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A Study of Work Life Balance of Women Employees in Garment Industry References with Tirupur City

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ABSTRACT: Work-life balance (WLB) has become an important issue in modern times with its fast-paced and demanding work culture, especially for working women who play multiple roles in their homes and workplaces. The garment sector, being intensely labour-based and having very tight work schedules, presents special challenges to working women to achieve equilibrium in their professional and personal lives. This research focuses on the work-life balance of women workers in the garment industry, specifically referring to Tirupur city, which is considered the knitwear capital of India. The garment industry in Tirupur employs a large number of women workers who significantly contribute to the city's economic development.

I. INTRODUCTION

Work-life balance is an essential concern in today's high-pressure working environment, more so for female workers in labour-intensive production like the garment industry. Women working in this sector are usually subjected to multiple roles, balancing their work and professional life with domestic and caregiving responsibilities. The stressfulness of garment work, with long working hours, demanding deadlines, and physically demanding tasks, adds to the difficulty of achieving a balance, which may interfere with their wellbeing, job satisfaction, and overall life quality.

This research will look into the work-life balance of female workers in the garment sector, including factors like working environment, job pressure, family obligations, organizational practices, and support mechanisms. It will determine the most important issues they encounter and evaluate the adequacy of measures in place to ensure a more balanced life between their work and personal lives. Through the analysis of these factors, the research will shed light on how work-life balance can be enhanced among women workers in the garment industry to promote employee well-being, higher productivity, and workforce sustainability.

OBJECTIVES

1. To assess the level of work-life balance among women employees.
2. To examine the impact of work-life balance.

STATEMENT OF THE PROBLEM

(WLB) is an important factor in the well-being of employees, especially women workers in the garment sector, who experience special challenges as a result of the intensity of their work and domestic duties. Women workers in this sector have to cope with long working hours, high production targets, and work-related stress while also taking care of their domestic and caregiving responsibilities. This double burden can cause physical and mental fatigue, decreased job satisfaction, lower productivity, and higher rates of attrition.

SCOPE OF THE STUDY

The research on work-life balance among women workers in the garment sector is aimed at identifying the difficulties they encounter in balancing work and personal life. The scope of this research is aimed at studying the work-life balance among women workers in the garment sector. It investigates aspects like working hours, job stress, family obligations, company policies, and their effects on employees' personal and professional lives.

LIMITATIONS OF THE STUDY

- The research can contain a limited sample of participants that may not generalize all women workers within the apparel industry.
- The research could have been limited to a particular city or area, thereby restricting the generality of findings to other locations with different working environments.
- The effects of gender differences on work-life balance across the same profession might be overlooked if the research only concentrates on women.

II. RESEARCH METHODOLOGY

The research approach gives a systematic way of carrying out a study on work-life balance among women workers in the garment sector, that is, in Tirupur city. Tirupur is a major textile and garment cluster in India, which has a large number of women working in different capacities. This study intends to investigate the determinants of work-life balance, problems encountered by women workers, and potential interventions to enhance their well-being.

SOURCE OF DATA COLLECTION

For this study to ensure a comprehensive analysis will include both types of data collection.

1. Primary data
2. Secondary data

TOOLS USED

1. Simple percentage analysis
2. Chi-Square
3. Anova

III. REVIEW OF LITERATURE

Singh & Kaur, (2016) “Many manufacturing companies that are operating in India are not working as per the guidelines that are mentioned by the governing bodies. Factories Act, 1948 has been passed by the Governing bodies according to which no worker in any industry is allowed to work for more than 48 hours in a week that is more than 9 hours in a day. The employees who have worked for about 280 days in the organization must be permitted paid leaves. The leave of the employees must be calculated on the basis of one leave for every 20 working days. The Act also laid down provision that those organizations where the strength of women employees is more than 30 are required to provide crèches. These guidelines that are mentioned under the Factories Act 1948 and laid down by governing bodies are hardly followed by any of the manufacturing industries.”

Schwab, (2017) “The role played by the supervisors highly impacted the conduction of work in the manufacturing industries. The way the supervisors promoted certain policies like fixed working hours, limited duration of lunch breaks, less frequency of tea or coffee breaks, etc. that were not in accordance with the establishment of work life balance. Few of the supervisors in the manufacturing industries were not found to be flexible enough to allow the employee to take advantage of the benefits of the flexible work hours or schedule provided by the manufacturing unit to the female employees.”

Shanafelt, Hasan, Dyrbye, Sinsky, Satele, Sloan & West, (2015) “Reactive compensation refers to the negative work experiences which are converted into positive experiences at home. In compensation theory establishment of an opposite relation between work and life is done in order to satisfy the limitations of one domain with attributes of other domain. Like the women who faced 51 negative implications from the family were found to be more engaged in work and were consistent and expecting regular compensation.”

IV. ANALYSIS AND INTERPRETATION SIMPLE PERCENTAGE ANALYSIS

EXHIBITS AGE GROUP OF THE RESPONDENTS

Age Group (in years)	Frequency	Percent
18-25	33	24.3
26-35	36	26.5
36-45	35	25.7
46-55	32	23.5
Total	136	100.0

INTERPRETATION

From the above table it is clear that among the women employees in the garment industry in Tirupur City, the age group of 26–35 years recorded the highest percentage at 26.5%, followed closely by the 36–45 years group with 25.7%, the 18–25 years group with 24.3%, and finally, the 46–55 years group with 23.5%.

