



A STUDY ON WORK-LIFE BALANCE PRACTICES FOLLOWED BY THE EMPLOYEES IN TIRUPPUR DISTRICT

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Abstract: Work-life balance has emerged as a vital concept in the recent past, especially in fast-developing industrial regions like Tiruppur District, which is famous for its booming textile and garment industry. The current study attempts to know the practice of work-life balance adopted by the staff of various organizations in Tiruppur and specifically attempts to know how professional responsibilities are managed along with family responsibilities. The research analyzes the most significant determinants of work-life balance, such as working time, organizational support, job strain, family responsibilities, and personal coping style. The data were collected through a combination of primary and secondary data and consisted of carrying out surveys among workers who were recruited from different sectors like manufacturing, services, and private organizations. The study reveals the extent to which firms embrace worker-friendly policies like flexible scheduling, leave entitlements, and wellness initiatives, and how these influence employee satisfaction and productivity. The study also enumerates the challenges faced by workers in sustaining a balanced lifestyle, particularly in industries with heavy workload and stringent deadlines. Ultimately, this research has lessons for policymakers and employers on how to establish a more peaceful and sustainable working environment in Tiruppur District.

Index Terms - Work-life balance, Organizational support, Practices follows, Job satisfaction, Employee well-being.

I. INTRODUCTION

In today's fast-paced and highly technological advancements, globalization, and evolving organizational structures are rapidly reshaping the nature of employment, achieving an optimal balance between work and personal life has become an increasingly vital concern. Work-life balance refers to the ability of employees to effectively manage the demands of their professional responsibilities alongside their personal lives, which include family, health, hobbies, and social interactions. Over the years, the concept of work-life balance has gained significant attention from both scholars and practitioners, given its profound impact on employee well-being, job satisfaction, and overall organizational effectiveness.

II. STATEMENT OF THE PROBLEM

This research attempts to fill the above gaps by examining the work-life balance practices of employees at Interknits (P) Ltd in Tiruppur. It will examine to what extent the practices are favorable to employees, the hindrances to their successful adoption, and the general influence they have on employee productivity, retention, and job satisfaction. Through the analysis of these factors, the study hopes to offer actionable recommendations that can assist the company in maximizing its work-life balance programs and enhancing employees' well-being and organizational performance.

III. SCOPE OF THE STUDY

The research shall be conducted on the employees at the corporate and manufacturing facilities of Interknits (P) Ltd in Tiruppur, across the different job categories and organizational levels. Qualitative and quantitative techniques shall be adopted to collect intensive data, enabling a balanced point of view about the effectiveness and effectiveness of the work-life balance activities at Interknits. The ambit of the study targets discovering and investigating the work-life balance practices of employees by Interknits (P) Ltd., which is a company that deals with the textile and garment business. This research hopes to discover the exact work-life balance policies and strategies followed by the company and whether they were successful in satisfying employees' needs as well as fulfilling organizational objectives.

IV. OBJECTIVES OF THE STUDY

- ❖ To understand the work-life balance practices followed by Interknits (P) Ltd in Tiruppur district.
- ❖ To study the employees' perceptions and effectiveness of work-life balance practices.
- ❖ To analyze the challenges faced by employees in implementing and maintaining work-life balance practices.
- ❖ To find the impact of work-life balance practices on employee job satisfaction and productivity.

V. RESEARCH METHODOLOGY

Research Design - Descriptive research design.

Source of Data - Primary data & Secondary data.

Sampling Technique - Snowball sampling technique.

Sampling Size - 300 respondents.

Area of the Study - Interknits (P) Ltd, Tiruppur.

Tools For Analysis

The research paper involved certain tools like

- simple percentage analysis.
- Likert scale analysis.
- Rank analysis.
- Chi-square.
- ANOVA.

VI. LIMITATION OF THE STUDY

- ❖ The study is done only within the Interknits (P) Ltd in Tiruppur district, so it may not be applicable for other area.
- ❖ The study has conducted to 300 respondents is taken from the population of the company for the purpose of the study.

VII. REVIEW OF LITERATURE

Mr. S.R. Sathyanarayanan, Mr. B. Viswabharani(2024) The study aimed to examine the work and family demands faced by employees, as well as to assess employee satisfaction with work-life balance. The primary data was gathered from 152 people within an organisation. The textile industry is demanding and hard, and employers must emphasize their employees' mental and physical wellness. A work environment that values work-life balance can increase employee satisfaction, productivity, and retention.

Divyanshi Rani (2023) The research study will aid in the development of novel work-life balance techniques that will benefit employee job satisfaction while also assisting academicians in the development of theoretical models connected to work-life balance. Organizations should innovate and devise innovative approaches to fulfill the diverse needs of their employees. Policies must be adopted and implemented with care because they affect both employees and businesses. Certain aspects, such as employee participation in policy formulation and decision-making, can be improved to guarantee that employees' professional and personal life are well balanced.

