



## An Analytical Study on Women Employees' Work Life Balance in Garment Industries at Tirupur City.

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### ABSTRACT

Work Life Balance of working women employees is gaining a domain importance in the current scenario. There are various fundamental changes occurring in the structure of work and family roles to women into workforce and that leads to increase in the basic roles and responsibilities of a working women. Family work conflict and work family conflict are most influencing factors in the work and family environment. In spite of extensive researches in work life policies for women in various organisations, the current study focuses on the awareness of work life balance, Organisational Effectiveness of Work Life Balance and Impact of Work Life Balance of women employees in Tirupur city.

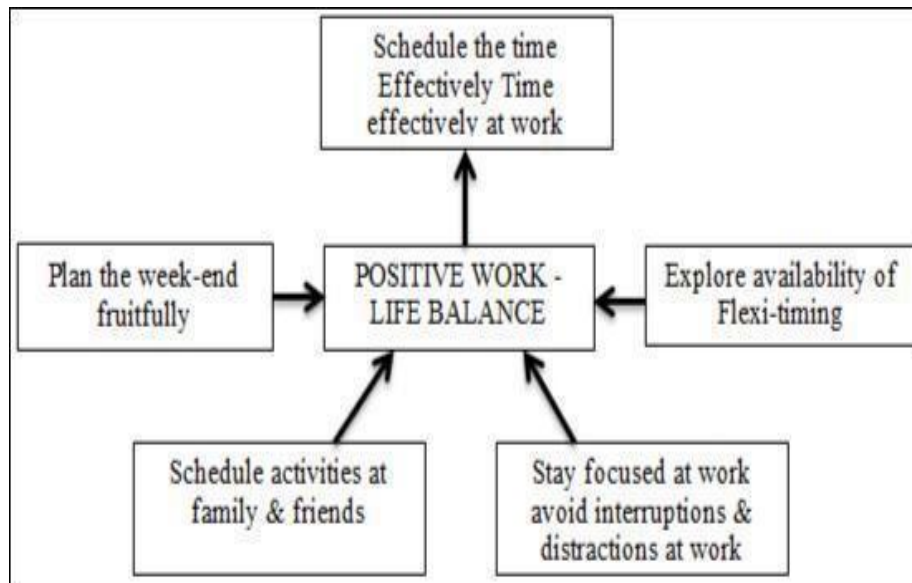
**Keywords:** Impact of Work Life Balance, Work Environment, Family Environment.

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### I. INTRODUCTION

Our Indian Culture is always a regard towards the development of women. Women are undergoing a rapid change due to the development of modernization. Indian women's have entered into the concept of working women in all the disciplines that are equal to men. Women are exploring themselves in the major fields of Education, Medicines, Entrepreneurs and other professional area. This shows a positive growth in the equalization in the developing economy. The roles and responsibilities of the women is gradually increasing day by day to balance their working environment and family environment in an effective manner. So, the study of work life balance of women employees is always an evergreen one which results with the new aspects related to working women employees.

Work Life Balance is one of the prime factors, where people now a days get more deviation from their basic goals and culture. Most of the external factors interrupts their work environment and family environment to lose their importance of life and ethics of life in the current era. Work life balance is the process of playing multiple roles on facing various issues and challenges, to overcome with the well being of a professional woman, various implications regarding the work and family performance and to play a basic role of women in the society. Balancing of work and family environment is the basic target of working women employees. It is also necessary with practice; one can improve her resilience and hopefulness by acquiring positive thinking skills to balance work life. It is required basically that one should take a stand for what she intends to accomplish and to restore the work life balance.



### **Work LifeBalance Theories**

#### **StructuralFunctionalism Theory**

This theory is one of the oldest theories which can be traced back to the early 20th century, the era where industrial revolution leading way to separating economic work from the personal life. The 19th century's technological advancements in machinery and manufacturing have contributed in the early stages which was a main reason for separation of work from family. Structural-functionalism acts as one of the important sociology-based theories of the early 20<sup>th</sup> century. It was largely influenced from the industrial revolution and the changes in the social role of men and women during this particular period. The theory implies that every individual has two phases in their life: productive life which is referred as a part of work which helps to produce a service and emotional life which is at home and time spent for oneself, parents, leisure, child care etc. Structural functional theory has an impact of fundamental parting between work and families.

#### **Compensation Theory**

Compensation theory of work life balance describes the efforts intended countering unhealthy experiences in one major part through increased efforts for hopeful experiences in another domain.

#### **Resource Drain Theory**

According to resource drain theory individuals to transfer limited number of available resources to check balance between work and life from one domain to another to make use of resources which are available like time, money and attention. Individuals also can also move the resources to other domains which are not related to family and work, such as community or personal pursuits (Edwards and Rothbard, 2000).

