

A STUDY OF WORK LIFE BALANCE OF EMPLOYEES WITH REFERENCE TO A GARMENT INDUSTRY- UNIT

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Abstract

Work-life balance can be defined as the perfect integration between work and life both not interfering with each other. To avoid delays and failures, employees are working hard and giving their heart and soul to achieve work-life balance which is creating an enormous pressure on them and hence they are forced to finish their jobs irrespective of time limit. In this study, Work-life balance of employees in garment industry, opinions about various aspects of work-life and demographical features are to be studied. Statistical tools such as simple percentage, cross tabulation, ANOVAs have been used.

Key words: Work-life balance, Garment industry employees

Work-Life Balance

Work-life balance is about the interaction between paid work and other activities, including unpaid work in families and the community, leisure, and personal development. Work-life balance is about creating a productive work culture where the potential for tensions between work and other parts of people's lives is minimized. This means having appropriate employment provisions in place, and organizational systems and supportive management underpinning them. Work-life balance for any one person is having the 'right' combination of participation in paid work (defined by hours and working conditions), and other aspects of their lives. This combination will not remain fixed, but may change over time. Stevens et al argue that the take-up of flexible working, particularly part-time working, is limited by employee concern for job security, career prospects and feasibility for the implementation of certain practices (e.g. the job won't allow it). Furthermore, research has shown that managers can underestimate the skill and commitment of part-time employees and under-utilize them. Part-time workers also miss out on training opportunities. This has implications for long-term career opportunities and financial prospects. The manufacturing facilities of the garment industry consists of

knitting, sewing and elastic units situated in 10 acres of land at Tiruppur. This garment industry has a workforce of 1,500 workers at their plant and 150 administration staff to handle the companies operation.

Literature Survey

Woods, D. (2011)^[1] in his article titled, "Work Life balance: Global Survey reveals differences between what employers say and do" Focus on the issue of work life balance and leadership, Managers in the US, UK and Germany believe that employee health and well being practices are important as a policy issue, but disagree when asked about their personal opinions of the practices

Dan forth S. (2011)^[2] in their article titled, "Leaders recognize to stress" Focus on the issue of work strain. More leaders today know that employee stress declines in productivity and performance. Only individual level practices used to be utilized to reduce employee strain, but now it is seen as a more macro-level issue. Leaders need to learn how to recognize strain in their employees and then help their subordinates deal with their strain.

Jennifer and Susan (2010)^[3], in their research, found that the part-time managers of the sample chosen in the study held varied careers

while working full-time, but careers stalled once a transition intensively and felt frustrated with their lack of mobility and career progression while working part-time

Objectives of the study

- To study work-life balance of employees in a garment industry
- To find out the barriers for employees to achieve Work life balance.
- To study the difference, if any, between opinions about various aspects of work life balance and age, gender, marital status, experience and income.

Methodology

Participants for the study are 70 full time employees (workers) working in a garment industry, Tiruppur, Tamil Nadu India. Convenience sampling is used for the study. The study is descriptive in nature.

Measures

This Study was conducted using a self administered questionnaire and statistical tools to analyze the response. The questionnaire was of Likerts five point scale. Various statistical tools used were simple percentage analysis, cross tabulation and ANOVA.

Analysis and Discussion

Table 1: Sample Percentage: Classification on the basis of Age

S.NO	AGE	NO OF RESPONDENTS	PERCENTAGE (%)
1	Below 25 years	8	11.4
2	25-35 years	31	44.3
3	36-45years	17	24.3
4	46-50 years	11	15.7
5	Above 50 years	3	4.3
	TOTAL	70	100.0

Inference: From the above table it is found that a maximum of 44.3% of the respondents are in the age group of 25-35 years and followed by 24.3% of the respondents are in the age group of 36-45 years, 15.7% of the respondents are in the age group of 46-50 years, 11.4% of the respondents are below 25 years and 4.3% are 50 years and above respectively.

Table 2: Sample Percentage: Classification on the basis of Gender

S.NO	GENDER	NO OF RESPONDENTS	PERCENTAGE (%)
1	Male	46	65.7
2	Female	24	34.3
	TOTAL	70	100.0

Inference: From the above table it is found that 65.7% of the respondents are male while 34.3 % of the respondents are female.

Table 3: Sample Percentage: Classification on the basis of marital status

S.NO	MARITAL STATUS	NO OF RESPONDENTS	PERCENTAGE (%)
1	Married	41	58.6
2	Unmarried	29	41.4
	TOTAL	70	100.0

Inference: From the above table it is found that 58.6% of the respondents are married and 41.4% of the respondents are unmarried.