Sukirti Arya, et.al (2023) The study establishes a healthy work-life balance; an employee should create goals and thrive in both their profession and their family. It necessitates the collaboration of numerous partners, including the employee, the organization for which they work, their family, friends, and the society in which they all live. Age, marital status, and number of dependents all have a substantial impact. The continuing research aims to undertake a systematic review, identify any knowledge gaps, and propose a course

of action. The importance and interest in work-life balance are primarily driven by three factors: an aging workforce, growing interest in personal life and family values, and international competition.

TABLE NO 4.1
HANDLING WORK-RELATED STRESS OF THE RESPONDENTS

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Exercise	16	5.33
2	Meditation or relaxation techniques	82	27.33
3	Talking to family/friends	63	21.00
4	Taking break	85	28.33
5	Struggling without a coping mechanism	54	18.00
TOTAL		300	100

(Source: Primary Data)

INTERPRETATION:

Table 4.1 shows that 5.33% of the respondents are handling work-related stress by doing an exercise, 27.33% of the respondents are handling work-related stress by doing meditation or relaxation techniques, 21.00% of the respondents are handling work-related stress by talking to family or friends, 28.33% of the respondents are handling work-related stress by taking break and 18.00% of the respondents are handling work-related stress by struggling without a coping mechanism. **Majority 28.33% of the respondents are handling work-related stress by taking break.**

TABLE NO 4.2
CHALLENGES FACED IN ACHIEVING WORK-LIFE BALANCE OF THE RESPONDENTS

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Workload	81	27.00
2	Family responsibilities	102	34.00
3	Financial stability	68	22.67
4	Career growth opportunity	49	16.33
TOTAL		300	100

(Source: Primary Data)

INTERPRETATION:

Table 4.2 shows that 27.00% of the respondents are faced achieving challenge in workload, 34.00% of the respondents are faced achieving challenge in family responsibilities, 22.67% of the respondents are faced achieving challenge in financial stability and 16.33% of the respondents are faced achieving challenge in career growth. **Majority 34.00% of the respondents are faced achieving challenge in family responsibilities.**

TABLE NO 4.3
PREFERENCE LEVEL OF THE RESPONDENTS REGARDING UTILIZE WORK-LIFE BALANCE SYSTEM OFFERED BY AN ORGANISATION

S.NO	PARTICULARS	NO. OF THE RESPONDENTS	LIKERT SCALE(X)	TOTAL (FX)
1	Always	39	5	195
2	Frequently	123	4	492
3	Occasionally	52	3	156
4	Rarely	74	2	148
5	Never	12	1	12
TOTAL		300		1003

(Source: Primary Data)

INFERENCE:

Likert scale value 3.34 is greater than the middle value (3), so the respondents are frequently that they preferred to utilize work-life balance system offered by an organisation.

TABLE NO 4.4
PREFERENCE LEVEL OF THE RESPONDENTS REGARDING CURRENT WORK-LIFE BALANCE

S.NO	PARTICULARS	NO. OF THE RESPONDENTS	LIKERT SCALE(X)	TOTAL (FX)
1	Very much satisfied	76	5	380
2	Satisfied	139	4	556
3	Neutral	37	3	111
4	Dissatisfied	33	2	66
5	Very much dissatisfied	15	1	15
TOTAL		300		1128

(Source: Primary Data)

INFERENCE:

Likert scale value 3.76 is greater than the middle value (3), so the respondents are satisfied in their current work-life balance.

TABLE NO 4.5
RANK OF FACTORS IN RELATION TO BEST PRACTICES FOLLOWED IN WORK-LIFE BALANCE BY YOUR ORGANIZATION.

Factors	1	2	3	4	5	TOTAL	RANK
Flexible work hours	89 (5)	66 (4)	53 (3)	58 (2)	34 (1)	1018	I
Remote work option	42 (5)	55 (4)	82 (3)	55 (2)	66 (1)	852	IV
Paid leave	11 (5)	44 (4)	53 (3)	82 (2)	110 (1)	664	V
Health & Wealth programs	80 (5)	76 (4)	51 (3)	50 (2)	43 (1)	1000	II
Work management policies	77 (5)	61 (4)	61 (3)	53 (2)	48 (1)	966	III

(Source: Primary Data)

INFERENCE:

Majority of the respondents ranked flexible work hours as a first factor with best practices followed in work-life balance by an organization.

TABLE NO 4.6
COMPARISON BETWEEN GENDER AND SATISFIED WITH AN ORGANISATIONAL FORMAL WORK-LIFE POLICIES

H_0 = There is no association between gender and satisfied with an organisational formal work-life policies.

