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A Study On Quality Of Work Life Among The Employees At Shree Devi Textile In Coimbatore.

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ABSTRACT:

This study examines the Quality of Work Life (QWL) among employees at Shree Devi Textile in Coimbatore. Focusing on work-life balance, workplace culture, and employee well-being. The research aims to assess the impact of QWL on employee engagement, job satisfaction, and retention while identifying key factors affecting work-life balance. A structured survey was conducted to analyze employee perceptions regarding job security, compensation, career growth opportunities, and workplace relationships. The findings reveal that a majority of employees feel secure in their jobs and believe their compensation aligns with industry standards. Additionally, most employees express satisfaction with their work environment, career growth opportunities, and organizational support systems. However, stress levels remain a concern, with many employees experiencing work-related pressure. Key motivators include financial independence and personal satisfaction, while factors such as limited job security and lack of career advancement opportunities contribute to dissatisfaction. The study highlights the importance of fostering a positive workplace culture, implementing flexible work arrangements, and ensuring a strong support system for employees to improve QWL. Organizations that prioritize QWL can enhance employee motivation, productivity, and retention, ultimately contributing to overall organizational success.

Keywords: Working Conditions, Job Security, Compensation & Benefits, Career Growth, Motivation, Job Commitment, Job Satisfaction.

INTRODUCTION:

This study aims to evaluate the quality of work life (QWL) among employees by analyzing the impact of work-life balance and work culture on employee engagement. It seeks to identify strategies that help employees effectively balance their professional responsibilities with personal life, reducing stress and enhancing overall well-being. By examining the extent of work-life conflicts, this research will provide insights into how workplace stress affects employees and their productivity. The findings will lead to recommendations for fostering a positive work environment, improving work-life balance, and enhancing employee satisfaction, motivation, and retention. QWL refers to the extent to which employees' personal and professional needs are met through their work experiences. It goes beyond salary and benefits, focusing on job satisfaction, career growth opportunities, and a supportive work environment. When employees feel valued, have a manageable work-life balance, and experience personal and professional growth, they are more engaged and motivated. A high QWL contributes to better job performance, reduced stress, and increased organizational commitment.

A strong QWL framework leads to higher productivity, improved employee retention, and overall organizational success. Organizations that prioritize employee well-being often implement flexible work arrangements, wellness programs, and career development initiatives. These measures help employees feel more in control of their work and personal lives, fostering motivation, creativity, and commitment. A positive work culture plays a crucial role in ensuring employees feel respected, supported, and encouraged. Leadership styles significantly impact QWL, and organizations benefit when managers adopt a team-oriented approach rather than a rigid, authoritative style. Leaders who guide and support their teams effectively contribute to a collaborative and fulfilling workplace. Industrial relations in enhancing QWL Maintaining harmonious industrial relations between management and employee unions is essential for improving work conditions and resolving workplace conflicts. Organizations must acknowledge the contributions of employees and involve them in decision-making processes to promote a sense of ownership and commitment. Likewise, trade unions should work collaboratively with management to enhance QWL initiatives and support professional growth while ensuring fair treatment and better working conditions for employees.

Ignoring work-life balance and QWL can lead to burnout, absenteeism, high employee turnover, and reduced productivity. Excessive workloads, inflexible schedules, and unrealistic expectations increase stress levels, negatively impacting employees' personal lives and overall performance. While technological advancements have improved efficiency, they have also blurred the boundaries between work and personal life. To prevent burnout, organizations must establish clear work-life policies, encourage employee participation, and provide mental health support. To enhance QWL and employee engagement, organizations should focus on implementing flexible work arrangements such as remote work options, hybrid schedules, and flexible hours. Promoting a healthy work environment through wellness programs, mental health initiatives, and stress management support. Encouraging career development opportunities by providing training, mentorship, and growth pathways. Fostering a positive work culture with open communication, recognition programs, and a strong sense of teamwork. Strengthening industrial relations to ensure fair policies, dispute resolution, and mutual collaboration between management and employees.

Objectives

- To assess the employees work-life quality.
- To identify ways to help employees balance work and life.
- To study the level of stress between work & personal life.

Literature Review:

1. Mohammad Amiri (2025) in his paper studied about Occupational Stress and Stress Management among IT Employees: This descriptive study examines the impact of occupational stress on employees in the IT sector. It highlights that managing stress involves addressing and mitigating the challenges associated with occupational stress among employees. To develop an effective stress management program, it is essential to identify the key factors that influence employees' ability to cope with workplace stress.

