

**A STUDY ON WORK-LIFE BALANCE OF WORKERS IN TIRUPUR  
TEXTILE COMPANIES**

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**Abstract**

*Work-Life balance refers to an effective management or striking a balance between the work which is remunerated and the personal or social responsibilities which an individual is expected to perform. Work-life balance is about effectively managing the juggling act between paid work and other activities that are important to us -including spending time with family, taking part in sport and recreation, volunteering or undertaking further study. Work and personal life were once considered to be two separate priorities. But with the changing times due to globalization and ever-increasing work pressures, maintaining work-life balance has attracted the attention of the organizations and employees as well. The workers, who devote a crucial period of time of their entire day at work or sometimes work for extended hours, are faced with the challenge of balancing their personal lives with the demands of their profession. Improving the balance between our working lives and our lives outside work can bring real benefits for employers and employees. It can help build strong communities and productive businesses. In a society filled with conflicting responsibilities and commitments, work/life balance has become a predominant issue in the workplace. Work life can influence organizational productivity and also the well being of the employees in different ways. The present study intended to study the work-life balance of workers in Tirupur Textile companies.*

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*Keywords: Work-life balance, Personal life, Organisational productivity.*

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## **Introduction**

Work life balance is the interaction between the work and the other activities that includes family, community, leisure and personal development. It is about the right or the balanced combination of the individual's participation in the work and other aspects of their life and this combination doesn't remain the same it can be changed over the time. Work life balance is where the tensions between the work life and personal life is minimised by having a proper policies, systems, supportive management and provisions at work place and a good relations in personal life. Performance and the job satisfaction of the workers are said to be affected by the work life balance. Work life balance of the workers helps in reducing the stress level at work and increases the job satisfaction.

Companies have realised the importance of the work life balance with respect to the productivity and the creativity of the workers. Employers offer different programs such as flexible hours, shifts, team outing, day care centres, health care centres, etc. to motivate the workers to work efficiently. Workers feel motivated and become loyal and committed towards the organisation as it puts an extra effort to provide a healthy balance between work and life. Organisations face many challenges in implementing the policies on Work life balance as workers today are not just look out for a job but they also want the organisation to take of their well being. So organizations are trying to adopt new policies where workers can have time for their family and other commitments apart from their work.

## **Importance of Work-Life Balance**

Technology has improved people's lives in many different ways. People can live longer, healthier lives because of technological advancements. A student can access vast resources of information to complete assignments and a mother can see and talk to a daughter that is thousands of miles away. The advancements in the way people access information, communicate with one another, and complete tasks have allowed for flexibility in the workplace. It has also created a lack of distinction between work and family time. It is important to draw a distinction between work and life. People who are constantly tied to their jobs deal with the symptoms of stress and burnout. If a person doesn't have a time to relax and recharge, their ability to do their

job decreases and their performance level suffers. Thus, from a management point of view, it is important to encourage a person to take time off from work instead of putting in long hours.

Creating a schedule that allows a person to do activities they enjoy will help them to be better employees, friends, and family members. Once the time to work is over the person needs to learn to walk away from the laptop and not answer the cell phone for work calls. This type of balance is not easy to achieve because there will always be people who want to make demands on an individual's time. People need to learn that it is okay to say no and only agree to take on additional tasks if they are important. Without creating a work-life balance a person isn't able to take time to enjoy the life they have worked so hard to create. They aren't available for friends and family members, and often take their stress out on the ones they love. They can also suffer from illness and physical disorders that stem from prolonged stress such as heart disease, alcoholism, and even diabetes.

A good work-life balance, on the other hand, is profitable for both employees and employers. A case in point is the rise in output of factories in the 19th century when work hours were reduced to 10, and later, eight hours a day. Some of the reasons why overwork impacts productivity are:

- **It has an impact on your health**

Too much work is typically accompanied by stress and exhaustion, impacting sleep patterns and eating habits. It can also cause mental disturbance, heart disease and loss of memory among other ailments. All of these factors have a negative effect on a person's physical and mental well-being, may force s/he to take more sick leave than actually required and result in a diminished capacity for work in the long term.

