



Work-Life Harmony: An Empirical Study On The Factors Influencing Work Life Balance Of Women Employees In Textile Industry In Karur

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ABSTRACT

Work-life balance for women employees has turned out to be an increasingly important topic in modern workplaces. This study attempts to identify the variables affecting women's work-life balance in the textile industry, which is recognized for its hard working conditions and historically male-dominated workforce. This study also tries to shed light on the particular difficulties experienced by women workers in achieving work-life harmony through a structured questionnaire. To understand their impact on work-life balance outcomes, important aspects such job demands, family responsibilities, organizational support, and individual coping mechanisms will be investigated. By pointing up obstacles and enablers to work-life balance and making practical suggestions, the objective of this research is to advance women employees well-being in the textile industry through organizational interventions.

Key words: Work-life balance, Women, Harmony, Textile industry.

I. INTRODUCTION

Work-life balance is becoming an increasingly important concept in today's culture, meaning that it has an influence not just on individual well-being but also on the efficiency of organisations. In sectors such as textiles, where work demands may be harsh, demanding long hours and producing high stress levels, it is vital to strike a harmonic balance between professional and personal duties. This is especially true in the case of textiles, specifically focused on women who are working in the textile sector in Karur. The findings of this study suggest that implementing flexible work arrangements and offering support services can greatly benefit employees.

The textile sector, well-known for its labor-intensive processes and stringent production timetables, is a substantial contributor to India's economy. Employers should also consider providing resources for childcare and mental health support to further assist employees in managing their personal and professional responsibilities. Additionally, fostering a culture of open communication and mutual respect can help employees feel valued and supported in both aspects of their lives.

II. STATEMENT OF THE PROBLEM

The textile industry in Karur, like many other sectors, grapples with the challenge of ensuring work-life balance, particularly for its women employees. Despite the significant contributions of women to this industry, they often face unique hurdles in reconciling their professional obligations with personal responsibilities and aspirations. This research aims in analysing the pressing issue by empirically analysing the factors influencing WLB (Work-Life Balance) in textile industry in Karur.

III. OBJECTIVES OF THE STUDY

- To identify the key factors influencing work-life balance among women employees in textile industry
- To examine the impact of work-related factors on the work-life harmony of women employees
- To investigate the role of family responsibilities in shaping work-life balance among women employed in the textile industry
- To study the relationship between socio-economic and demographic background and work-life balance of women employees in the textile industry

IV. LITERATURE REVIEW

According to **Florea (2018)**, the evaluation of WLB involves contrasting the amount of time spent working with the amount of time spent on activities related to the family or pursuing personal pursuits. This evaluation is crucial for individuals to ensure they are maintained. It can also help organizations understand the well-being of their employees and make necessary adjustments to support work-life balance.

Muthulakshmi (2018) investigated the diverse perspectives of workers on the management of their families and their jobs. The research highlighted the importance of employers understanding and accommodating their employees' personal responsibilities in order to promote a healthy work-life balance.

In 2019, **Chandra** conducted research to investigate how education professionals make a balance for effective living. Based on the analysis it contributes to the accomplishment of the objectives of companies. By prioritizing WLB, companies tend to have more positive and sustainable work-related settings.

Mayya (2020), has noted that the implementation of work-life balance practices has the probable to augment the overall excellence of life for women who are employed, which in turn may lead to increased levels of levels of job satisfaction. In her study from 2021, Maya investigated the ways in which workers might have better balance.

V. RESEARCH METHODOLOGY

The major objective of the research is to conduct an in-depth analysis of the fundamental challenges that female workers in the textile industry face when attempting to investigate possible solutions to these challenges. For the study, both primary and secondary sources of information are applied. The primary source of information will be acquired via the distribution of questionnaires to female employees in the textile industry.

VI. RESULTS AND DISCUSSIONS

This part presents the demographic analysis and chi-square test based on the data

A. Frequency Analysis:

1. Age of the Respondents: Firstly, analysing the age distribution indicates that the majority of respondents are relatively young, with 33.6% being less than 30 years old and 31.4% falling within the 31-40 age brackets. This suggests a significant representation of the younger workforce in the textile industry, potentially reflecting trends in employment demographics or the industry's appeal to younger individuals seeking job opportunities.

2. Current Occupation: Secondly, the distribution by current occupation sheds light on the hierarchical structure within the textile industry. The data show that a substantial portion of respondents are pattern makers (37.1%) and operators (26.4%), followed by supervisors (23.6%) and managers (12.9%). This distribution underscores the diverse roles and responsibilities within the industry, highlighting the prevalence of both technical and managerial positions.

