



A Study on Work-Life Balance Practices at Garment Industry - With Reference to Essdee Pvt Ltd

Authors:

1st Dr.A.R Kanagaraj

Assistant Professor, Dept of Corporate Secretaryship,

Dr. NGP College of Arts and Science, Coimbatore

2nd Mrs. Nisha M

Research Scholar

Dept of Corporate Secretaryship,

Dr. NGP College of Arts and Science, Coimbatore

Abstract

This study explores the work-life balance (WLB) practices within the garment industry, focusing specifically on Essdee Garments Pvt. Ltd. The objective is to examine the effectiveness of the existing WLB initiatives, identify the challenges faced by employees in balancing professional and personal responsibilities, and assess the company's policies supporting employee well-being. Primary data was collected through a structured questionnaire administered to 50 employees across different job roles. Statistical tools such as the Chi-Square test were used to analyze the relationship between variables like gender and satisfaction with working hours. The findings indicate that while basic WLB measures are present, there is no significant association between gender and working hour satisfaction, suggesting uniform challenges across the workforce. The study concludes with practical suggestions to enhance organizational support and recommends tailored strategies to improve work-life integration.

Keywords: Work-Life Balance, Garment Industry, Employee Well-being, HR Policies, Organizational Support & Employee Satisfaction

Introduction

In today's competitive and fast-paced work environment, achieving a healthy work-life balance has become a crucial concern for employees and organizations alike. Especially in the garment industry — known for long hours, production targets, and labor-intensive processes — maintaining a balance between professional duties and personal life can be particularly challenging.

Essdee Garments Pvt. Ltd., a well-established player in the garment sector, provides employment to a wide range of workers, including floor workers, supervisors, and managerial staff. Understanding the work-life balance practices in this organization is essential to ensure employee satisfaction, productivity, and long-term retention.

This study aims to explore the work-life balance practices followed at Essdee Garments Pvt. Ltd., identify key challenges faced by employees, evaluate the effectiveness of the company's current policies, and offer actionable suggestions. The research further uses a structured questionnaire to collect responses from 50 employees across various roles, and applies statistical tools such as percentage analysis and the Chi-Square test to interpret the data.

The insights drawn from this study can guide the company in refining its human resource practices and in creating a more employee-centric and supportive work environment.

Background of the Garment Industry in TamilNadu

The garment industry in Tamil Nadu holds a significant place in India's textile and apparel sector, contributing substantially to employment generation, export earnings, and industrial output. The state, particularly the Tiruppur and Coimbatore regions, has emerged as a major hub for knitwear and readymade garment manufacturing, with a dense concentration of small, medium, and large-scale units. Known for its cost-effective production, skilled labor force, and strong supply chain infrastructure, Tamil Nadu's garment sector has become a key player in both domestic and international markets.

However, the industry is also characterized by long working hours, intense work pressure, and limited work-life balance for its employees, particularly among the labor-intensive segments of the workforce.

Importance of Work-Life Balance in Labor-Intensive Sectors

In labor-intensive industries such as the garment sector, employees often face high levels of physical strain, repetitive tasks, and tight deadlines, all of which can adversely affect their personal well-being and overall job satisfaction. Work-life balance has become an increasingly important area of focus as it directly impacts employee productivity, retention, mental health, and organizational commitment. Ensuring a harmonious balance between work demands and personal life is essential not only for employee welfare but also for sustainable industrial growth and ethical labor practices.

Review of literature:

Indrajit Kumar (2022) highlights the importance of quality of work life (QWL) and its impact on the performance and work-life balance of bank employees in India. The study aims to investigate the dimensions of QWL and compare the work-life balance of employees in public and private sector banks. The review identifies eight significant dimensions that contribute to QWL, with social integration and social relevance being the most significant factors. The study concludes that improving social integration and social relevance can enhance the QWL of bank employees and suggests that employers should focus on creating a work environment that promotes work-life balance and employee well-being.

Lendak-Kabok, K. (2022) conducted a study on work-life balance strategies in academia. The article's main aim is to explore how the intersection of gender, class, and ethnicity shapes the work-life balance strategies of female academics in two Serbian universities. The qualitative research involved 20 semi-structured interviews, and the findings reveal that women employ specific rhetoric and life strategies to rationalize their actions and decisions.

The intersectional analysis demonstrates that there are differences between the strategies employed by women from different ethnic backgrounds to balance family and career obligations. There is also a class difference, which intersects with gender and ethnicity, resulting in a new form of inequality among female academics.

Vani Haridasan and Kavitha Muthukumaran (2021) aimed to identify the various factors that affect women's work-life balance during the lockdown caused by the COVID-19 pandemic. The study found that job performance and personal well-being are the main determinants of women employees' work-life balance during work from home. The findings of this study suggest that organizations should realign their policies, benefit programs, work distribution, and make job changes within the organization for an employee-friendly remote working experience, thereby improving the workforce's efficiency and productivity.

