Working Conditions	Between Groups	97.268	3	32.423	3.971	.008
	Within Groups	2416.528	296	8.164		
	Total	2513.797	299			

Source: Computed from Primary Data

- there is no significant difference in the educational qualification of the respondents and the satisfaction of women working in textile mills towards Personal Benefits F=1.238, Sig.0.289 and Health Benefits F=2.342, Sig.0.073 is found insignificant at 5% levels and hence the null hypothesis is accepted.
- there is significant difference in the educational qualification of the respondents and the satisfaction of women working in textile mills towards working conditions F=3.971, Sig.0.008 was found to be significant at 1% level and hence the null hypothesis is rejected.

Table 4: Designation of the Respondents and Determinants measuring Quality of Work Life

Attributes	Groups	Sum of Squares	df	Mean Square	F	Sig.
Personal Benefits	Between Groups	175.534	3	58.511	1.102	.348
	Within Groups	15711.546	296	53.080		
	Total	15887.080	299			
Health Benefits	Between Groups	25.926	3	8.642	.375	.771
	Within Groups	6823.044	296	23.051		
	Total	6848.970	299			
Working Conditions	Between Groups	25.143	3	8.381	.997	.395
	Within Groups	2488.654	296	8.408		
	Total	2513.797	299			

Source: Computed from Primary Data

there is no significant difference in the designation of the respondents and the satisfaction of women working in textile mills towards Personal Benefits F=1.102, Sig.0.348, followed by Health Benefits F=0.375, Sig.0.771 and finally, F=0.997, Sig.0.395 was found to be insignificant at 5% level and hence the null hypothesis is accepted.

Table 5 : Work Experience of the Respondents and Determinants measuring Quality of Work Life

Attributes	Groups	Sum of Squares	df	Mean Square	F	Sig.
Personal Benefits	Between Groups	82.065	3	27.355	.512	.674
	Within Groups	15805.015	296	53.395		
	Total	15887.080	299			
Health Benefits	Between Groups	175.355	3	58.452	2.803	.040
	Within Groups	6673.615	296	22.546		
	Total	6848.970	299			
Working Conditions	Between Groups	180.672	3	60.224	7.641	.000
	Within Groups	2333.124	296	7.882		
	Total	2513.797	299			

Source: Computed from Primary Data

- there is no significant difference in the work experience of the respondents and the satisfaction of women working in textile mills towards Personal Benefits F=0.512, Sig.0.674 is found insignificant at 5% levels and hence the null hypothesis is accepted.
- there is significant difference in the work experience of the respondents and the satisfaction of women working in textile mills towards and Health Benefits F=2.803, Sig.0.040 and working conditions with the F=7.641, Sig.0.000 was found to be significant at 5% and 1% levels and hence the null hypothesis is rejected.

Table 6 : Monthly Income of the Respondents and Determinants measuring Quality of Work Life

Attributes	Groups	Sum of Squares	Df	Mean Square	F	Sig.
Personal Benefits	Between Groups	514.344	3	171.448	3.301	.021
	Within Groups	15372.736	296	51.935		
	Total	15887.080	299			
Health Benefits	Between Groups	496.826	3	165.609	7.717	.000
	Within Groups	6352.144	296	21.460		
	Total	6848.970	299			
Working Conditions	Between Groups	138.477	3	46.159	5.752	.001
	Within Groups	2375.320	296	8.025		
	Total	2513.797	299			

Source: Computed from Primary Data

- there is significant difference in the work monthly income of the respondents and the satisfaction of women working in textile mills towards and personal benefits F=3.301, Sig.0.021 followed by health benefits F=7.717, Sig.0.000 and working conditions with the F=5.752, Sig.0.001 was found to be significant at 5% and 1% levels and hence the null hypothesis is rejected.

7.3 'T'-TEST
MARITAL STATUS AND PERCEPTION OF DIFFERENT ATTRIBUTES
A independent 't' test between independent variable marital status of the women employees working in textile mills and dependent variables such as Personal Benefits, Health Benefits and Working Conditions were compared to find the difference with the marital status is bifurcated into married and unmarried categories.

Table 7 : Marital Status of the Respondents and Determinants measuring Quality of Work Life

Attributes	Groups	Sum of Squares	df	Mean Square	t	Sig.
Personal Benefits	Unmarried	129	298	28.2403	.700	.484
	Married	171		28.8363		
Health Benefits	Unmarried	129	298	21.0388	4.791	.000
	Married	171		23.6199		
Working Conditions	Unmarried	129	298	11.9535	2.316	.021
	Married	171		12.7310		

Source: Computed from Primary Data

- there is no significant difference in the marital status of the respondents and the satisfaction of women working in Textile Mills towards Personal benefits F=0.700, Sig.0.484 is found insignificant at 5% levels and hence the null hypothesis is accepted.
- there is significant difference in the marital status of the respondents and the satisfaction of women working in Textile Mills towards and Health Benefits F=4.791, Sig.0.000 and Working Conditions with the F=2.316, Sig.0.021 was found to be significant at 1% and 5% levels and hence the null hypothesis is rejected.

