



## WORK LIFE BALANCE IN TEXTILE MILLS

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## KEYWORDS :

The expression work-life balance was first used in 1986 in the US (although had been used in the UK from the late 1970s by organizations such as new ways to work and the working mother's association) to help explain the unhealthy life choices that many people were making; they were choosing to neglect other important area of their such as family, friends, and hobbies in favour of work related chores and goals. Over the past twenty-five years there has been a substantial increase in work which is felt to be due, in part by information technology and by an intense competitive work environment. Long-term loyalty and a "sense of corporate community" have been eroded by a performance culture that expects more and more from their employees yet offers little security in return. Many experts forecasted that technology would eliminate most household chores and provide people with much more time to enjoy leisure activities; unfortunately, many have decided to ignore this option being "egghead" by a consumerist culture and a political agenda that has "elevated the work ethic to unprecedented heights and thereby reinforced the low value and worth attached to parenting." Many companies that have acted upon them have realized that providing their employees opportunities to balance their work and personal lives is a motivating factor for their workforce. A good definition of work-life balance is meaningful daily achievement and enjoyment in each of four life quadrants: work, family, friends and self. Work – life balance does not mean an equal balance.

Trying to schedule an equal number of hours for each of our various work and personal activities is usually unrewarding and unrealistic. Life is and should be more fluid than that.

Work life and personal life are inter-connected and interdependent. Spending more time in office, dealing with clients and the pressures of job can interfere and affect the personal life, sometimes making it impossible to even complete the household chores. On the other hand, personal life can also be demanding if employees have children or aging parents, financial problems or even problems in the life of a dear relative. It can lead to absenteeism from work, creating stress and lack of concentration at work. Work-personal life conflict occurs when the burden, obligations and responsibilities of work and family roles become incompatible. Obligation of one can force and individual to neglect the work.

**Objectives**

1. To identify the stress caused by work environment to textile mill employees
2. To find out the current work life balance practices.
3. To examine the causes for poor work life balance.
4. To analyze how employee balance their work and personal lives.

**Table – 1 Strategies to Balance Work and Family Commitment**

| SL. No | Options                            | No of Respondents |
|--------|------------------------------------|-------------------|
| 1      | Working in Associate Concerns      | 8                 |
| 2      | Technology like cell phone/laptops | 25                |
| 3      | Flexible working hours             | 52                |
| 4      | Change in shifts                   | 10                |
| 5      | Bringing children to work          | 5                 |
| TOTAL  |                                    | 100               |

**Table – 2 Stress level at work place**

| SL. No | Options          | No of Respondents |
|--------|------------------|-------------------|
| 1      | Highly Stressful | 6                 |
| 2      | Stressful        | 48                |
| 3      | Moderate         | 44                |
| 4      | No stress at all | 2                 |
|        | TOTAL            | 100               |

**Table – 3 Causes for poor work life balance**

| SL. No | Options                                  | No of Respondents |
|--------|--|-------------------|
| 1      | Un-conductive work environment           | 40                |
| 2      | Poor co-operation from family members    | 30                |
| 3      | Poor superior & subordinate relationship | 20                |
| 4      | Work Pressure                            | 10                |
|        | TOTAL                                    | 100               |

**Table – 4 Provisions under the policy of work-life balance practices**

| SL. No | Options                         | No of Respondents |
|--------|---------------------------------|-------------------|
| 1      | Flexible starting time          | 25                |
| 2      | Flexible ending time            | 30                |
| 3      | Need based rescheduling of work | 30                |
| 4      | Holiday/paid time off           | 10                |
| 5      | Job sharing                     | 5                 |
|        | TOTAL                           | 100               |

**Hypothesis**

Super growth of Textile mills in one way leading to the development of India. On other hand it is creating imbalance in work and personal life Textile mills employees, which is resulting in neglecting family, friends, social existence and often value system because of this ultimate consequences are frustration, suicides, broken marriages, heart attacks and other diseases.

**Research methodology**

**Type of research:** Descriptive Research.

**Source of Data:** The data was collected through primary source.

**Primary data:** Primary data was collected through questionnaire and personnel interview method. The questionnaires were administered to the employees of Textile mills in Hassan.

**Sampling Method:** Convenience Random Sampling

**Sample size:** The sample size was 100 employees of 5 selected textile mills at Dindigul.

**Analysis and Interpretation**

Data collected have been analyzed and interpreted on the basis of objectives of the study. The information that was collected has been represented with the help of tables.

**Analysis:** Table – 1 shows the strategies to balance work and family commitment. 52% of respondents are of the opinion that flexible working hours will help them balance work & family commitments,

25% of them say technology like cell phone/laptop, 10% say change in shifts, 8% say working from home, 5% say that bringing children to work helps them to balance work and family commitments.

It is inferred that flexible working hours given by the company help employees to manage work and family effectively.

**Analysis:** Table – 2 shows the stress level at work place. 48% of respondents feel their work place is stressful, 44% have moderate level of stress, and experience higher level of stress and 2% feel no stress at all in their work place. 54% stating the work to be stressful and highly stressful indicates the increasing work load.

**Analysis:** In table – 3 40% of respondents say un-conductive work environment is cause for poor work life balance, 30% say it because of lack of support from family, 20% are of opinion that it is because of poor superior and subordinate relationship and 10% say because of work pressure.

Poor work environment and poor co-operation from family members are the major reasons for poor work life balance.

**Analysis:** Table – 4 shows that 30% of respondents say their mill follows need based rescheduling of work, 30% follow flexible ending time, 25% flexible starting time, 10% follow holiday/paid time off, 5% follow job sharing under the policy of work-life balance.

The analysis in Table – 4 shows that most of the respondents work for 12hrs every day which cause stress.

### Suggestions

1. Textile mills should help employees socialize by organizing get together and helping the employees relax from hectic work schedule
2. The Textile mills should take more interest in forming separate policy for work life balance of their employees
3. Textile mills should facilitate the employees with flexi timing, job sharing, part-time jobs, working from home so that employees can give considerable time to their personal life as well as work life.
4. Counseling, mediation and interactions between the superior and the subordinates must be periodically conducted to cope up with the work pressure.
5. On-site child care, Emergency childcare assistance, Seasonal childcare programs and Eldercare initiatives are necessary.
6. Parental leave, Family leave policies & other leaves of absence policies such as educational leave, community service leaves, self-funded leave or sabbatical, as found necessary are to be provided.
7. Wellness programmes for employees to be introduced.

### Conclusion

The Textile mills people have been thrown in to a system of competitive nightmare. The stress levels are increasing due to domestic disharmony, materialistic aspirations and degenerating work ethics. There is need to optimize happiness in life by a fine balance between life, enjoyment and work. The ratio of each one is entirely individualistic and needs to be established by one self. Excess of one beyond a point diminishes other drastically and overall happiness is not optimized. Therefore balancing employees choices is the dire need in the circumstances, i.e. gaining and maintaining our wants and needs in all areas of life. There is great happiness in being balanced.