Ashwini A Yarnal (2020) encountered that work-life balance (WLB) is a modern and distinctive issue in the healthcare industry, as employees constantly need to succeed and advance at the workplace, while simultaneously managing family and recreation. Balancing these two aspects is the cause of burnout among employees. Consequently, employers have recognized this as a need of the hour and wish to introduce work-life balance strategies, plans, and policies to boost employee morale, motivation, and productivity.

Jigyasa Singh & Dr. Bharathi Shukla (2020) in their study found that the majority of married women employees feel that they don't receive the recognition, rewards, and promotions that match their hard work. Women are also unable to participate in socialization activities due to their home responsibilities. They also found that the majority of women feel that their efficiency and performance are affected by work pressure and uncertainty in their roles. They concluded their study by saying that work-life balance for women employees is dependent on job security and having enough time to spend with their family. Therefore, there is a strong need to maintain a supportive environment for women employees.

Objectives of the Study:

This study aims to

- Examine the present work-life balance practices implemented
- Identify the key challenges faced by employees in managing their personal and professional responsibilities.
- Assess the effectiveness of the company's policies in promoting work-life balance.

Scope of the Study

The study focuses on the employees of Essdee Pvt Ltd, a prominent garment manufacturing company in Tamil Nadu. It includes both male and female workers across various levels of employment, aiming to understand their perceptions and experiences related to work-life balance. The study also examines the HR policies, organizational culture, and management interventions in promoting employee well-being.

Research Methodology

This study employs a **descriptive research design with an empirical approach**, focusing on the **work-life balance practices among employees of Essdee Pvt Ltd**, a garment industry organization. The objective is to gain a comprehensive understanding of employee experiences and the organization's work-life policies.

Data Collection Methods

Both **quantitative and qualitative primary data** were collected. Quantitative data was gathered through a **structured questionnaire** consisting of **closed-ended and Likert scale questions**, while qualitative insights were obtained through **semi-structured interviews** with selected employees and HR personnel.

Sampling Technique and Sample Size

The study population consisted of **532 employees** working across different departments and job levels. A **purposive sampling method** was used to ensure adequate representation from various

sections of the workforce. To determine the sample size, **10% of the total population (i.e., 53 employees)** was selected.

However, **3 questionnaires were found to be incomplete and subsequently rejected**. Thus, the final analysis was conducted based on **50 valid responses**.

This approach ensures a balanced representation of employee perceptions and provides meaningful insights into the work-life balance practices followed at Essdee Pvt Ltd.

Data Interpretation:

Hypotheses

- Null Hypothesis (H_0): Gender and satisfaction with current working hours are independent.
- Alternative Hypothesis (H_1): Gender and satisfaction with current working hours are associated.

Table no: 1

Observed Frequency Distribution of Employees

Gender	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Row Total
Male	2	3	4	5	6	20
Female	1	4	5	7	3	20
Others	1	0	2	4	3	10
Total	4	7	11	16	11	50

Table no: 2**Expected Frequency Table for Work life Balance Variables**

Gender	Strongly D Disagree	Disagree	Neutral	Agree	Strongly Agree
Male	1.6	2.8	4.4	6.4	4.4
Female	1.6	2.8	4.4	6.4	4.4
Others	0.72	1.26	1.98	2.88	1.98

Interpretation:

The above table shows that at α is equal to 0.05 and DF is equal to 8 the critical value from chi square table is approximate 15.51 if you are calculated χ^2 is equal to 7.89 greater than 15.51 fail to reject H_0 this means no significant Association between Gender and satisfaction with working hours.

Table no: 3**Ratio Analysis of Employee Satisfaction with Current Working hours by Gender**

Gender	No of Respondents	Percentage Satisfied
Male	20	55%
Female	20	50%
Others	10	66.67%
Total	50	

Interpretation of Data: Among all gender categories, the ‘Others’ group reported the highest satisfaction with their current working hours (66.67%), followed by males (55%) and females (50%).

Table no: 4

Percentage Distribution of Respondents in the Totally Disagree, Disagree and Neutral Category.

Category	No of Respondents	Percentage %
Totally Disagree	4	
Disagree	7	
Neutral	11	
Total	22	44%

Findings:

- The Chi-square test result shows a calculated value of **7.89**, which is less than the critical value of **15.51** at the 0.05 significance level.
- This indicates there is **no significant association** between gender and satisfaction with current working hours.
- Gender does not play a determining role in employees' perception of their work-hour satisfaction.
- **66.67%** of employees identifying as ‘Others’ expressed satisfaction (agree or strongly agree).
- **55%** of male employees expressed satisfaction.
- **50%** of female employees expressed satisfaction.
- **44%** of all respondents were either neutral or dissatisfied with their working hours.
- A considerable portion of the workforce may be experiencing challenges related to work-life balance.
- It is important to review and potentially enhance work-hour flexibility and support systems for all employees, regardless of gender.

