



Balancing the See-Saw of Work Life In Textile Industries with Special Reference to link up Textile Private Limited, Chennai

KEYWORDS

Work-life balance, Human Resource, Employee satisfaction, Organization, Individual growth

S. Vasanthi

Assistant Professor, Management studies, ponjesly college of Engineering, Nagercoil-629003, Kanyakumari, District, Tamil Nadu, India

R. Shedin Chandra

Assistant Professor, Management studies, ponjesly college of Engineering, Nagercoil-629003, Kanyakumari, District, Tamil Nadu, India

S. Nickson Raj

Assistant Professor, Management studies, ponjesly college of Engineering, Nagercoil-629003, Kanyakumari, District, Tamil Nadu, India

ABSTRACT

The efficiency of any organization largely depends on the performance of its employees. There can be numerous factors that affect the performance of an employee; it can be related to work life or family life. Balancing the see-saw of work life is bound to enhance efficiency of the individual and increase their commitment levels. This article examines the work and family life relationship and analyzes the factors that hinder in balancing the work and family life.

INTRODUCTION

Happiness is not a matter of intensity but of balance, order, rhythm and harmony-Thomas Merton. Over the past few decades, a dramatic change has occurred in the labour market and demographic profiles of employees. Today's workers have many competing responsibilities such as house work, volunteering and elderly parent care and this places stress on individuals. Relative to the working environment, organizations are becoming more and more demanding in terms of output. So, every individual have to spend a major part of their productive time at work. This ever-increasing working hours, sitting for hours on end in front of the computer, lack of proper training and knowledge of the latest technology, working environment, nature of job leave the individuals with less time for themselves and to pursue their hobbies or leisure activities. This hinders the growth of the person as an individual in terms of their personal and spiritual growth.

Work life balance in an organization is essential for the smooth running and the success of its employees. Balanced nature of work enables increase in productivity and efficiency of employees. Employees become more creative and they derive more satisfaction from work. Work life and personal life are the two sides of the same coin. Both are interconnected and interdependent. It plays a vital role in human resource management and it entails attaining equilibrium between professional work and other activities, so that it reduces friction between official and personal life. It enhances efficiency and productivity of an employee. Also, enhances satisfaction in both the personal and professional lives.

REVIEW OF LITERATURE

According to Suttle, J.L (1977), "The work culture changes drastically in the recent years, the traditional concept of work to fulfill humans' basic needs are also facing out. The basic needs are continued to diversify and change according to the evolution of the work system and standards of living of a workforce. The work life balance as the degree to which work are able to satisfy important personal basic needs through their experience in the organization is no longer relevant". Swanson, W., Power, K.G., Simpson, R.J (1998) stated that "The threat of imbalance in work and non-work life has implications not only on the employees but also on organizations, government and society". Beukema L (1987) describes "Work life balance as the degree to which employees are able to shape their jobs actively, in accordance with their options, interests and needs. It is the degree of power an organization gives to its employees to design their work. That means that the individual employee has the full freedom to

design his job functions to meet his personal needs and interests". Kofodimoss (1933) stated that "Work life balance is a satisfying, healthy and productive life that includes work, play and love; that integrates a range of life activities with attention to self and to personal and spiritual development; and that express a person's unique wishes, interest and values". Porter & Ayman (2010) said that, "A big stressor for many employees is a lack of balance between work and family tasks. Some employees may not be able to participate in family life or other personal activities. There is simply no time during the work day to attend to personal or family related matters. This stress can lead to job dissatisfaction, lower organizational commitment and, in the worst case, an intention to quit".

SIGNIFICANCE OF THE STUDY

Nowadays, long working hours and over work load is the common phenomenon in organizations. Workers are not only working in office but also in their lunch time, home and holiday. Heavy workload and high working pressure creates an imbalance between personal life and work life. It is very important that all the organizations should have work life balance to achieve their personal and professional goals. Work life balance can bring a huge transformation at the organizational and individual levels. It helps an organization to inherently build a strong value system, which is attributed to the work life balance enjoyed at the employee level. This paper will be useful to know about the implications of work-life imbalance and also useful to understand the relationship between work and family life of workers.