2. Emilia,& Muhammad Rusydi (2024) this paper finds about “The influence of employee engagement and work-life balance on performance through job satisfaction at the regional development planning agency of makassar city” This study examines the impact of Employee Engagement and Work-Life Balance on Job Satisfaction and Employee Performance at the Makassar City Regional Development Planning Agency. The findings indicate that both Employee Engagement and Work-Life Balance significantly enhance Job Satisfaction. While Employee Engagement does not directly impact Employee Performance, Work-Life Balance positively influences it. Additionally, Job Satisfaction plays a crucial role in improving Employee Performance. Furthermore, both Employee Engagement and Work-Life Balance indirectly enhance Employee Performance through increased Job Satisfaction.

3. Lukasz Marecki (2024) in his paper studied “Impact of work-life balance on employee productivity and well-being” This study investigates how work-life balance impacts employee productivity and well-being, using a post-positivist research approach to provide explanations. The findings of the review lead to the creation of practical recommendations aimed at enhancing work-life balance, boosting employee productivity, and increasing job satisfaction within organizations.
4. Marina Sulastiana (2024) this paper review about Exploring the Impact of Work-Life Balance on Employees: A Systematic Literature Review The aim of this research is to offer a thorough understanding of the outcomes of work-life balance on employees. By exploring these aspects, future studies can generate valuable insights into the complex relationship between work and personal life, while providing practical recommendations for both individuals and organizations striving to enhance work-life balance.
5. Dr. T.M. Hemalatha et al. (2022) explored about,” a study on work-life balance of employees The study highlighted that the main obstacles faced by women entrepreneurs include limited access to finance, gender inequality, and a lack of support from family members. The authors recommended raising financial awareness and encouraging women entrepreneurs to engage in discussions with their families about their business plans and strategies for management.
6. Ms. Shweta Kagenavar and Dr. G H Kallimath (2021) Women entrepreneurs face challenges in balancing their personal and professional lives due to their multiple roles. The study aims to provide suggestions and strategies for improving work-life balance (WLB) by addressing the factors that create gaps between personal and professional responsibilities. Women entrepreneurs can achieve a better work-life balance by practicing effective time management, delegating tasks, upgrading their skills, and seeking family support. Additionally, promoting employee well-being, managing stress, and enhancing personal development can help create a healthier, more balanced work environment.
7. Ka Po Wong, Fion Choi Hung Lee, Pei-Lee Teh, & Alan Hoi Shou Chan (2021) in their paper reviewed “The Interplay of Socioecological Determinants of Work–Life Balance, Subjective Wellbeing and Employee Wellbeing” This study examined how socioecological factors influence work-life balance (WLB) and its impact on subjective well-being, employee well-being, and time allocation. It found that fulfilling social needs promotes a healthy WLB and that gaps between expected and actual social needs affect self-perceived WLB. The study also highlighted the moderating role of subjective well-being on WLB. These insights are useful for HRM scholars and practitioners aiming to improve workers' WLB and overall well-being.

ANALYSIS

TABLE 1: DEMOGRAPHICS

Variable		Frequency	Percentage
Age	20-30	86	57.7
	31-40	24	16.1
	41-50	26	17.4
	51-60	13	8.7
Gender	Male	64	43.0
	Female	85	57.0
Marital Status	Single	68	45.6
	Married	81	54.4
Educational qualification	SSLC	17	11.4
	HSC	19	12.8
	Diploma	31	20.8
	U.G	41	27.5
	P.G	41	27.5
Year of Experience	Below 5 years	76	51.0
	6-10 years	35	23.5
	11-15 years	19	12.8
	16-20 years	19	12.8

Source: Primary data

INTERPRETATION:

The above table 1 shows that the demographic analysis reveals that a majority (57.7%) of employees in the textile sectors are aged between 20-30 years, indicating a predominantly young workforce. The gender distribution shows a slightly higher representation of females (57.0%) compared to males (43.0%). In terms of marital status, married employees (54.4%) slightly outnumber single employees (45.6%). Educational qualifications are diverse, with the highest percentage holding undergraduate (27.5%) and postgraduate (27.5%) degrees, followed by diploma holders (20.8%). Regarding work experience, more than half (51.0%) of the employees have less than five years of experience, reflecting a relatively new and emerging workforce in the sector.

Hypotheses:

H1: Marital status does not significantly impact work-life balance.

H2: Gender has a significant effect on job satisfaction.

H3: Age does not significantly influence job satisfaction.

