

Work-life Balance of Employees In Textile Shop in Thanjavur

Sachin Kumar. V, Ist Year M.B.A., PeriyarManiammai Institute of Science and Technology, Thanjavur, India

Rajandran. KVR, Associate Professor & Head, Department of Management Studies, PeriyarManiammai Institute of Science and Technology, Thanjavur, India

Abstract:

Work-life balance is faced by all the employees who are working in an organization. Being an employee, they also have a personal life and individual commitments. So the employee has some clash between their personal life and work life. This research focus on work life balance on textile shop. The convenient sampling method is used with 81 respondents and the analysis is done by ANOVA: Single factor. On the basis of my P-value from ANOVA table, that there is a no relationship between work life and personal life of the employee in an organization.

Keyword: Work-life balance, ANOVA, Convenient sample, P-value.

I. Introduction

Work-life is used to explain the balance of an individual needs between the personal life as well as for the work life.

The term of 'work-life balance' is recent origin, its First used in UK as well as in US. Recently the work life has been drawn a confusion; this part is gives recent technical changes and advancement in work objectives, it's possible to be completed on 24-hour cycle.

According to (NHISOHS 2010) "National Health Interview Survey Occupational Health Supplement" data, 16% of U.S. workers reported difficulty balancing work and family. Especially in textile industry, The employees facing the difficulties of balancing their work and family. The main reason for imbalance of employees in textile industries is competition, Global economy and Longer working hours. Due to this imbalance the employees get dissatisfaction on career. For last decade, the employees focused only on salary, so they didn't mind the working hour. But the New generation employees focus not only salary and also focused on motivation, rewards etc.

By encouraging the employee by motivation, rewards etc., they get satisfied easily on career. The organization need to concentrate on organization of work and job design, the employees get even more satisfied. Today's the organization realize the importance of relationship between career and personal life.

So some organizations are adopting for new policies for employees to spend time with their family along with concentration on work.

The present research paper aims to study the work-life balance of employees of Textile shop in Thanjavur.

II. Literature Review

Kanakarathinam(2017), Explains about the "Measuring qualities of work-life balance in the Organization, examined the relationship between quality of work-life and performance.

Delina and Prabhakara Raya(2013), Analyzed the work-life balance quality in organization for the Industrial workers in relation to size of employees, work life is

positively related to performance of worker and their motivational factor.

Jonnalagadda Vanaja and

Yvsss Vara Prasad (2018), Stated the “Quality of Work life balance In Textile Shop”, Work life dimensions of economy benefits, marital status and general life satisfaction.

Indumathy and Kamalraj (2012), Concluded the level of happiness or dissatisfaction with one’s career. The peoples are asset in the organization rather than costs, it will be consider as a quality of work life of an employees. Today’s Workforce is realizing the importance of balance between career and personal lives.

Yogesh Jain and Renil Thomas (2016), Defined that major conceptual area of work life balance are necessary in the recent era. Several experiments indicate that the interest in improving the QWL reflects social changes.

III. Research Methodology

The employees of the textile shop in thanjavur have been taken as sampling unit for the study. The data were collected by using a well- structured interview schedule. Work life balance has been described with the help of ANOVA. Relationship between satisfactions towards Quality of work life factors has been found.

Hypothesis

H0: There is no significant relationship between work life balance and personal profile of employees.

H1: There is significant relationship between work life balance and personal profile of employees.

SAMPLE SIZE:

The total respondent was 81 among the population of Thanjavur Region. The sample size was 81 through the questionnaire. The convenient sample technique is used.

TOOLS USED FOR ANALYSIS THE RESPONDENTS:

Data analysis tool is ANOVA:Single factor.

TABLE-I

VARIABLES	SD	D	N	A	SA
Working hour and private life is fits	12	13	9	22	25
Missing my good time due to work pressure	8	13	11	29	20
Personal, Financial factors are some of motivation factor	5	10	25	17	24
Work on holidays also	8	21	14	19	19
Good career prospects in the company	6	17	11	24	23
Able to balance work life	10	10	17	25	19
Possible of stress related diseases	5	14	17	28	17
Good on leave policy	11	12	13	26	19
Providing creche facility	8	14	13	23	23
Planning of holiday camp	11	13	16	20	21
MEAN	8	14	15	23	21

TABLE-II

Source of Variation	SS	df	MS	F	P-value	F _{crit}
Between Groups	0.181818	10	0.018182	0.00032	1	2.053901
Within Groups	2501.2	44	56.84545			
Total	2501.382	54				

From the above table-I it is evident that the mean score 23 is higher on “Agree” followed by mean score 21 on “Strongly Agree” it is clear that there is no significant relationship between work life and personal life of employees in an organization. From table-II, the P-value is 1 (i.e)

more than 0.05, therefore null hypothesis (H0) is accepted.