OBJECTIVES

1. To measure work life balance among the workers of Link Up Textile Pvt. Ltd
2. To understand work life relationship of workers.
3. To understand family life relationship of workers.
4. To identify the factors that hinder in balancing the work and family life

SAMPLING

The study was confined to Link Up Textile Private Ltd, Chennai and the type of sampling adopted for the study was Probability sampling and the technique used to select the sample for this study was Simple Random Sampling and 115 production workers were selected for the study.

SOURCES OF DATA COLLECTION

The study was based on both Primary and Secondary data. The Primary data were collected through personal interview

method with the help of Questionnaire and the Secondary data were collected through Books, Journals and Websites.

TOOLS USED FOR ANALYSIS

The analysis was made using Simple Percentage, Weighted Average, Henry Garrett Ranking Technique and Chi-Square test was used to know the significance of the study.

ANALYSIS AND INTERPRETATION

TABLE 1: PERSONAL PROFILE OF THE RESPONDENTS

| Description | Frequency | Percentage |
|-------------------------|-----------|------------|
| Age | | |
| less than 20 | 11 | 9.6 |
| 20-30 | 47 | 40.9 |
| 30-40 | 38 | 33 |
| above 40 | 19 | 16.5 |
| Marital Status | | |
| Single | 86 | 74.8 |
| Married | 29 | 25.2 |
| Nature of family | | |
| Joint family | 26 | 22.6 |
| Nuclear Family | 89 | 77.4 |
| Work shifts | | |
| day shift | 39 | 34 |
| Night shift | 28 | 24.3 |
| Alternative | 48 | 41.7 |

Source: Primary data

INFERENCE

It can be inferred from the Table I that 40.9% of the respondents are in the age level of 20-30years, 33% of the respondents are in the age level of 30-40 years, 16.5% of the respondents are above 40 years. 9.6% of the respondents are less than the age of 20. 74.8% of the respondents are not married and 25.2% of the respondents are married. 77.4% of the respondents are in nuclear family and 22.6% of the respondents are in joint family. 41.7% of the workers are working in the alternative shift. 34% of the respondents are working in the day shift and 24.3% of the respondents are working in the night shift.

TABLE 2: WORK LIFE RELATIONSHIP

| FACTORS | VG | G | N | P | VP | WA |
|------------------------------------------------------|----|----|----|----|----|------|
| Encouragement towards work | 16 | 31 | 47 | 14 | 7 | 3.30 |
| Respect given by superior | 19 | 31 | 51 | 8 | 6 | 3.42 |
| Rules and procedures | 13 | 41 | 48 | 9 | 4 | 3.43 |
| Opportunities to use of the abilities and experience | 31 | 42 | 28 | 9 | 5 | 3.73 |
| Nature of job | 15 | 43 | 20 | 28 | 9 | 3.23 |
| Importance of workers suggestions | 14 | 16 | 31 | 39 | 15 | 2.78 |
| Implementation of changes | 11 | 27 | 48 | 16 | 3 | 2.97 |
| Feedback given by the superior | 9 | 26 | 54 | 19 | 7 | 2.94 |
| Welfare facilities | 11 | 29 | 31 | 38 | 6 | 3.08 |
| Deadlines and schedules | 19 | 29 | 43 | 16 | 8 | 3.30 |

Source: Primary data

VG- Very Good, G- Good, N- Neither good nor bad, P- Poor, VP- Very Poor; WA-Weighted Average

INFERENCE

From the above table, the weighted average value 3.73 shows that opportunities to make use of their ability and experience are very good. The factors like Rules and procedures (3.43), Respect given by superior (3.42), Encouragement towards work (3.3), Deadlines and schedules (3.30), Welfare facilities (3.08), Nature of job (3.23), Implementation of changes (2.97). Feedback given by the superior (2.94) and Importance of workers suggestions (2.78) are neither good nor bad.

