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ISSUES OF WOMEN EMPLOYEES IN GARMENT FACTORIES - RELATED TO WORK PLACE PRESSURE AND FAMILY ENVIRONMENT

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ABSTRACT

Work-life balance is a concept which includes proper prioritizing between 'work' and 'life' (Health, happiness, leisure time, family etc.). It requires attainment of equilibrium between professional work and personal work, so that it reduces roughness between professional and personal life. Finding a suitable balance between work and daily living is a challenge that all workers face. Families are particularly affected. Work is taking over the lives of many of us in today's fast-paced, global environment, and if we do not guard ourselves against work-life imbalance, there could be increasing work-family conflicts and stress resulting from long hours and workload escalation. The objective of this study is to measure job satisfaction and work life balance of working women employees of garment industries of Tirupur. This study conducted with 100 women workers. Data has been analysed with the help of descriptive statistics and correlation analysis by SPSS.

KEYWORDS

Work Life Balance, Reduced Work Schedule, Quality Family Time, Shorter Vacations, Flexible Work Arrangements.

INTRODUCTION

The Quality of Work depends on the Quality of Work Life. It has been clear that one can accomplish his mission and provide the level of service the public demands only if we recruit and retain the best and the brightest and provide them with a work environment that supports them in getting their jobs done. Professional life and personal life are the two sides of the same coin. Traditionally to manage work life was considered to be a woman's issue. But now days, scenario has been changed increasing work pressures, globalization and technological advancement have made this issue associated with both the gender. To achieving "work-life balance" is not as trouble-free as it sounds. To maintain the balance between the two factors work life and personal life are becoming vital as they both are mutually connected and are mutually dependent on each other. Flexible Work Arrangements (FWAs) alter the time and/or place that work is conducted on a regular basis - in a manner that is as manageable and predictable as possible for both employees and employers. FWAs provide:

Review of Literature: Nadeem and Abbas (2009) analysed the relationship between work life conflict and job satisfaction in Pakistan. Findings reveal that job satisfaction is negatively correlated with work to family interference and family to work interference. Rani, Kamalanabhan and Selvaran (2010) assessed empirically the relationship between work life balance and employee satisfaction. Findings of the study suggest that high correlation exist between work life balance and employee satisfaction. Saif, Malik and Awan (2011) examined the relationship between work life balance and job satisfaction. Finding of the research reveals that work life balance and job satisfaction are strongly correlated. Also, there are no significant differences between three levels of management in context to work life balance and job satisfaction. Ueda (2012) aimed to find the relationship between work life balance and job satisfaction and whether this relationship is moderated by employee income. Results of the research show that work life balance is closely related to job satisfaction.

Maera, Pitarelli and Cangiano (2013) explored the study to find the relationship between work life balance and job satisfaction. Results of the study have shown that high correlation exist between work life balance and job satisfaction.

OBJECTIVES OF THE STUDY

Following objectives has been undertaken for the study:

1. To study the issues of Women Employees in Garment Factories - Related To Work Place Pressure and Family Environment
2. To study the relationship between job satisfaction and work life balance of women employees.
3. To suggest strategies to maintain a good work life balance

RESEARCH METHODOLOGY

This study used a descriptive survey design. A thorough review of literature was conducted before selecting the topic of the study. In this study, we focused on understanding the factors affecting quality of working life. A good methodology works as a strong plan for collecting both primary and secondary data. This section explains the methods used to carry out the study, giving special emphasis to the treatment and techniques used to analyse the data.

SAMPLE SELECTION & RESPONSE RATES

This study is chosen to focus on work-life balance to one of these most popular destinations: India's Banian city Tirupur and its district. Tirupur is an Important Trade Centre of India which is famous for knitted garment wears. It is situated near Coimbatore which is known as the Manchester of South India. Tirupur is a major source of Foreign Exchange for the country because of its exports. It is famous for the export of all Knitted garment wears such as T-Shirts, Polo-Shirts, Sweat Shirts, Banians, Pyjamas, and Night Dresses on various Fabrics like Single Jersey, Interlock, Fleece, Polar Fleece, Pique Jersey, Pointelle Jersey, RIB, Pointelle RIB, Drop Needle etc.

RESEARCH DESIGN

The data to be collected can be of two types – Primary and Secondary.

Primary sources consisted of:

- Questionnaire- It is a structured technique for data collection which consists of a series of questions, written or verbal that a respondent answers. In this research, closed ended questions were used for analysis. The primary sources of data include a structured questionnaire.
- Personal Interviews- Employees were interviewed personally. Questions related to the questionnaire were asked. Other than that points which were not clear from the responses in questionnaire were asked.

Secondary sources consisted of various research papers, books, and web resources. The details of these sources have been mentioned in the bibliography.

SAMPLING

A sample is a subgroup of the elements of the population selected for participation in the study.

- Sample size: Sample size is 100.
- Sample unit: The sample unit includes only women. Employees of various garment units of Tirupur.

DATA ANALYSIS TOOLS

The data is analysed by using the SPSS descriptive statistics.