V. CONCLUSION

Hence the work life balance of the employee is most important factor in an organization, thus the personal life and the work life has to be handled by the employees in the good manner. Based on my research, the work life and the personal life of the employee in textile shop of thanjavur is to be maintained properly by undergoing some holiday camp as well as leave policy for the employees. Thus it concluded that there is no relationship between the work life and personal life of the employee.

VI. REFERENCES

1. Dr. Yogesh Jain and Renil Thomas (2016), "A study on quality of work life among the employees of a leading pharmaceuticals limited company of Vadodara district", *International Journal of Applied Research*, pp.926-929
2. G. Delina and Dr. R. Prabhakara Raya (2013), "A study on Work-Life Balance in Working Women", *International Journal of Commerce, Business and Management*, vol.2, NO.5, PP.274-282.
3. Dr. S. Jayaraman (2016), "A study on quality of work life of spinning mill employees in Dindigul District", *International Journal of Commerce and Management Research*, Vol.2, NO.12, pp.82-87.
4. Atasi Mohanty¹, Lalatendu Kesari Jena² (2016), "Work-Life Balance Challenges for Indian Employees: Socio-Cultural Implications and Strategies", *Journal of Human Resource and Sustainability Studies*, vol.3, pp.234-237.
5. Usman Manor and Putri Mega Desiana (2018), "Work-Life Balance, Motivation and Personality of MSE Owners on Firm Performance in Greater Jakarta", *Journal homepage: <http://www.pertanika.upm.edu.my/>, pp.127-138.*
6. J. Vignesh Shankar (2014), "A Study on Quality of Work Life and Employee Motivational Strategies", *International Journal of scientific research and management*, vol.2, no.5, pp.901-908.
7. Magdalene Peter and S. Fabiyola Kavitha (2018), "A Study on Work Life Balance of Indian Software Women Employees", *International Journal of Pure and Applied Mathematics*, Vol.119, no.12, pp.14949-14958.
8. Dr. PALLAVI MEHTA (2015), "Work-Life Balance At A Glance- A Synthetic Review", *Journal of Business Management & Social Sciences Research*, Volume 4, No.1, pp.49-53.
9. S. Naganandini Selvaraj (2014), "A Study on Review of Quality of Work Life on Employee Retention in Private Companies", *International Journal of Social Science and Humanities Research*, vol.2, no.3, pp.277-281.
10. Harvinder Soni, Yashwant Singh Rawal (2014), "Impact of Quality of Work Life on Employee Satisfaction in Hotel Industry", *Journal of Business and Management*, vol.16, no.3, pp.37-44.
11. Dr. Balaram Bora (2017), "Quality of Work Life Components: A Literature Review in Academic Sector", vol.5, no.4, pp.1470-1476.
12. Vijayshri rameshkumar mehtha & dr. Rajashree shinde (2012). "A study of work life balance (wlb) among women employees in service sector with special reference to pune city (2009-12)"
13. Indumathy.R. & kamalraj.S (2012) "a study on quality of work life among workers with special reference to textile industry in tirupur district – a textile hub". Vol. 2, no. 4, pp. 265-281
14. K. Agha, F. T. Azmi & A. Irfan (2017) "Work-life balance and job satisfaction: an empirical study focusing on higher education teachers in oman. Vol. 7, no.3, pp.164-171.
15. Kalaiselvi kandampalayam thulasimani, muruganandam duraisamy, & sakthi suganya rathinasabapathi (2010). "a study on work life balance amongst managers of garment units in tamilnadu state, india" Vol. 7, no.2, pp.445-456
16. Jonnalagadda vanaja & dr. Yvvss vara Prasad (2018). "a study of work life balance (wlb) among women employees in textile industry" Vol.4, no.4, pp.520-526.
17. Dr. R. Kanakarathinam (2017). "Tirupur textile employees's quality of work life and job satisfaction at work" Vol.4, no.1, pp. 126-133.
18. P. Rathamani & dr. Rameshwari ramchandra (2013). "A study on quality of work life of employees in textile industry – sipcot, perundurai." Vol. 8, no.3, pp.54-59.
19. Chaitra r, ashok kumar r s, & dr.t.p.renuka murthy. "a study on work life balance of the employees at bosch ltd, Bangalore"
20. Dr. S. Jayaraman (2016). "a study on quality of work life of spinning mill employees in dindigul district, tamilnadu, india". Vol.2, no. 12, pp. 82-87.