



A STUDY ON WORK-LIFE BALANCE OF EMPLOYEES IN TEXTILE INDUSTRY

*Reshma Sathian*¹, *Dr. S Uma Maheswari*²

¹Student, School of Management Studies, Sathyabama Institute of Science and Technology, Chennai-600119 reshdass98@gmail.com

²Assistant Professor, School of Management Studies, Sathyabama Institute of Science and Technology, Chennai-600119

ABSTRACT

“Work-Life balance is the most important part of human resource management which continuously receive increasing attention from employees, organizations, policy makers and their representatives. Work-life balance refers to the balance between an individual’s professional life and their personal life.” It involves having the capacity to balance and prioritize responsibilities between work and other aspects of life which includes family, friends, passions and the well-being of oneself. The goals of this study were to identify the demands that employees must juggle between their personal and professional lives and to assess how satisfied they were with their work-life balance. The primary data was collected from 122 employees in Textile industry. The survey collected data on employee’s work schedule, work-related stress, family responsibilities and leisure time activities. The results showed that textile industry employees experienced moderate work demands and high family demands. Employees reported high level of work-related stress, long working hours and lack of flexibility. Based on the findings from the study, it is suggested that the textile industry should implement policies and programs that support employees' work-life balance, such as flexible work arrangements leisure activities, and family-friendly policies.

Keywords: Work-Life Balance, Well-Being, policy, Satisfaction

INTRODUCTION

Work-life balance the state of equilibrium between a person's professional and personal responsibilities at home. To avoid overworking, oversteering, or burning out, it requires establishing a balance between family, friends, and personal or professional commitments. For people to experience a happy and fulfilling life, achieving work-life balance is essential since it can boost output, contentment, and general well-being. Because of new technologies, longer workdays, and the globalization of the labour, maintaining a balance is getting harder. “The degree to which employees of a company can fulfil their personal needs as a result of working there is the quality of work life. Element such as job performance, job happiness, labour turnover, labour management relations, and other aspects of quality of life at work have a significant impact on the overall health of any industrial organization.” Organizations in the current economic climate are under pressure to increase productivity and require workers with better work-life balance since these workers will make more significant contributions to the development and success of their organizations. For a better work-life balance of employees, it is necessary to group little tasks into bigger units of achievement. Jobs need to be redesigned to be more fulfilling. Introduction of career planning, counseling is helpful to meet the expectations of the employees to achieve their goal. The principles of justice, fairness, and equity should be applied to all processes, including disciplinary actions, grievance proceedings, promotions, transfers, job assignments, and leave.

PROBLEM STATEMENT

The textile industry is an important sector that has a big impact on the economies of many nations. However, the business is frequently linked to long hours, a heavy workload, and low pay, which can result in workers having a poor work-life balance. The increased need for seasonal labor in the textile industry also creates uncertain job and economic insecurity. It can be difficult for workers in the textile sector to strike a healthy work-life balance for a variety of reasons. Employees may have limited time for personal or family life as a result of long working hours, rigid production schedules, and excessive workload. Stress, burnout, and decreased productivity may result from this, which eventually has an impact on the bottom line of the business. Overall, the textile sector faces a huge problem in attaining a good work-life balance, one that demands the attention of industry stakeholders and governments. By tackling these issues, the sector can raise productivity, enhance sustainability overall, and improve employee well-being.

NEED FOR THE STUDY

The textile industry is a labor-intensive field that necessitates lengthy workdays and frequently places workers in strenuous circumstances. Therefore, it is crucial for their wellbeing to understand how this industry's personnel balance their professional and personal lives. The economy of many nations is

significantly influenced by the textile sector. Examining the work-life balance of people in this sector can help identify ways to enhance working conditions and general productivity, which will boost the economy.

OBEJECTIVES OF THE STUDY

1. To study on the work-life balance of the employees in textile industry.
2. To identify the importance of work life balance.
3. To analyse the barriers for employees to achieve Work life balance.
4. To examine the factors that impact the work life of employees.
5. To suggest outcome solution for balanced working environment.