TABLE 3: FAMILY LIFE RELATIONSHIP

| FACTORS | SA | A | N | DA | SDA | WA |
|------------------------------------------------------------------------------|----|----|----|----|-----|------|
| You can spend time with friends | 6 | 13 | 31 | 58 | 7 | 2.59 |
| You can spend time for other leisure activities | 6 | 13 | 17 | 59 | 20 | 2.35 |
| You can take care of family obligations | 7 | 12 | 16 | 68 | 12 | 2.42 |
| You can spend adequate time with children | 5 | 15 | 12 | 63 | 20 | 2.32 |
| You can attend all the functions in your family | 7 | 8 | 26 | 57 | 17 | 2.4 |
| You are getting adequate leave to refresh your mind | 9 | 7 | 13 | 59 | 27 | 2.23 |
| You can openly discuss issues related to your family life with your superior | 7 | 11 | 13 | 67 | 17 | 2.34 |
| The organisation gives importance to your family life | 17 | 21 | 29 | 38 | 10 | 2.97 |

Source: Primary data

SA- Strongly Agree, A-Agree, N- Neither agree nor disagree,

DA- Disagree, SDA- Strongly Disagree; WA-Weighted Average

INFERENCE

The weighted average value of the following factors like Giving importance to their family life (2.97), and Spending time with friends (2.59) are neither agree nor disagreed by the respondents. The factors like Take care of family obligations (2.42), Attending all the functions in their family (2.4), Spending time for other leisure activities (2.35), Freedom to discuss the issues related to work life with their superior (2.34), Spending time with children (2.3), Getting adequate leave to refresh their mind (2.23) shows the disagreement level of the respondents.

TABLE 4: REASON FOR WORK LIFE IMBALANCE

| Factors | Total score | Mean score | Rank |
|---------------------------------|-------------|------------|------|
| Long work hours | 5085 | 44.21 | VII |
| Over Workload | 6605 | 57.43 | V |
| Compulsory over time | 6626 | 57.62 | IV |
| Weekend work | 5878 | 51.11 | VI |
| Shift work | 7112 | 61.84 | II |
| Negative attitude of managers | 7286 | 63.36 | I |
| Negative attitude of colleagues | 7097 | 61.73 | III |
| Poor career development | 4901 | 42.62 | VIII |
| Source: Primary data | | | |

INFERENCE

It could be seen from the above table that Negative attitude of managers was ranked first with a score of 63.36. Shift work 61.84 was the second reason for work life imbalance. Negative attitude of colleagues (61.7) was ranked as the third, over work load (57.62) was ranked as fourth, compulsory over time (57.43), Week end work (51.11), Long work hours (44.22), Poor career development (42.61) were the next reasons for work life imbalance.

TABLE 6: RELATIONSHIP BETWEEN PERSONAL VARIABLE AND WORK LIFE BALANCE

| Personal Variables | Calculated value | Degrees of Freedom | Table Value |
|----------------------|------------------|--------------------|-------------|
| Marital Status | 9.394 | 4 | 9.488 |
| Nature of Family | 4.413 | 4 | 9.488 |
| Work shifts | 35.492 | 8 | 15.507 |
| Source: Primary data | | | |

INFERENCE

From the above table it is identified that there is no association between the personal variables like marital status, nature of family and work life balance. It was identified that there was an association existed between work shifts and work life

balance.

FINDINGS

- 40.9% of the workers are in the age level of 20-30 years
- 74.8% of the workers are not married
- 77.4% of the respondents are in nuclear family
- 41.7% of the workers are working in the alternative shift
- The weighted average value 3.73 shows that opportunities to make use of their ability and experience towards job are very good.
- The weighted average value of the following factors like Giving importance to their family life (2.97), and Spending time with friends (2.59) are neither agree nor disagreed by the respondents.
- Garrett ranking technique found that Negative attitude of managers (63.36) was the first reason of work life imbalance.
- Using chi-square test it was identified that there was an association existed between work shifts and work life imbalance.

CONCLUSION

After a comprehensive analysis of the various aspects of work life balance, it can be concluded that the workers family life relationship is in the average level. Juggling between the obligations towards the families and expectations of the organization can have serious implications on the life of an individual. Therefore, it is important for employees to maintain a healthy balance between work and their private lives. A happy and healthy employee will give better turnover, make good decisions and positively contribute to the organizational goal. An assured good work life balance will not only attract young and talent persons and also used to retain the existing experienced talent.

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