Table 4: Sample Percentage: Classification on the basis of work experience

S.NO	EXPERIENCE	NO OF RESPONDENTS	PERCENTAGE (%)
1	Below 5 years	8	11.4
2	5-10 years	32	45.7
3	11-15 years	16	22.9
4	16-20 years	12	17.1
5	Above 20 years	2	2.9
	TOTAL	70	100.0

Inference: From the above table it is found that 45.7% of the respondents have 5-10 years of experience, while 22.9% of the respondents have 11-15 years of experience, 17.1% of the respondents have 16-20 years of experience, 11.4% of the respondents have experience of below 5 years and 2.9% of the respondents have experience of above 20 years.

Table 5: Sample Percentage: Classification on the basis of income

S.NO	INCOME	NO OF RESPONDENTS	PERCENTAGE (%)
1	Below Rs.8000	40	57.1
2	Rs.8001 – Rs.15000	16	22.9
3	Rs.15001 – Rs.20000	8	11.4
4	Above 20000	6	8.6
	TOTAL	70	100.0

Inference: From the above table it is found that 57.1% of the employees income is below Rs.8000, 22.9% employees income are between Rs.8001-Rs.15000, 11.4% employees are between Rs.15001-Rs.20000 and 8.6% employees income are above Rs.20000 respectively

Table 6: Simple percentage: Classification on the basis of problem solving

S.NO	OPINION	NO OF RESPONDENTS	PERCENTAGE (%)
1	Strongly Agree	7	10.0
2	Agree	32	45.7
3	Neutral	19	27.1
4	Disagree	7	10.0
5.	Strongly Disagree	5	7.1
	TOTAL	70	100.0

Inference: From the above table it is found that 45.7% of the employees agree that their job environment is focused on problem solving instead of fault finding, 27.1% employees are in neutral, 10% employees disagree and also and 7.1% employees strongly disagree.

Table 7: Simple Percentage: Classifications on the basis of Work Load

S.NO	OPINION	NO OF RESPONDENTS	PERCENTAGE (%)
1	Strongly Agree	10	14.3
2	Agree	15	21.4
3	Neutral	24	34.3
4	Disagree	16	22.9
5	Strongly Disagree	5	7.1
	TOTAL	70	100.0

Inference: From the above table it is found that 34.3% of employees are in neutral that their work load is reasonable, 22.9% employees disagreed, 21.4% employees agreed while 14.3% employees strongly agree and 7.1% employees strongly disagree with the statement.

Table 8: Classification on the basis of communication with superiors

S.NO	OPINION	NO OF RESPONDENTS	PERCENTAGE (%)
1.	Strongly Agree	13	18.6
2.	Agree	31	44.3
3.	Neutral	21	30.0
4.	Disagree	3	4.3
5.	Strongly Disagree	2	2.9
	TOTAL	70	100.0

Inference:From the above table it is found that 44.3% of employees agree that their superiors clearly communicate what they expected, 30% employees are in neutral, 18.6% employees strongly agree, while 4.3% employees disagree and 2.9% employees strongly disagree.

Table 9: Cross Tabulation: Age and Gender

		GENDER		TOTAL
		MALE	FEMALE	
AGE	<25 years	3	5	8
	25-35 years	21	10	31
	36-45years	14	3	17
	46-50 years	7	4	11
	>50 years	1	2	3
TOTAL		46	24	70

Inference: The above table shows that out of the 31 employees in the age group of 25 – 35 years, 21 respondents are male and only 10 respondents are female and out of 3 employees in the age group of above 50 years 1 employee is male and 2 employee are female.

Table 10: Cross Tabulation: Experience and Income

		INCOME				TOTAL
		<8000	8001-15000	15001 - 20000	>20000	
EXPERIENCE	<5 years	5	2	0	1	8
	5-10 years	15	9	4	4	32
	11-15 years	11	3	2	0	16
	16-20 years	9	1	2	0	12
	>20 years	0	1	0	1	2
TOTAL		40	16	8	6	70

Inference: The above table shows that among 32 respondents, 15 respondents get the salary of less than Rs.8000, 9 respondents get the salary between Rs.8001 – Rs.15000, 4 respondents get the salary between Rs.15001 – Rs.20000 and 4 respondents get the salary above Rs.20000 respectively and these respondents have 5 – 10 years working experience. And among 2 respondents, 1 respondent get the salary of less than Rs.8000 and 1 respondent get the salary of above Rs.20000 and these respondents have more than 20 years working experience.

Table 11: ANOVA: Age and work Life balance of employees

AGE	SUM OF SQUARES	DF	MEAN SQUARE	F	SIGNIFICANCE
Between Groups	25.398	4	6.350	.209	.932
Within Groups	1973.973	65	30.369		
Total	1999.371	69			

Inference: The significance value of F statistic for the total score and age is .932. Since the significance value is greater than .05 it was concluded that there is no significant difference in the work life balance of employees among the respondents of different age groups.