H_1 = There is an association between gender and satisfied with an organisational formal work-life policies.

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.885 ^a	1	.170
Likelihood Ratio	1.890	1	.169
Linear-by-Linear Association	1.879	1	.170
N of Valid Cases	300		
a. 3 cells (.0%) have expected count less than 5. The minimum expected count is 43.41			

(Source: Primary Data)

INTERPRETATION

In the above table, with the degrees of freedom 1, sig value (.170) which is greater than the significant value (0.05), so we conclude there is no association between gender and satisfied with an organisational formal work-life policies.

Thus, H_0 is accepted and H_1 is rejected.

TABLE NO 4.7
COMPARISON BETWEEN EMPLOYMENT TYPE AND ORGANISATION SUPPORT WORK-LIFE INITIATIVES.

H_0 = There is no association between employment type and organisation support work-life initiatives.

H_1 = There is an association between employment type and organisation support work-life initiatives.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	7.300 ^a	3	.063
Likelihood Ratio	7.319	3	.062
Linear-by-Linear Association	5.234	1	.022
N of Valid Cases	300		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 20.06.

(Source: Primary Data)

INTERPRETATION

In the above table, with the degrees of freedom 3, sig value (.063) which is greater than the significant value (0.05), so we conclude there is no association between employment type and organisation support work-life initiatives.

Thus, H_0 is accepted and H_1 is rejected.

TABLE NO 4.8
ANOVA BETWEEN MONTHLY SALARY AND WORK EXPERIENCE RELATED STRESS

H_0 = There is no significant difference between monthly salary and work experience related stress.

H_1 = There is a significant difference between monthly salary and work experience related stress.

ANOVA					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.814	3	.938	.728	.536
Within Groups	381.383	296	1.288		
Total	384.197	299			

(Source: Primary Data)

INTERPRETATION

In the above table, with degrees of freedom (df) = 3 and 296, $F = 0.728$, $p = 0.536$, which is greater than 0.05, so we conclude that there is no significant difference between monthly salary and work experience-related stress.

Thus, H_0 is accepted and H_1 is rejected.

TABLE NO 4.9
ANOVA BETWEEN AGE GROUPS AND WORK EXPERIENCE RELATED STRESS

H_0 = There is no significant difference between age groups and work experience related stress.

H_1 = There is a significant difference between age groups and work experience related stress.

ANOVA					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	8.077	3	2.692	2.119	.098
Within Groups	376.120	296	1.271		
Total	384.197	299			

(Source: Primary Data)

INTERPRETATION

In the above table, with degrees of freedom (df) = 3 and 296, $F = 2.119$, $p = 0.098$, which is greater than 0.05, so we conclude that there is no significant difference between age groups and work experience-related stress.

Thus, H_0 is accepted and H_1 is rejected.

VIII. FINDINGS**PERCENTAGE ANALYSIS:**

- Majority 28.33% of the respondents are handling work-related stress by taking break.
- Majority 34.00% of the respondents are faced achieving challenge in family responsibilities.

LIKERT SCALE ANALYSIS:

- Likert scale value 3.34 is greater than the middle value (3), so the respondents are frequently that they preferred to utilize work-life balance system offered by an organisation.
- Likert scale value 3.76 is greater than the middle value (3), so the respondents are satisfied in their current work-life balance.

RANK ANALYSIS:

- Majority of the respondents ranked flexible work hours as a first factor with best practices followed in work-life balance by your organization.

CHI-SQUARE:

- H_0 = There is no association between gender and satisfied with an organisational formal work-life policies.
- H_0 = There is no association between employment type and organisation support work-life initiatives.

ONE WAY ANOVA:

- H_0 = There is no significant difference between monthly salary and work experience related stress.
- H_0 = There is no significant difference between age groups and work experience related stress.

IX. SUGGESTIONS

- ❖ Improve work-life balance policies.
- ❖ Increase managerial support for employees.
- ❖ Enhance Workplace Amenities and Employee Well-Being Programs.
- ❖ Address work-related stress with mental health initiatives.
- ❖ Ensure employees have enough time for personal life.
- ❖ Customize work-life balance initiatives based on employee demographics.

X. CONCLUSION

The study says that employees have a critical role in the accomplishment of work-life balance, which is vital for employee happiness and job stability. Formal work-life policies were satisfactory for the majority of the employees, yet the problems, like long working hours and family obligations, persist. Organizational facilities and management support are the prime predictors of effective work-life balance, and the majority of employees utilize organizational programs very effectively and quite frequently. The statistical equations show correlations among employer support of work-life balance, gender, and employment category, which mandate customized policies. In general, the results validate that enhanced work-life balance practices enhance job satisfaction and employee retention, leading organizations to reinforce policies supporting employee well-being.

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