7.4 Correlation of attributes
Correlation is the study between two or more variables. When more than two variables are involved, the correlation is known as multiple correlations and found to be moving in the same direction, these variables are said to be correlated positively and if they move in opposite direction they are said to be negatively correlated. All the three major attributes are taken for correlation was presented in the Table below.

Table 7 : Correlation among the determinants such as personal benefits, health benefits and working conditions measuring the quality of work life

Attributes	Groups	Personal Benefits	Health Benefits	Working Conditions
Personal Benefits	Pearson Correlation	1	.690**	.505**
	Sig. (2-tailed)		.000	.000
	N	300	300	300
Health Benefits	Pearson Correlation	.690**	1	.691**
	Sig. (2-tailed)	.000		.000
	N	300	300	300
Working Conditions	Pearson Correlation	.505**	.691**	1
	Sig. (2-tailed)	.000	.000	
	N	300	300	300

**. Correlation is significant at the 0.01 level (2-tailed).

From the table it is clear that the correlation among the three attributes namely personal benefits, health benefits and working conditions considering the satisfaction of the women employees working in textile mills measuring the quality of work life. The result shows that the correlation between Personal Benefits and Health Benefits was found to have strong positive significant correlation (r=0.690, Sig.=0.000, P<0.01) and also there is strong positive significant correlation between Personal Benefits and Working Conditions (r=0.505, Sig.=0.000, Pp<0.01).

8. Summary of Results
8.1 DEMOGRAPHICS
• Majority (77.3%) of the respondents are in the age below 30 years.
• More than half (57%) of the respondents are married.
• Most (61.3%) of the respondents have studied upto SSLC.
• Majority (72.3%) of the respondents are working as skilled operators.
• More than half (52%) of the respondents are having less than 5 years experience.
• Maximum (40.3%) of the respondents are having income upto Rs.10,000 per month.

8.2 ANOVA
• It is concluded that the satisfaction of the women employees based on their age were found to have highly satisfied with the working conditions in the textile mills were also satisfied with the personal benefits and health benefits respectively.
• It is concluded that the results based on the variance in the satisfaction of women working in textile mills with respect their educational qualification was found to have no significant effect when compared with personal benefits and health benefits, whereas there is a significant variance with educational qualification and working conditions.
• It is concluded that the results based on the variance among women working in textile mills with respect their designation was found to have no significant effect when compared with personal benefits, health benefits and working conditions.
• It is concluded that the results based on the variance among women working in textile mills with respect their work experience was found to have no significant effect when compared with personal benefits, whereas there is a significant variance with their work experience and health benefits as well as work experience and working conditions.
• It is concluded that the results based on the variance among women working in textile mills with respect their monthly income was found to have significant when compared with personal benefits, health benefits and working conditions are found to be significant.

8.3 'T'-TEST
• It is concluded that the results based on the difference among women employees working in textile mills with respect their marital status was found to have no significance when compared with personal benefits, whereas there is a significant difference with the marital status and health benefits as well as marital status and working conditions.

8.4 CORRELATION
• The result shows that the correlation between Personal Benefits and Health Benefits was found to have strong positive significant correlation (r=0.690, Sig.=0.000, P<0.01) and also there is strong positive significant correlation between Personal Benefits and Working Conditions (r=0.505, Sig.=0.000, Pp<0.01).

9. SUGGESTIONS AND CONCLUSION
The results reveal that the quality of work life of the women working in textile mills in Coimbatore District district has significantly improved and it is evident from the study that the personal benefits and health benefits had significantly contributed measuring the quality of life whereas the working conditions had significantly improved with is also clear from the hypothesis that shows the results were maximum found to be positive and significant which have significant impact on their standard of living. However, some of the demographic variables such as marital status, educational qualification, designation and experience were found to have insignificance with the personal benefits while, the age and monthly income categories were found to have significant influence on their satisfaction towards personal benefits that elevates the quality of work life of the women employees. The correlations were found to have strong positive significant correlation each other which shows the significant improvement in the quality of work life of women employees working in textile mills in Coimbatore District. It is recommended that the textile mills need to improve the personal benefit attributes for which some of the women had voiced their dissatisfaction which will help both textile mills and the women employees to achieve the productivity and quality of work life respectively.

10. REFERENCES
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