REVIEW OF LITERATURE

1. Chen, T.H., (CH, 2022)- The systematic review brought attention to the difficulties that hospitality workers have in establishing work-life balance because of the nature of their employment, which includes long working hours, erratic scheduling and heavy workload. The authors suggested that in order to improve worker's work-life balance and well-being in the hospitality sector, employee-driven methods are needed such as time management techniques, self-care routines and training in work-life balance awareness.

2. I. Ullah and M.U. Rahman (Ali, 2022)- The study comes to the conclusion that work-life balance has a favorable impact on worker performance, resulting in higher output, job satisfaction, dedication and retention. According to the suggested framework, business should adopt rules and regulations that support work-life balance, like flexible scheduling, encouraging management and employee health initiatives. This could result in a win-win situation for the organizations and the workers in terms of work-life balance and productivity.

3. Vani Haridasan and Kavitha Muthukumaran (v & k, 2021)- The study highlighted several factors affecting the work-life balance of women during COVID-19 pandemic. Work performance and individual well-being is the most important factors of society. The study found that organizations must harmonize policy, leisure programs, work dispersal and job rotation within the company for an employee- friendly remote work experience improves employee working conditions, efficiency and productivity.

4. Amarchand. S and S. Umamaheswari (S & S, 2021)- The study concluded that reducing stress level is the primary responsibility of employees and organizations. During COVID-19, working at home reduced the stress level of IT employees, banking and education sector. Most employees were capable of managing their stress, but some required guidance from their organizations. Overall, the study concludes that most employees have a good work-life balance, but some measures need to be implemented by organizations to manage stress for employees.

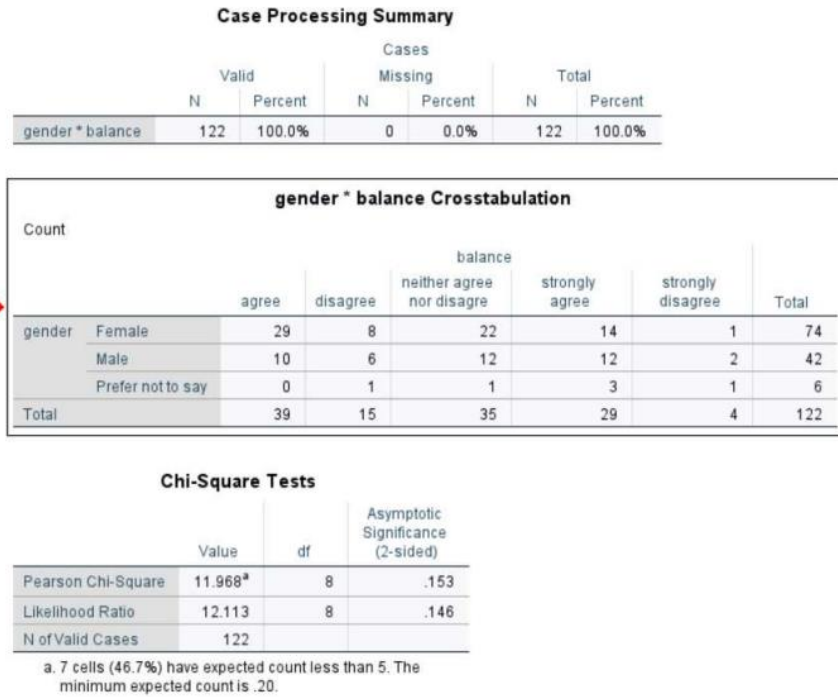
5. Tripti., et. al., (t & S, 2020)- The study found that the importance of Quality Work Life for efficient organization and individuals. The development of work-related competencies at the working environment through well-defined human resource practices of the organization.