H4: Work experience significantly affects overall compensation

Table 2.1 Chi-Square

2.1 To find relationship between marital status vs. work-life balance in an organization

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	17.359 ^a	10	.067
Likelihood Ratio	20.788	10	.023
Linear-by-Linear Association	1.045	1	.307
N of Valid Cases	149		

Source: Primary data

INTERPRETATION:

The Pearson Chi-Square test result ($p = 0.067$) suggests no strong evidence of a significant association between the variables at the 0.05 level, though it is close to the threshold. The Likelihood Ratio test ($p = 0.023$) indicates a statistically significant relationship, implying some level of dependency between the variables. The Linear-by-Linear Association ($p = 0.307$) shows no strong linear trend. With 149 valid cases, the sample size is moderate. Overall, while some tests indicate significance, the results are mixed, requiring further analysis to confirm associations.

Table 2.2 Chi-Square

2.2 To test the significant relationship between gender and job satisfaction in the organization.

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	25.379 ^a	8	.001
Likelihood Ratio	29.186	8	.000
Linear-by-Linear Association	13.562	1	.000
N of Valid Cases	149		

Source: Primary data

INTERPRETATION:

The Chi-Square test results indicate a statistically significant relationship between the variables analysed. The Pearson Chi-Square value (25.379, $p = 0.001$) and the Likelihood Ratio (29.186, $p = 0.000$) suggest a strong association. Additionally, the Linear-by-Linear Association (13.562, $p = 0.000$) confirms a significant trend. Since p-values are below 0.05, the null hypothesis (which assumes no relationship) can be rejected, indicating a meaningful connection between the factors studied.

Table 3.1 ANOVA

3.1 To find difference between age vs. job satisfaction

Age	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	6.543	3	2.181	1.969	.121
Within Groups	160.583	145	1.107		
Total	167.126	148			

Source: Primary data

INTERPRETATION:

The ANOVA results indicate that the differences in age between groups are not statistically significant ($p = 0.121$), as the significance value is above the 0.05 threshold. The F-value of 1.969 suggests some variation, but it is not strong enough to confirm meaningful differences. The between-groups sum of squares (6.543) is small compared to the within- groups sum of squares (160.583), indicating that most variation comes from within groups rather than between them. With 148 total cases, the sample size is reasonable. Overall, there is no strong evidence to suggest significant age differences among the groups.

Table 3.2 ANOVA

3.2 To find difference between experience vs. overall compensation

Experience	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	38.969	3	12.990	2.918	.036
Within Groups	645.567	145	4.452		
Total	684.536	148			

Source: Primary data

INTREPRETSATION:

The ANOVA results indicate a statistically significant difference between groups ($F = 2.918$, $p = 0.036$), meaning that at least one group differs significantly in terms of the measured variable. The between-groups sum of squares (38.969) suggests variance across groups, while the within-groups sum of squares (645.567) reflects individual differences within each group. Since $p < 0.05$, we can conclude that group membership has a meaningful impact on the dependent variable, warranting further investigation into specific group differences through post- hoc analysis.

Table 4: CORRELATION ANALYSIS

4.1 To find relationship between years in company and job commitment

		How many years did you work in this company?"	Overall Job commitment
How many years did you work in this company?"	Pearson Correlation	1	.034
	Sig. (2-tailed)		.684
	N	149	149
Overall Job commitment	Pearson Correlation	.034	1
	Sig. (2-tailed)	.684	
	N	149	149

Source: Primary data

INTERPRETATION:

The Pearson correlation between years worked in the company and overall job commitment is 0.034, indicating a very weak positive correlation. The p-value (0.684) suggests that this relationship is not statistically significant, meaning that the number of years an employee has worked does not strongly influence their level of job commitment. This implies that factors other than tenure, such as work environment, recognition, and career growth, may play a more significant role in shaping employees' commitment.

4.2 To find relationship between stress level and job satisfaction

		Stress	Overall Satisfaction
Stress	Pearson Correlation	1	.379**
	Sig. (2-tailed)		.000
	N	149	149
Overall Satisfaction	Pearson Correlation	.379**	1
	Sig. (2-tailed)	.000	
	N	149	149

Source: Primary data

INTREPRETATION:

The Pearson correlation between stress and overall satisfaction is 0.379, indicating a moderate positive correlation. This suggests that as stress levels increase, overall satisfaction also tends to increase, which might imply that employees experiencing some level of stress still find satisfaction in their work. The p-value (.000) confirms that this correlation is statistically significant. However, further investigation is needed to understand whether this relationship is due to positive work challenges or other factors.