3. Educational Qualification: Thirdly, examining the educational qualification of the respondents indicates varying levels of academic attainment. A significant proportion (46.4%) have completed primary schooling, while 24.3% have completed high schooling. This diversity in educational backgrounds suggests a mix of skill levels and qualifications among women employees in the textile sector, which may have implications for career progression, training needs, and access to higher-level positions.

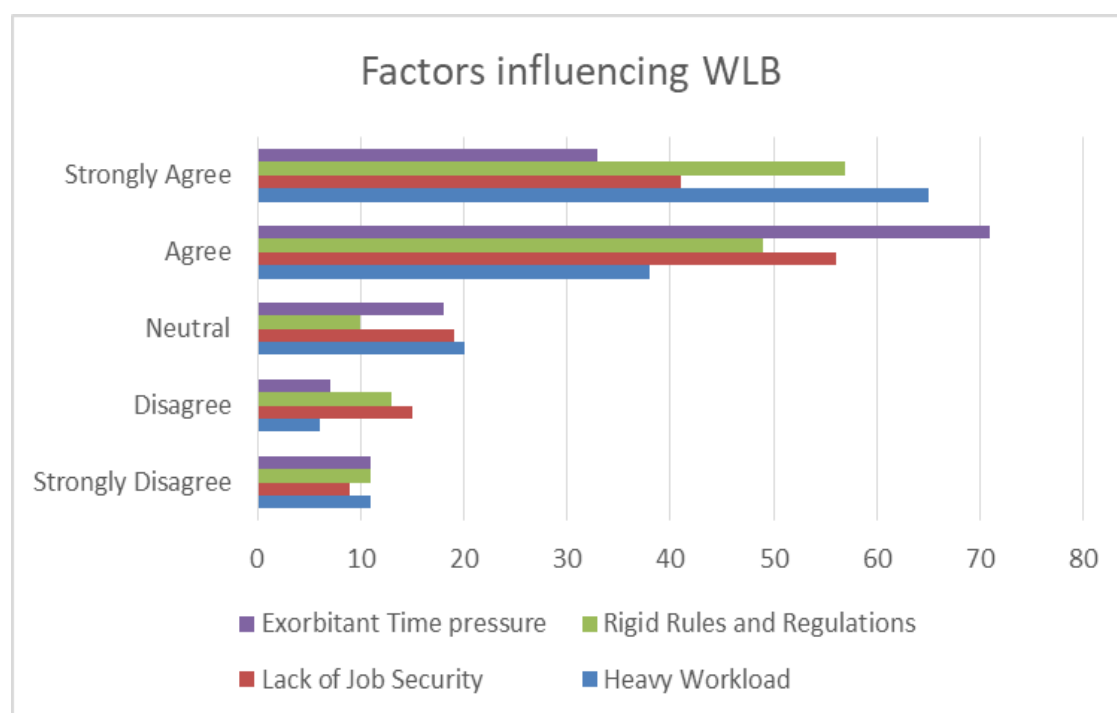
4. Experience in the Field: Finally, considering the total years of work experience provides insights into the level of professional expertise and tenure within the industry. The data reveal a relatively balanced distribution across different experience brackets, with 29.3% of respondents having less than 5 years of experience, 26.4% having 5-10 years, 25% having 11-15 years, and 19.3% having above 15 years of experience. This suggests a blend of both novice and experienced workers contributing to the study, which could influence perspectives on work-life balance based on tenure and familiarity with industry practices.

5. Factors Influencing Work Life Balance: The following table depicts the factors influencing WLB of Women Employees in the Textile industry of Karur.

Table - 1 : Factors Influencing WLB

Factors	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Heavy Workload	11	6	20	38	65
Lack of Job Security	9	15	19	56	41
Rigid Rules and Regulations	11	13	10	49	57
Exorbitant Time pressure	11	7	18	71	33

(Source: Primary data)



The data show that a substantial portion of respondents (about 74%) agree or strongly agree that excess workload poses a significant challenge to achieving work-life balance. This suggests that a majority of women employees in the textile industry perceive themselves as burdened by heavy workloads, which can potentially encroach upon their personal time and well-being. The high percentage of agreement underscores the prevalence of this issue within the industry and highlights the need for measures to address workload management and promote a more sustainable work environment.

Another notable finding is the relatively high agreement (i.e., 69%) regarding job insecurity as a challenge to work-life balance. This indicates that a considerable proportion of respondents perceive uncertainty or instability in their employment status as a source of stress or anxiety, potentially impacting their ability to achieve a harmonious balance between work and personal life.