#### **Spill Over Theory**

The spill over theory proposes the famous relationship between work and family. Many researchers suggest that the workers carry their emotions, feelings, depression etc from work life to office life or vice versa (Belsky 1985). Spill over is conscious to be one of two types, they are positive or negative. Spill over considers different dimensional aspects of work and family relationship. Positive spill over refers as the satisfaction and achievement in one stream which may bring along the satisfaction and achievement in another stream. Negative spill over on the other side refers to the problems and despair in one domain which may bring along the same emotion into another domain (Xu, 2009).

#### **Work Enrichment Theory**

According to enrichment theory, an individual's experience in one role that is either on work or family will enhance the quality of life in the other role. In other words, this model tries to explain the positive relationship in work- family relationship. Enrichment theory thereby refers to the degree to which experiences from instrumental sources (skills, abilities, values) or affective sources (mood, satisfaction) improves the quality of the other domain (Morris and Madsen, 2005). Zedeck and Mosier (1990) describes the enrichment theory as the tool to characterize the nation, it means that the good outcome at work-place leads to good personal life outcomes or vice versa.

### **Border Theory**

Clark (2000) presented a work/life border theory as a new dimensional theory about work life balance. Clark opinion is that each individual person role takes place within a specific domain of life and these domains are separated by emotional ortemporal etc. The theory discussed about the issue of "crossing borders between the domains of life, especially domains of work and home.

### **Integration Theory**

Integration theory considers the large scope of a healthy system of flexible boundaries between work and life can engage i n work life and community life domains (Clark2000) The famous writerGoogins (1997)hasbelievedthatphilosophyapproach towork and family which includes all parties and responsibility which is shared will yield better results in both domains than solution shaped in isolation.

### **STATEMENT OF THE PROBLEM**

In Modern era, women career is getting continuous challenge by increasing the demands at the work environment. The day is filled with the responsibilities and commitments involved in both work place and at home. Majority of the women employees find it very difficult to balance their work and family, because of stress and other related factors. There are certain factors that affect and disturb women in processing work life balance in the form of increased stress complaints, depression, lower mental health, family conflicts etc in the family environment and for the work environment such as decreased job satisfaction, work commitments, productivity, employees disengagement and increased absenteeism and turn over intention. As an individual, the women employees fail to co-operate and co-ordinate with the family environment and work environment. Hence work life balance is very important for the women employees to perform better in family and work environment. Therefore, it is necessary to understand.

1. What are the various theoretical concepts of Work Life Balance, its causes and impacts?
2. What are the different environments that are related with the women employees at garment industries in Tirupur District?
3. What are influencing factors that are related with the work life balance of women employees at garment industries in Tirupur District?
4. What is the relationship between work family conflict and family work conflict among women employees at garment industries in Tirupur District?
5. Which are the variables that creates impact of work life balance and satisfaction of women employees in garment industry in Tirupur District?

All these problems have been taken into course of action to understand the work life balance of women employees in garment industry in Tirupur District It has been strongly feltthat properawarenessisto be givenforthe women employees to balancethe work and family environment. It not only creates good environment but it is also associated with the individual wellbeing of the nation.

### **OBJECTIVES OF THE STUDY**

1. Toknowthe awarenessof worklifebalance amongwomenemployees inTirupurCity.
2. To understand the impact of work life balance among women employees in Tirupur City.

### **LIMITATIONS OF THE STUDY**

- This covers only Tirupur city alone.
- Tools used are not adequate to validate the full-fledged results.