Table 12: ANOVA : Gender and work Life Balance of employees

GENDER	SUM OF SQUARES	DF	MEAN SQUARE	F	SIGNIFICANCE
Between Groups	10.669	1	10.669	.365	.548
Within Groups	1988.703	68	29.246		
TOTAL	1999.371	69			

Inference: The significance value of F statistic for the total score and gender is .548. Since the significance value is greater than .05, it was concluded that there is no significant difference in the work life balance of employees among the respondents of different gender groups.

Table 13: ANOVA: Marital Status and Work Life Balance of employees

MARITAL STATUS	SUM OF SQUARES	DF	MEAN SQUARE	F	SIGNIFICANCE
Between Groups	75.213	1	75.213	2.658	.108
Within Groups	1924.158	68	28.296		
TOTAL	1999.371	69			

Inference: The significance value of F statistic for the total score and marital status is .108. Since the significance value is greater than .05, it was concluded that there is no significant difference in the work life balance of employees among the respondents of different marital status groups.

Table 14: ANOVA: Experience and Work Life Balance of employees

EXPERIENCE	SUM OF SQUARES	DF	MEAN SQUARE	F	SIGNIFICANCE
Between Groups	8.361	4	2.090	.068	.991
Within Groups	1991.010	65	30.631		
TOTAL	1999.371	69			

Inference: The significance value of F statistic for the total score and experience is .991. Since the significance value is greater than .05 it was concluded that there is no significant difference in the work life balance of employees among the respondents of different experience groups.

Table 15: ANOVA: Income and work Life Balance

INCOME	SUM OF SQUARES	DF	MEAN SQUARE	F	SIGNIFICANCE
Between Groups	72.334	3	24.111	.826	.484
Within Groups	1927.038	66	29.198		
TOTAL	1999.371	69			

Inference: The significance value of F statistic for the total score and income is .484. Since the significance value is greater than .05 it was concluded that there is no significant difference in the work life balance of employees among the respondents of different income groups.

Findings:

- Majority (35.7%) of the employees agree that their superior is available to them when they need help.

Findings from profile of samples

- Majority of respondents belong to the age group of 25-35 years (44.3%).
- Majority of the respondents are males in the organization (65.7%).
- Majority of the respondents are married (58.6%).
- Majority 45.7% of the respondents have 5-10 years of experience.
- Majority 57.1% of the respondents income is below Rs.8000

Findings from simple percentage:

- 6.45.7% of employees agree that their job environment is focusing on problem solving instead of fault finding.
- 34.3% of employees are neutral that their work load is reasonable.

Findings from cross tabulation

- About 31 employees are in the age group of 25 – 35 years; in that 21 respondents are male and only 10 respondents are female and out of 3 employees in the age group of above 50 years, only 1 employee is male and 2 employee are female.
- Among 32 respondents, 15 respondents get the salary of less than Rs.8000 and 9 respondents get the salary between Rs.8001 – Rs.15000 and 4 respondents get the salary between Rs.15001 – Rs.20000 and 4 respondents get the salary above Rs.20000 respectively and these respondents have 5 – 10 years working experience. And among 2 respondents, 1 respondent get the salary of less than Rs.8000 and 1 respondent get the salary

of above Rs.20000 and these respondents have more than 20 years working experience.

Findings from ANOVA

- There is no significant difference in the work life balance of employees among the respondents of different age groups.
- There is no significant difference in the work life balance of employees among the respondents of different gender groups.
- There is no significant difference in the work life balance of employees among the respondents of different marital status groups.
- There is no significant difference in the work life balance of employees among the respondents of different experience groups.
- There is no significant difference in the work life balance of employees among the respondents of different income groups.

Suggestions

- The company should take care of employees work load to balance the work life.
- Organization should consider every individual is unique and precious and should give time for their own personal needs.
- Increment should be given to the employees for balancing their work life.
- The organization should increase work life balance programs to reduce family work conflict.

Conclusion

Work-life balance is a broad concept including proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family and spiritual development) on the other. Work life balance is important and it should be improved in all the organizations. If it is not

improved it leads to poor performance, absenteeism and sick leave.

This study is mainly aimed at designing a work life balance for garment Industry Tirupur, by analyzing work and family problems faced by the employees and also overall satisfaction level of the employees.

It has been found that the organization is showing keen interest in career life of the employees and work load has been kept reasonable, by sharing the duties and responsibilities among the employees. Employees are comfortable at work place. The employees are giving an equal quantum of importance to both family and work. From this study, it was found that most of the employees are able to balance their work life and personal life.

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