The data reveal a significant level of agreement (about 76%) among respondents regarding rigid rules as a hindrance to work-life balance. This suggests that a substantial proportion of women employees perceive the presence of rigid regulations or policies within their workplace as impeding their flexibility and autonomy in managing work and personal responsibilities.

Further, the findings indicate a prevalent perception (i.e., 74%) among respondents regarding high time pressure as a challenge to work-life balance. This suggests that a majority of women employees in the textile industry feel under significant pressure to meet deadlines or cope with tight schedules, potentially leading to feelings of stress, burnout, or difficulty in balancing work and personal commitments.

B. Test of Hypothesis:

Chi-square analysis has been applied to test the hypothesis.

Hypothesis 1

Null: There is no significant difference between work-related factors on the work-life harmony of women employees

Table 2: Chi-square Analysis 1

Chi-Square Analysis	Value	df	P value
Chi-Square	290.435a	16	0.00
Likelihood Ratio	205.049	16	0.00
Linear-by-Linear Association	103.216	1	0.00

There is a statistically significant difference between work related factors on the work life harmony among female employees, as shown by the fact that the p-value is 0.00, as demonstrated by the study.

Hypothesis 2

Null: There is no significant difference between technology usage and better work life balance among women employees.

Table 3: Chi-square Analysis 2

Chi-Square Analysis	Value	df	P value
Chi-Square	287.630a	16	0.00
Likelihood Ratio	192.895	16	0.00
Linear-by-Linear Association	104.51	1	0.00

A p-value of 0.00 was found in the research, which indicates that the findings are statistically significant at the 0.05 level. As a result, it is possible to assert that there is a statistically significant difference between the utilisation of technology and a more favourable work-life balance among female employees.

Hypothesis 3

Null: There is no significant difference between a Supportive work environment and better work-life balance among women employees.

Table 4: Chi-square Analysis 3

Chi-Square Analysis	Value	df	P value
Chi-Square	289.112a	16	0.00
Likelihood Ratio	180.159	16	0.00
Linear-by-Linear Association	94.399	1	0.00

A p-value of 0.00 was found in the research, which indicates that the findings are statistically significant since they are lower than the threshold of 0.05. Because of this, it is possible to assert that there is a statistically significant difference between a supportive work environment and a better work-life balance among female employees.

Hypothesis 4

Null: There is no statistical difference between role of family responsibilities in shaping work life balance among women employed in textile industry

Table 5: Chi-square Analysis 4

Chi-Square Analysis	Value	df	P value
Chi-Square	271.016a	16	0.00
Likelihood Ratio	187.574	16	0.00
Linear-by-Linear Association	90.356	1	0.00

Since the p-value is less than 0.05, the study indicates that there is a statistical difference between role of family responsibilities in shaping work life balance among women employed in textile industry. The p-value is 0.00, which indicates that there is a statistical difference.

VII. FINDINGS AND DISCUSSION

Workload Management: In terms of work load management, the results of the study reveal that a sizeable number of participants, particularly women who are employed in the textile industry, are in agreement that an excessive burden is a significant impediment that they face.

Job Insecurity: Among the participants, there was a substantial level of agreement about the sense of job insecurity among female workers.

Time Pressure: It has been determined that the problem of time pressure is a key impediment that female workers in the textile industry face, and the majority of participants who agree with this statement have backed this identification.

VIII. SUGGESTIONS

Implement Flexible Work Arrangements: The textile sector could consider implementing telecommuting, flexitime, or reduced work weeks as a means of providing women with more control over their schedules and assisting them in reaching a better balance between their proficient and private lives.

Provide Training on Workload Management: By giving training on approaches for stress reduction, time prioritisation, and workload management, you may assist female workers in better managing high workloads and time constraints.

Foster a Culture of Open Communication: The climate in which workers feel comfortable expressing their ideas and concerns should be fostered by organisations.

Review and Revise Workplace Policies: Businesses need to examine and modify their policies in order to assist women in achieving a better work-life balance. This may need the revaluation of stringent rules and regulations, the investigation of potential avenues for more flexibility, and the implementation of policies that promote the well-being and contentment of workers while simultaneously catering to the requirements of their families.

IX. CONCLUSION

The difficulties that women encounter while attempting to combine their personal and professional commitments have been brought to light by empirical research that have been conducted on the elements that influence work-life balance. It is possible for businesses to help female workers in establishing a healthy work-life balance by concentrating on problems such as managing workloads, job insecurity, workplace norms, and time limits.

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