



WORK-LIFE BALANCE IN TEXTILE INDUSTRY EMPLOYEES IN TIRUPUR DISTRICT

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ABSTRACT

India has a rich and diverse tradition in the field of Textile. Indian Textile was reputed all over the world and admired for their excellent quality, beauty, design, and texture. Evidently, India was among the forerunners in the textile trade. Tamil Nadu also contributes more to Indian economic development and help to enhance reasonable GDP. Tirupur calls it a "Town of Export Excellence." The demands of the work like late hours, frequent travel, and quick transfers are psychologically and socially very costly to the employee and his family. Such phenomena occurring on a regular basis necessarily depress on QWL. It measures the extent to which an employer is perceived to support the family and home life of employees. This factor explores the interrelationship between home and works life domains. Work-life balance position also reflects in QWL of employees and it affects the production of industry. So work-life balance issues are identified by employer and support to balance their work and life by providing adequate facilities at work.

KEYWORDS : Work-life balance, GDP, QWL

Introduction

Textiles Industry plays a vital role through its contribution to industrial output, employment generation, and the export earnings of the country. The Indian textile industry is set for strong growth, buoyed by both strong domestic consumption as well as export demand. Tirupur is the "knitwear capital" of India. Its economic boom boosts the morale of Indian industrialists. Tirupur also has large people working for textile industrial units who hire people mostly from various southern districts of Tamilnadu and South and North state Indian. They are usually unskilled labors but still get a decent pay compared to other places in South India. Work-Life balance is one of the QWL factors. QWL factors such as compensation, working conditions, safety, human capabilities and career growth, work-life balance are essential. Work-Life Programs organize to help employees, including alternate work arrangements, on-site childcare, exercise facilities, relaxed dress codes. Open communications, mentoring programs and fostering more amicable relationships among employees are the ways to balance work-life and improves QWL. Because better QWL improves production.

Review of Literature

1.Kala S. Retna and Usha Varatharaju (2010) conducted a study on "Effectiveness of Quality Work-Life Balance programs: Employees' perceptions" The study argues that the implementation of work-life quality programs contribute constructively to the overall quality management movement in organizations

2. Samsinar Md-Sidin, Murali Sambasivan and Izhairi Ismail (2010) conducted a study on "Relationship between work-family conflict and Quality of Life: An investigation into the role of social support". The findings are Work-Family conflict has a relationship with Quality of Life; QWL and non-work life are "partial" mediators between Work-Family conflict and Quality of Life and among the various roles of social support, its role as an independent variable of Quality of Life gives the best results.

Scope of the study

In the present era, the textile industry is facing a severe competition all over the world. It is a labor-intensive industry and is largely dependent on skilled, semi-skilled and unskilled workers. Employee's imbalance of work- life leads to job dissatisfaction which ultimately ends up with a high rate of labor turnover and absenteeism. Many employees are difficult to find time to balance their life with work. So it is time for managements of textile firms to realize and concentrate on factors of work-life balance of Tirupur Textile Industry employees because that also influence the quality of work life.

Objectives of the study.

- To study the personal and occupational profile of the employees' of Textile Industry in Tirupur District.
- To study focus on a work-life balance among the employees of Textile Industry in Tirupur District.

Methodology

The present study is descriptive in nature. The data were collected by questionnaire. The study has employed both primary and secondary data. Analysis the data with T-test and F-test. Convenient sampling technique used. 500 employees are sample respondents.

Analysis and Interpretation

Ho: There is no significance association between employees' opinion towards Work-Life Balance and their personal/ occupational profile.

Table 1

Association between personal profile and their opinion towards Work-Life Balance

S.No	Variab les	Group	Me an	SD	No.	F test	T Test	df.	Table Value	Sig.
1	Age	18 - 25 yrs	8.39	1.42	113	9.976		499	3.357	Signifi cant
		25 - 35 yrs	8.08	1.23	179					
		35 - 45 yrs	8.27	1.02	95					
		45 - 55 yrs	7.88	1.49	76					
		Above 55 yrs	9.43	1.66	37					
2	Gende r	Male	8.20	1.38	289		1.100	498	1.968	Not Signifi cant
		Female	8.34	1.34	211					
3	Marital Status	Unmarried	8.38	1.36	124	4.604		499	3.821	Signifi cant
		Married	8.06	1.33	248					
		Divorced	8.39	1.33	85					
		Widowed	8.79	1.49	43					
4	Educat ional Quali fication s	Illiterate	8.47	1.61	58	1.624		499	2.390	Not Signifi cant
		Primary	8.29	1.34	283					
		Higher Secondary	8.21	1.28	137					
		Graduate	7.53	1.25	15					
		Diploma	7.86	1.46	7					
5	Family Mem b ers	1 - 3	8.52	1.36	120	6.475		499	4.648	Signifi cant
		4 - 6	8.26	1.35	315					
		Above 6	7.77	1.32	65					
6	Family Incom e	Rs.5001 - Rs.10000	8.94	1.46	33	3.833		499	3.821	Signifi cant
		Rs.10001 - Rs.15000	8.41	1.40	71					

		Rs.15001 - Rs.20000	8.23	1.27	222					
		Above Rs.20000	8.11	1.41	174					
7	Family Debt	No	8.53	1.39	88		2.100	498	1.968	Significant
		Yes	8.20	1.35	412					

T-test and F-test results show that the calculated value is lower than the table value in the case of gender and educational qualifications at either 5 percent or 1 percent Significance level. The hypothesis is accepted and therefore, there is no association found between these personal variables and the Work-Life Balance. At the same time, *the calculated value is higher than the table value at either 5 percent or 1 percent Significance level in the case of personal variables such as age, marital status, and family size, family income and family debt. Therefore, a null hypothesis is rejected* in these cases.