## **II. RESEARCH METHODOLOGY**

**DATA COLLECTION:** The present study is based on primary data which was collected using questionnaire method.

**SAMPLESIZE:** 150.

**STATISTICAL TOOLS:** Percentage analysis & Chi-square analysis.

**AREA OF THE STUDY:** Tirupur City.

**SAMPLING TECHNIQUE :** Simple random technique.

### III. Results & Discussions Percentage Analysis

| S.No | Particulars                                    | Factors              | Respondents | %  | Total |
|------|--|----------------------|-------------|----|-------|
| 1    | Age  | Below 25             | 30          | 20 | 150   |
|      |  | 26-35                | 50          | 33 |       |
|      |  | 36-45                | 46          | 31 |       |
|      |  | Above 45             | 24          | 16 |       |
| 2    | Education                                      | School level         | 36          | 24 | 150   |
|      |  | Degree Level         | 49          | 32 |       |
|      |  | Post Graduate level  | 34          | 23 |       |
|      |  | Professional         | 31          | 21 |       |
| 3    | Monthly Income                                 | Up to ₹10,000        | 45          | 30 | 150   |
|      |  | ₹10001 - ₹20000      | 55          | 37 |       |
|      |  | More than ₹ 20000    | 50          | 33 |       |
| 4    | Savings  | Up to ₹ 5000         | 53          | 35 | 150   |
|      |  | ₹ 5000 – 15000       | 51          | 34 |       |
|      |  | More than ₹ 15000    | 46          | 31 |       |
| 5    | Occupation                                     | Self Employed        | 34          | 23 | 150   |
|      |  | Private Employees    | 50          | 33 |       |
|      |  | Government Employee  | 31          | 21 |       |
| 6    | Number of Children's in the Family             | More than 2 Children | 63          | 42 | 150   |
|      |  | 1 / 2 Children/s     | 51          | 34 |       |
|      |  | No Children          | 36          | 24 |       |
| 7    | Awareness Work Life Balance                    | Strongly Agree       | 27          | 18 | 150   |
|      |  | Agree                | 45          | 30 |       |
|      |  | Neutral              | 30          | 20 |       |
|      |  | Disagree             | 23          | 17 |       |
| 8    | Organisational Effectiveness Work Life Balance | Strongly Agree       | 20          | 14 | 150   |
|      |  | Agree                | 19          | 12 |       |
|      |  | Neutral              | 50          | 33 |       |
|      |  | Disagree             | 40          | 26 |       |

### Chi-Square Analysis

| Hypothesis   | Category   | Chi – Square Test Value | Result of Null Hypothesis |
|--------------|--|-------------------------|---------------------------|
| Hypothesis I | H0: There is No Significant Relationship between Demographic Factors and Awareness of Work Life Balances                   | 0.232                   | Accepted                  |
|              | H1: There is a Significant Relationship between Demographic Factors and Awareness of Work Life                             |                         |                           |
| Hypothesis I | H0: There is No Significant Relationship between Demographic Factors and Organisational Effectiveness on Work Life Balance | 0.809                   | Accepted                  |
|              | H1: There is a Significant Relationship between Demographic Factors and Organisational Effectiveness on Work Life Balance  |                         |                           |
| Hypothesis I | H0: There is No Significant Relationship between Demographic Factors and Impact of Work Life Balance                       | 0.167                   | Accepted                  |
|              | H1: There is a Significant Relationship between Demographic Factors and Impact of Work Life Balance                        |                         |                           |

\*Significant @ 5% Level

### IV. FINDINGS

#### Simple Percentage

- Majority 33% of the respondents come under the age category of 26 years to 35 Years.
- Majority 32% of the respondent's education is up to the Graduate Level.
- Majority 37% of the respondents Monthly Income is between ₹ 10001 to ₹ 20000.
- Majority 35% of the respondent's savings is up to ₹ 5000.
- Majority 33% of the respondent's Occupation is Private Employees.
- Majority 42% of the respondent's children in the family is More than 2 Children's.
- Majority 30% of the respondents say agree for their Awareness on Work Life Balance.
- Majority 33% of the respondents say Neutral for Organisational Effectiveness of WLB.
- Majority 27% of the respondents say Agree for their Impact of Work Life Balance.
- Majority 33% of the respondents say Neutral for Satisfaction level of Women Employees.

#### **Chi-Square Analysis**

- There is No Significant Relationship between Demographic Factors and Awareness of Work Life Balance.
- There is No Significant Relationship between Demographic Factors and Organisational Effectiveness on Work Life Balance.
- There is No Significant Relationship between Demographic Factors and Impact of Work Life Balance.

#### **V. SUGGESTIONS**

Employees should be given proper counseling to manage their family and work environments in an effective manner. Organizations should focus on engaging their working women employees through formal and informal meetings and to make them aware of work life balance. Management can offer working schedules in working hours and make them to work effectively in scheduled working hours to improve employee performance, employee productivity and employee satisfaction. That shows a positive improvement in the organisational effectiveness on work life balance. Organisations can introduce child care, adult care facilities for working women employees and can also organise programmes like Family day out, Trips and tours to create a good Impact and satisfaction of women employees in the organization.

#### **VI. CONCLUSION**

Work Life Balance is increasing its importance in day to day life. It becomes very important to women employees where they undergo and redesign their career path to handle the roles of family environment at the same time to take her responsibilities of work environment. Organisation should make an effort to implement work life policies and welfare measures to women employees, because there is need to the organisation to concentrate on working environment, job satisfaction, family support, working hours, work performance, productivity etc. to the growth and development. Therefore, work life balance has become necessary one to the organisation which results with good benefits and success. It is very clear from the study that organisations have to formulate work related guidelines to attain job satisfaction and that increases employee performances and Satisfaction. Work life balance to women employee helps and guide to achieve family work balance