Table 5: INDEPENDENT T TEST ANALYSIS

5.1 To find a significant difference in job satisfaction between single and married employees

Job Security	Standardizer^a	Point Estimate	95% Confidence Interval	Standardizer^a
Cohen's d	1.82393	-.085	-.406	.237
Hedges' correction	1.83330	-.084	-.404	.236
Glass's delta	1.91828	-.080	-.402	.241

Source: Primary data

INTREPRETATION:

The standardized effect size estimates for overall satisfaction, including Cohen's d (1.06625), Hedges' correction (1.07173), and Glass's delta (1.20045), indicate a moderately strong effect. However, the 95% confidence interval (-0.330 to 0.315) includes negative values, suggesting that the effect may not be statistically significant. This means that while overall satisfaction appears to have a meaningful impact, variability in responses may limit the certainty of these results, necessitating further analysis for validation.

5.2 To find the significant difference in job security between employees with less than 5 years of experience and those with more than 5 years of experience

Job Security	Standardizer^a	Point Estimate	95% Confidence Interval	Standardizer^a
Cohen's d	1.82393	-.085	-.406	.237
Hedges' correction	1.83330	-.084	-.404	.236
Glass's delta	1.91828	-.080	-.402	.241

Source: Primary data

INTREPRETATION:

The standardized effect size estimates for job security, including Cohen's d (1.82393), Hedges' correction (1.83330), and Glass's delta (1.91828), indicate a strong effect. However, the 95% confidence interval values (-0.085 to 0.241) suggest that the effect may not be statistically significant, as the interval includes negative values. This implies that while the effect size is large, variability within the data may influence the reliability of these estimates. Further analysis may be needed to confirm the robustness of these findings.

FINDINGS:

The analysis shows that most employees in the Shree Devi Textile in Coimbatore sector are young, with the majority aged between 20-30, and more females (57%) than males (43%). Most employees are married, and many have either an undergraduate or postgraduate degree. Over half have less than five years of work experience. The tests revealed mixed results: marital status doesn't strongly affect work-life balance, but gender does affect job satisfaction. Age doesn't impact job satisfaction, but work experience influences overall pay. There is a weak link between how long someone has worked and their job commitment, but stress levels are moderately linked to job satisfaction. The comparison between single and married employees or those with different experience levels didn't show significant differences in job satisfaction or job security. In short, the study shows how factors like age, gender, and experience influence work life, but some findings need more investigation.

SUGGESTIONS:

To improve the Quality of Work Life (QWL) in the textile industry, organizations must adopt strategic measures that enhance employee well-being, job satisfaction, and retention. A crucial step is to introduce flexible work arrangements, wellness programs, and stress management workshops, helping employees balance personal and professional responsibilities while reducing workplace stress. Providing structured training programs, mentorship initiatives, and clear career progression pathways is essential for fostering career growth, as employees often feel disengaged when they perceive limited advancement opportunities. Regular skill development programs and internal promotions can boost job satisfaction and motivation. Addressing workplace stress through measures like balanced workload distribution, recreational activities, and mental health support can help mitigate work-related pressure, reducing burnout and improving employee performance. Ensuring equitable compensation by regularly reviewing salaries and benefits to match industry standards is vital in boosting morale and retaining talent.

A positive workplace culture plays a key role in shaping employee experiences, and organizations should foster open communication, supportive leadership, and a collaborative work environment to ensure employees feel valued and engaged. Employees who work in an inclusive and transparent workplace are more likely to stay committed and contribute to the organization's success. Team-building activities, leadership training, and diversity programs can further strengthen workplace relationships and enhance overall job satisfaction. Employers must also focus on job security measures, such as long-term contracts, performance-based rewards, and transparent policies, to alleviate employees' concerns about employment stability. When employees feel secure in their roles, they are more engaged, productive, and motivated to contribute effectively.

CONCLUSION:

The study confirms that Quality of Work Life (QWL) significantly influences employee engagement, job satisfaction, and retention, emphasizing the need to prioritize employee well-being in the Shree Devi Textile in Coimbatore. Organizations that focus on work-life balance, stress management, and career growth can cultivate a more engaged and committed workforce. While employees generally feel secure in their jobs and satisfied with compensation, persistent workplace stress remains a challenge, affecting productivity and overall job satisfaction.

The study highlights that gender plays a crucial role in job satisfaction, with significant differences in how male and female employees perceive their workplace experiences. Interestingly, the findings suggest that marital status does not impact work-life balance, and age does not influence job satisfaction, indicating that workplace experiences are shaped more by factors such as organizational culture, job responsibilities, and career advancement opportunities rather than personal circumstances. The correlation analysis further reveals that tenure has a weak relationship with job commitment, meaning the number of years an employee has worked does not necessarily determine their dedication to the organization. Companies that prioritize QWL initiatives will not only improve employee satisfaction but also strengthen organizational performance and long-term sustainability, ensuring a highly productive and dedicated workforce.

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