RESEARCH METHODOLOGY

- **Research Design:** The research topic uses a descriptive research design.
- **Sampling Technique:** Convenience Sampling Method is used in this study.
- **Sources of Data:** Primary data through survey questionnaire is done from employees in textile industry, Chennai.
- **Sample Size:** Sample size of 122 employees working in textile industry, Chennai.
- **Study Period:** The research was conducted from January to March 2023.
- **Analytical Tools:**
 - Chi-Square test
 - Correlation
 - Independent T-test

RESULT ANALYSIS AND DISCUSSION

CHI-SQUARE



a.7 cells (46.7%) have expected count less than 5. The minimum expected count is .20.

Since p value (0.153) is greater that 0.05 at 5 percent level of significance, the null hypothesis is accepted and alternate hypothesis is rejected. Hence it is proved that there is no significance difference between the gender and work life balance of the employees.

Fig. 1 – CHI-SQUARE TEST

CORRELATION

CORRELATIONS			
		Age	Stress Level of Employees
Gender	Pearson Correlation	1	.252**
	Sig. (2-tailed)		0.005
	N	122	122
Fulfilling Personal life& responsibilities	Pearson Correlation	.252**	1
	Sig. (2-tailed)	0.005	
	N	122	122

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

Inference:

The alternative hypothesis (H1) is accepted. The p-value is less than the alpha value (0.05) at 0.005. As a result, there is a connection between employee age and stress level.

T-TEST:

H0 (Null Hypothesis): There is no significant difference between Family Life Interference with Work and Marital Status.

H1 (Alternate Hypothesis): There is a significant difference between Family Life Interference with Work and Marital Status.

INDEPENDENT SAMPLE TEST							
		Levene's Test for Equality of Variances		T-Test of Equality of Means			
		F	Sig.	T	Df	Sig. (2-tailed)	Std.Error Difference
Family Life Interference with work	Equal variances assumed	14.363	0.000	-3.413	122	0.001	0.220
	Equal variances not assumed			-3.507	121.398	0.001	0.214

Inference:

The p-value is 0.001 which is lesser than the alpha value (0.05), hence alternate hypothesis (H1) is accepted. Therefore, there is a significant difference between family life interference with work and marital status.

LIMITATIONS OF THE STUDY

- The study is confined only to textile industries in Chennai.
- The study may be limited by self-report bias.
- Participants might have felt pressured to report their work-life balance as positive.

SUGGESTIONS

- More assistance should be given to workers who have childcare duties, such as flexible work schedules or leave policies.
- Improve job stability to ease employees' stress and worry.
- Offer staff ways to unwind and unwind, such wellness programs or counseling services.
- Encourage managers to encourage and recognize employees' requirements for a work-life balance.
- To entice and keep employees, provide perks and pay that are competitive.

CONCLUSION

In conclusion, maintaining a healthy work-life balance is essential for the wellbeing of workers in the textile sector. Employers must put their employees' mental and physical health first because the textile business is a demanding and difficult field. Workplaces that value work-life balance tend to have happier, more productive, and longer-lasting employees. Among the most important recommendations for enhancing work-life balance are the establishment of flexible work arrangements, the reduction of workload, providing chances for training and growth, and encouraging open communication. Employers can also promote self-care habits, provide generous leave policies, and address gender discrepancies. Employers in the textile sector must make investments in the welfare of their staffs in order to preserve a competitive edge in today's cutthroat business environment.

REFERENCES

1. Ali, M. U. (2022). The impact of work-life balance on employee performance. *Journal of business research*, 55-56.
2. CH, H. (2022). Work-life balance and well-being among hospitality workers. *International Journal of Hospitality Management*, 102.
3. S, A., & S, U. (2021). Impact of COVID-19 on work life balance of employees in India. *Journal of human behavior in the social environment*, 538-547.
4. t, T., & S, C. (2020). Quality of work-life and its dimensions. *Journal of Critical reviews*, 853-858.
5. v, H., & k, M. (2021). women's work-life balance during covid-19. *Indian journal of labour economics*, 595-61.