INFERENCE

Most (26.5%) of the respondents belong to the age group of 26–35 years.

EXHIBITS YEARS OF WORK EXPERIENCE

Years of Work Experience	Frequency	Percent
Less than 1 year	28	20.6
1-3 years	38	27.9
4-6 years	36	26.5
7-10 years	34	25.0
Total	136	100.0

INTERPRETATION

From the above table it is clear that among the women employees in the garment industry in Tirupur City, the highest percentage have 1–3 years of work experience at 27.9%, followed by those with 4–6 years at 26.5%, 7–10 years at 25.0%, and less than 1 year at 20.6%.

INFERENCE

Most (27.9%) of the respondents have 1–3 years of work experience.

V. CHI-SQUARE

EXHIBITS

COMPARISON AGE GROUP AND STRESS-RELATED DISEASES

Null Hypothesis (H₀): There is no significant relationship between age group and stress-related diseases

Age * Stress-Related Diseases Cross Tabulation						
Count						
		Stress-Related Diseases				Total
		Hypertension	Obesity	Diabetes	Frequent headaches	
Age Group	18-25	13	6	6	8	33
	26-35	6	12	8	10	36
	36-45	6	13	9	7	35
	46-55	10	1	6	15	32
Total		35	32	29	40	136

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	20.502 ^a	9	.015
Likelihood Ratio	22.883	9	.006
Linear-by-Linear Association	2.600	1	.107
N of Valid Cases	136		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 6.82.			

INTERPRETATION

From the above table it is clear that the Pearson Chi-Square value is 20.502 with a significance value of 0.015, which is less than the standard significance level of 0.05. This indicates that there is a significant relationship between age group and stress-related diseases among women employees in the garment industry in Tirupur City.

INFERENCE

Therefore, the null hypothesis (H₀) is rejected and the alternative hypothesis (H_a) is accepted, confirming that age group significantly influences the occurrence of stress-related diseases among the respondents.

EXHIBITS

COMPARISON YEARS OF WORK EXPERIENCE AND EFFECT OF POOR WORK-LIFE BALANCE ON WELL-BEING

Null Hypothesis (H₀): There is no significant relationship between years of work experience and effect of poor work-life balance on well-being.

Years of Work Experience * Effect of Poor Work-Life Balance on Well-Being Cross Tabulation						
Count						
		Effect of Poor Work-Life Balance on Well-Being				Total
		Excessive tension and exhaustion	Minor but controllable discomfort	No effect	Moderate stress and anxiety	
Years of Work Experience	Less than 1 year	4	9	8	7	28
	1-3 years	9	11	7	11	38
	4-6 years	19	3	3	11	36
	7-10 years	8	10	9	7	34

Total	40	33	27	36	136
Chi-Square Tests					
	Value	df	Asymptotic Significance (2-sided)		
Pearson Chi-Square	19.931 ^a	9	.018		
Likelihood Ratio	20.903	9	.013		
Linear-by-Linear Association	1.036	1	.309		
N of Valid Cases	136				
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 5.56.					

INTERPRETATION

From the above table it is clear that the Pearson Chi-Square value is 19.931 with a significance value of 0.018, which is less than the standard significance level of 0.05. This indicates that there is a significant relationship between years of work experience and the effect of poor work-life balance on well-being among women employees in the garment industry in Tirupur City.

INFERENCE

Therefore, the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted, confirming that years of work experience significantly influence the effect of poor work-life balance on the well-being of the respondents.

VI. ANOVA ANALYSIS

EXHIBITS

COMPARISON BETWEEN EDUCATION LEVEL AND SATISFACTION WITH CURRENT SHIFT SCHEDULE

Null Hypothesis (H_0): There is no significant association between educational level and satisfaction with current shift schedule.

ANOVA					
Satisfaction with Current Shift Schedule					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	4.958	3	1.653	1.415	.241
Within Groups	154.152	132	1.168		
Total	159.110	135			

INTERPRETATION

From the above table it is clear that the F-value is 1.415 with a significance value of 0.241, which is greater than the standard significance level of 0.05. This indicates that there is no significant association between educational level and satisfaction with the current shift schedule among women employees in the garment industry in Tirupur City.

INFERENCE

Therefore, the null hypothesis (H_0) is accepted and the alternative hypothesis (H_a) is rejected, confirming that educational level does not significantly influence satisfaction with the current shift schedule among the respondents.

VII. FINDINGS

- Most (26.5%) of the respondents belong to the age group of 26–35 years.
- Most (27.9%) of the respondents have 1–3 years of work experience.
- There is a significant relationship between age group and stress-related diseases.
- There is a significant relationship between years of work experience and effect of poor work-life balance on well-being.
- There is no significant association between educational level and satisfaction with current shift schedule.

VIII. SUGGESTION

- Provide leadership development programs to support career advancement for mid-career employees.
- Long working hours should be reduced by redistributing tasks and improving time efficiency.

IX. CONCLUSION

The study was undertaken to explore the various dimensions of work-life balance among women employees and to understand how demographic and workplace-related factors influence their personal and professional well-being. The objectives of the study focused on identifying key challenges faced by women in balancing work and life, examining the health implications of work-life imbalance, and determining the role of organizational support in shaping employee satisfaction and performance.

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