Limitations of the Study

- The findings are limited to one company and may not be generalizable to the entire garment industry.
- Responses are subject to individual bias and may be influenced by the fear of repercussions despite confidentiality assurances.
- Time constraints and accessibility to certain employee groups may limit the depth of qualitative data collection.

Suggestions:

Employees suggested implementing flexible work timings, arranging periodic wellness sessions, improving supervisor training, and increasing access to mental health support. A clear communication strategy regarding HR policies and the introduction of employee assistance programs (EAPs) were also recommended.

Conclusion:

Since the calculated chi square value is 7.89 is less than the critical value 15.511 we fail to reject the null hypothesis conclusion that there is no significant relationship between Gender and satisfaction with current working hours among garment industry employees.

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INTERVIEW SCHEDULE

A Study on Work-Life Balance Practices in Garment Industry

Section 1: Demographic Details

1. Name (Optional): _____
2. Age: (i) 18-25 (ii) 26-35 (iii) 36-45 (iv) 46 and above
3. Gender (i) Male (ii) Female (iii) Others
4. Educational Qualification:
 - (i) No formal education (ii) Up to 10th grade (iii) 12th grade
 - (iv) Diploma (v) Graduate (vi) Postgraduate
5. Work Experience in the Garment Industry:
 - (i) Less than 1 year (ii) 1-3 years (iii) 4-7 years (iv) More than 7 years
6. Current Designation: _____
7. Type of Employment: (i) Permanent (ii) Contractual (iii) Temporary
8. Monthly Income (Optional): (i) ₹10,000 - ₹20,000 (ii) ₹20,000 - ₹30,000
(iii) ₹30,000 - ₹40,000 (iv) Above ₹40,000

II. Job Profile

- 1) Managerial Level
- 2) Supervisory Level
- 3) Shop floor Worker
- 4) Office Employees

1) Below 5 2) 5-10 3) 11-15 4) 16-20 5) Above 20

Flexible working hours	
Supportive supervisors	
Paid leave/Time-off policies	
Reasonable workload	
Hostel facility	

S No		1	2	3	4	5
1	The company encourages a healthy					

	balance between work and personal life.					
2	I am satisfied with the current working hours					
3	I have access to leave or time-off policies when required.					
4	Management supports flexible work arrangements when needed.					
5	The company promotes a family-friendly work environment.					
6	The current job affects your ability to manage personal or family responsibilities					

13. How many hours per day are you able to spend with your family or for personal time?

14. Are you able to attend family functions or personal events without work pressure? (Yes/ No)

15. Have you ever had to miss important family/personal commitments due to work? (Yes/ No)

II. Identify the key challenges faced by employees in managing their personal and professional responsibilities.

16. Please indicate the extent to which your family life and responsibilities impact your performance at work in the following areas

Strongly disagree -1 Disagree -2 Neutral -3 Agree – 4 Strongly agree -5

5 No		1	2	3	4	5
1	Family activities stop you getting the amount					

	of sleep you need to do your job well					
2	Family worries or problems distract you from your work					
3	Family obligations reduce the time you need to relax or be by yourself					
4	I miss deadlines at work due to overlapping family responsibilities.					
5	I am unable to take up extra work responsibilities because of family commitments.					
6	I find it difficult to maintain a consistent work routine because of family obligations.					
7	Conflicts at home affect my mood and attitude at the workplace.					
8	I find it hard to concentrate on work when there are unresolved issues at home.					
9	I feel guilty when I spend more time at work than with my family.					
10	My family responsibilities prevent me from attending work-related events or training.					

III. Assess the effectiveness of the company's policies in promoting work-life balance.

17. Please rate the quality of the following aspects of the company's policies that are intended to support work-life balance.

1 – Very Poor | 2 – Poor | 3 – Average | 4 – Good | 5 – Excellent

S No		1	2	3	4	5
1	Quality of the company's leave policy in addressing personal and family needs					
2	Quality of working hours in supporting a balanced daily routine					
3	Quality of flexibility offered in work timings or shifts					
4	Quality of overtime policy in protecting personal time					
5	Overall quality of work-life balance initiatives provided by the organization					
6	Quality of the company's policy on avoiding work communication outside office hours					
7	Quality of support provided by supervisors in personal/emergency situations					
8	Quality of communication about work-life balance policies					
9	Quality of response from HR when work-life concerns are raised					
10	Quality of wellness and stress-relief programs provided by the company					

18. Provide suggestions to enhance employee well-being and organizational support for work-life integration.