The mean score for opinion towards Work-Life Balance is high for the respondents who belong to the age group above 55 years are found to agree more on Work-Life Balance. Female employees are found to agree more on Work-Life Balance. The respondents who are widows are found to agree more on Work-Life Balance. The respondents who are illiterate are found to agree more on Work-Life Balance. The respondents whose family members are between 1 and 3 are found to agree more on Work-Life Balance. The respondents whose family income is between Rs.5001 and Rs.10000 are found to agree more on work life. The respondents who do not have family debt are found to agree more on Work-Life Balance.

Table 2
Association between occupational profile and their opinion towards work-life balance

S. Noes	Variabl	Group	Me an	SD	No.	F test	T Test	df.	Table Value	Sig.
1	Size of Unit	Small	8.21	1.42	200	.554		499	3.014	Not Significant
		Medium	8.25	1.21	200					
		Large	8.38	1.54	100					
2	Type of job activity	Fabrication, Compacting and Calendaring	8.31	1.48	106	.893		499	2.623	Not Significant
		Dyeing, Bleaching, and Printing	7.98	1.32	52					
		Cutting, Sewing, Embroidering and packing	8.25	1.33	205					
		Composite unit	8.33	1.33	137					
3	Total Experience in Textile Industry	Less than 5	8.36	1.34	59		2.988		499	Significant
		5 - 10	8.09	1.24	250					
		10 - 15	8.36	1.51	122					
		15 - 20	8.07	1.44	15					
4	Wage (p.m)	Above 20	8.74	1.47	54					Significant
		Below Rs.3000	8.50	1.43	10		3.122		499	
		Rs.3001 -Rs. 6000	8.57	1.38	49					
		Rs.6001 -Rs. 9000	8.56	1.40	107					
		Rs. 9001 -Rs. 12000	8.09	1.36	155					
		Above Rs.12000	8.12	1.30	179					

5	Work Schedule	Day shift	8.24	1.30	165	.344		499	2.390	Not Significant
		Afternoon shift	8.41	1.32	29					
		Night shift	8.33	1.41	9					
		Irregular shift on cal	8.37	1.43	93					
		Rotating shift	8.20	1.40	204					

F-test results show that the calculated value is lower than the table value in the case of unit size, type of job activity and work schedule at 5 percent Significance level. The hypothesis is accepted and therefore, there is no association found between these occupational variables and the Work-Life Balance. At the same time, *the calculated value is higher than the table value at 5 percent Significance level in the case of occupational variables such as experience and wage. Therefore, a null hypothesis is rejected* in these cases.

The influence of these variables on employee opinion towards Work-Life Balance of the respondents who are working in large units are found to agree more on Work-Life Balance. the respondents who are working in composite units are found to agree more on Work-Life Balance. The respondents who are having above 20 years' experience are found to agree more on Work-Life Balance. The respondents whose wages are between Rs.3001 and Rs.6000 are found to agree more on Work-Life Balance. The respondents who are working in afternoon shifts are found to agree more on Work-Life Balance.

Findings

- There is no association of employees' opinion on work-life balance with gender, educational qualification, unit size, type of job activity and work schedule.
- Association of employees' opinion on the Work-Life Balance with age, marital status, family member, family income, family debt, experience, and wage is found.
- The respondent whose age group above 55 years, do not have family debt, family income is between Rs.5001 and Rs.10000, family members are between 1 and 3, windows are found to agree more on Work-Life Balance.
- The respondents who are having above 20 years' experience, wages are between Rs.3001 and Rs.6000 are found to agree more on Work-Life Balance.

Suggestions

- Employers should develop compassion towards work. This will create positive wavelength and will pass positive energy to their peers, subordinates, and supervisors. The employers should also recognize those who get rid by themselves from personal and work related problems in passionate ways.
- Employers can arrange seminars focusing employee's sound mental and physical health. This will make employees live a happy life and have a better quality of work life. Seminars should emphasize employees on taking right food at right time, taking enough rest, deep sleep and exercise.
- Good quality of work life provides a balance between work and life. That is, family life and work will never disturb each other. So the employers should not force the employees to work overtime and continuously without break.
- The employers should use contingency workforce technique including part-time employees, freelancers, subcontractors to cope with unexpected and temporary challenges. The employers utilizing this technique should see to that regular employees are not affected by any means.

Conclusion

The changes taking place in the operating environment are enormous due to liberalization. The study shows that most of the personal and occupational variables namely, gender, educational qualification, a size of a unit, type of job activity and work schedule identified are not found to influence the work-life balance. Hence

employers of textile firms in Tirupur should focus more on improving work-life balance. Only a few factors age, marital status, family member, family income and family debt, experience and wage are associated. So well-balanced work life leads to getting better QWL. Better QWL leads to increased employee morale. It minimizes attrition and checks labor turnover and absenteeism. There will be better communication and understanding among all employees leading to cordial relations. It enhances the brand image for the company as that, in turn, encourages entry of new talent into the company⁹

.References:

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