- **It can impair judgment and strain interpersonal relations**

Stress and the resultant lack of sleep affect a person's capacity to establish a firm grip on situations and make sound decisions. It also takes a toll on one's ability to relate socially to colleagues, be sensitive to other

people's needs and control one's emotions—all increasingly important skills in the modern workplace.

- **It encourages risky behavior**

Vitality and high performance in the corporate space can sometimes become euphemisms for an adrenalin rush driven by lack of rest, and can result in some very dubious decision making. As one expert says, sleep deprivation can be downright dangerous and the antithesis of intelligent management.

- **It can blur perspective**

Overwork tends to lead to confusion. Too much work can leave employees with a lack of perspective, unable to see the bigger picture. Hours can be spent toiling away on insignificant tasks while the more important matters are left unaddressed.

- **It can damage personal relationships**

Overworked employees have less time for family, friends and pursuing any personal interests. That can in turn damage intimate relationships and adversely affect the growth and development of children. Meeting friends, attending children's functions at school or devoting time to a hobby will all go towards helping build a fulfilling life, leaving you happier both outside of and at work.

### **Advantages of Improved Work - Life Balance**

A good work-life balance can enable staff to feel **more in control of their working life** and lead to:

- **increased productivity**
- **less instances of sickness and absenteeism**
- **a happier, less stressed workforce**

- **staff feeling valued and that their personal and/or family life is important**
- **improvements in employee mental health and well-being**
- **more engaged staff**
- **greater employee loyalty, commitment and motivation**
- **staff less likely to leave**

### **Objective of the Study**

- To study the impact of working hours of job on the personal life of the workers in Tirupur textile companies.

### **Hypothesis of the Study**

- H<sub>0</sub>: There is no significant relationship between the working hours and its impact on personal life of the workers.

### **Research Methodology**

The study is based on the workers working in Tirupur textile companies. The main objective of the study is to study the impact of number of working hours on the personal life of the workers. To study this data was collected from the workers of Tirupur textile companies. The study is based in primary data with a structured questionnaire. The study adopted the descriptive type of research approach for analyzing the work life balance of workers. Simple Random sampling method was adopted to collect the responses from the workers. A sample of 60 workers was selected to conduct this study. The Statistical techniques such as percentage analysis and multiple regression analysis are used to analyze the data.

### **Data Analysis**

Statistical software SPSS has been used for analyzing the data. The following tools were used to analyse the data.

- **Percentage Analysis (Frequency Distribution)**
- **ANOVA**

**Table.1.1. Frequency Distribution - Classification based on Study Factors**

<b>Study Factors</b>	<b>Category</b>	<b>Number of Respondents</b>	<b>Percent</b>
<b>Working hours</b>	8 Hours	18	30
	8.5 Hours	6	10
	9 Hours	31	51.7
	>10 Hours	5	8.3
	<b>Total</b>	<b>60</b>	<b>100</b>
<b>Level of happiness towards working hours</b>	Very happy	4	6.7
	Happy	44	73.3
	Indifferent	10	16.7
	Unhappy	1	1.6
	Very Unhappy	1	1.6
	<b>Total</b>	<b>60</b>	<b>100</b>
<b>Level of happiness towards flexible working hours provided by the company</b>	Very happy	1	1.7
	Happy	22	36.7
	Indifferent	34	56.6
	Unhappy	2	3.3
	Very unhappy	1	1.7
	<b>Total</b>	<b>60</b>	<b>100</b>
<b>Quality time to be spent in family is missed because of job</b>	Never	3	5
	Rarely	11	18.3
	Sometimes	40	66.7
	Often	5	8.3
	Always	1	1.7
	<b>Total</b>	<b>60</b>	<b>100</b>
<i>Source: Primary Data</i>			