FACTORS CONSIDERING WHILE LOOKING FOR A JOB**TABLE 1**

Sl.No	Not Important	Quite Important	Important	Very Important	Not Applicable
Salary/Wages	0	35	30	35	0
Location of workplace	4	26	40	21	9
Holidays	9	27	37	17	10
Interest in job	16	32	25	19	8
Career development prospect	17	48	30	5	0
Flexible working Hours	21	38	22	18	1
Leave Arrangement (Casual, Academic, Sick, Maternity/Parental etc.)	18	50	25	6	1
Training opportunities	13	27	40	17	3
Job security	4	30	42	24	0
Friendly Environment	20	41	25	13	1

- The above table shows that 35% women employees felt that salary and wages are quite important and no one opined it is not important.
- The above table shows that 40% of the employees agree that location of workplace is important.
- Almost 90% of employee enjoys their holidays while spending happy times at work.
- The above table reveals that 25% of the women employees agree that Interest in job is important.
- The analysis shows that 48% of the women employees told that career development prospect is quite important.
- The above table shows that 50% of the employees strongly agree that the leave arrangement is important factor.
- From the above table it is understood that 13% of the women Employees agree that the training opportunities play vital role.
- Above table also suggests that 42% employees strongly agree that the job security is important.
- The analysis shows that 20% of the women employees opined that the friendly environment is not so important.

THE EXTENT DOES YOUR FAMILY LIFE AND FAMILY RESPONSIBILITIES INTERFERE WITH YOUR PERFORMANCE ON YOUR JOB IN ANY OF THE FOLLOWING WAYS?**TABLE 2**

Statements	SA	A	NAND	DA	SDA
Family matters reduce the time you can devote to your job	38	46	11	3	2
Family worries or problems distract you from your work	31	37	16	15	1
Family activities stop you getting the amount of sleep you need to do your job well	13	27	40	17	3
Family obligations reduce the time you need to relax or be by yourself	23	30	22	20	5
Your job reduces the amount of time you can spend with the family	26	38	23	12	1
Problems at work make you irritable at home.	20	41	25	11	3
Your work involves a lot of time away from home	30	40	23	6	1
Your job takes up so much energy you don't feel up to doing things that need attention at home	26	36	30	7	1

- The study shows that 46% of the respondents are agree that the Family matters reduce the time they can devote to their job and only 2% of them disagree the fact.
- The research reveals that 31% of the women employees strongly agree that Family worries or problems distract them from their work and 37% respondents agree this statement. And, only 1% respondents are expressed their strong disagree.
- The analysis shows that 40% of the women employee neither agree nor disagree that Family activities stop them getting the amount of sleep you need to do their job.
- The above table shows that 23% of the employees strongly agree that Family obligations reduce the time they need to relax or be by them self and, 30% agrees on this opinion.
- From the above table it is revealed that 26% of the women employees strongly agree that their job reduces the amount of time you can spend with the family
- Above table also suggests that 26% employees strongly agree that their job reduces the amount of time they can spend with the family where as 38% agree on this opinion. And, 1% dis agree on this aspect.
- The analysis shows that 20% of the women employees strongly agree that Problems at work make them irritable at home and, 41% agree that they are personally developing themselves, where as 3% strongly disagree on this point.
- The above table shows that 30% of the employees strongly agree that their work involves a lot of time away from home. 40% agree on this opinion, where as 1% employees strongly disagree that they have flexibility and freedom in the job.
- The above table shows that 26% of the employees strongly agree that their job takes up so much energy they don't feel up to doing things that need attention at home.

Now day's organizations have realized the significance and importance of the concept work-life balance and its importance in the efficiency of the employees so that neither their work nor the employee's personal life is affected.

FINDINGS & RECOMMENDATIONS

The research shows that in many cases (70%) the employee are aware of the requirements of their home care. Organizations need to take steps to develop a healthy work culture, which has a very important bearing on the work of employees, more so in challenging times. Flexible Work Arrangements need to become an integral part of culture of an organization. Since women are becoming more ambitious, money is not the only factor important for them. They are driven more by empowerment, which comes from education. The trend from western countries shows that women cannot and should not be expected to be who they were 20 years back. If issues affecting women are not considered on a quick basis, the trends of western countries are sure to become a part of India also. For e.g. deciding to get married relatively late and either having children late or deciding not to have children. Women also expect support from spouse in household chores. Strangely, this is one trend which has not caught pace and if such development can take place it will surely imply great support for women.

CONCLUSION

We hear much about the changing nature of families as we enter the 21st century. Less often do we attend to the substantial transformations occurring in the way we are working? Just as flexibility in family processes diminishes potential family stress, flexibility in work processes can help employees manage the contemporary stresses associated with balancing work and family demands. In fact, this study empirically documents how greater flexibility in the timing and location of work decreases employees' sense of stress at meeting the needs of work and family. Data such as these can reinforce management's efforts to provide greater flexibility in the workforce, especially when the results are so clear and the costs of such efforts are relatively small. Just as important, these data may help encourage employees to take advantage of the flexibility that is increasingly offered so that they can more effectively care for their families. As more companies offer flexibility in the timing and location of work and more individuals use that flexibility, the work-family imbalance that was problematic for employees in the twilight of the 20th century can become the balance so many seek in the 21st century. It is rightly said that change is the only constant thing in today's time, be it in any sphere of life. If organizations want to retain the best of their female employees, it is evident that Flexible Work Assignments have a very important role to play for the same purpose. Rather than avoiding such welcome changes organizations need to study the trade-offs carefully. The additional costs incurred on such policies are expected to pay off if tracked on a regular basis, benefits such as employee retention, higher morale and better productivity.

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