Table 1.1 reveals that 30 percent of the workers work for 8 hours, 10 percent of the workers work for 8.5 hours, 51.7 percent of the workers work for 9 hours, 8.3 percent of the workers work for more than 10 hours a day, 6.7 percent of the workers feel very happy with their working hours, 73.3 percent of the workers are happy with their working hours, 16.7 percent of the workers feel indifferent with their working hours, 1.6 percent of the workers are unhappy about their working hours and again 1.6 percent of the workers are very unhappy with their working hours. In regard to the level of happiness towards flexible working hours provided by the company, 1.7 percent of the workers feel very happy, 36.7 percent of the workers feel happy, 56.6 percent of the workers feel indifferent, 3.3 percent of the workers feel unhappy and 1.7 percent of the workers are very unhappy towards the flexible working hours provided by the company. The opinion of the respondents about the feel of quality time spent in the family to be missed because of their job, 5 percent of the workers never felt like quality time spent in the family missed because of their job, 18.3 percent of the workers rarely think missing family time due to the job, 66.7 percent of

the workers said that they sometimes miss their time spent with family because of their job, 8.3 percent of the workers often think about missing their family time and 1.7 percent of the workers said that they always miss their quality time spent with their family due to their job.

**Table.1.2. Model Summary – Impact of working hours on personal life of the workers**

Model	R	R Square	Adjusted R square	Std. error of the estimate
1	0.541	0.293	0.242	0.7235
<i>Predictor Variable: working hours</i>				
<i>Dependent variable: personal life of the workers</i>				

From the above table it is inferred that since the value of R is 0.541 there exists strong relationship between hours of working and personal life of the workers. Hence the null hypothesis is rejected and the alternate hypothesis is accepted.

**Table.1.3. ANOVA – Impact of quality of time, demands of work, overtime and meetings after office hours on personal life of the workers**

Model	Sum of Squares	df	Mean Square	F-value	Sig.
Regression	11.944	4	2.986	5.704	.001
Residual	28.790	55	0.523		
Total	40.733	59			
<i>Predictor Variable: quality of time, demands of work, overtime and meetings after office hours</i>					
<i>Dependent variable: personal life of the workers</i>					

From the above table it is inferred that as significant value is 0.001, which is less than the standard value of 0.05, we can conclude that Quality time with family is missed, demands of work, overtime and meetings after office hours are the good predictors of the work is having a negative effect on personal life.

**Table.1.4. Coefficient - Impact of working hours on personal life of the workers**

S. No.	Personal life	Standardized Coefficients ( $\beta$ )	t-value	p-value	S / NS
	(constant)		1.972	0.049**	S
1	Quality time with family	0.126	4.148	0.000**	S
2	Demands of work	0.293	9.394	0.000**	S
3	Overtime after work	0.499	13.715	0.000**	S
4	Meetings after work	0.160	4.478	0.000**	S
	<b>R</b>		<b>0.764</b>		
	<b>R<sup>2</sup></b>		<b>0.584</b>		
	<b>Sample size (N)</b>		<b>60</b>		
<b>**p&lt;0.05 S-Significant NS- Not significant</b>					

## **Findings**

- It has been found that majority of the respondents work for 9 hours a day.
- It has been found that majority of the respondents are happy with their working hours.
- It was found that majority of the respondents feel indifferent towards flexible working hours provided by the company.
- It was found that majority of the respondents sometimes feel that the quality time to be spent in family is missed because of their job.
- It was inferred that the factors like overtime, travelling to work, meetings and training after the working hours impact the work life balance of the workers.
- It was found that the working hours of the workers has an impact on their personal life.

## **Conclusion**

Work-life balance of the workers is an important element which directly affects the job satisfaction of the workers and it has major impact over the productivity of the company as well as the worker. Work life is all about a measure about controlling on when, where and how they work. The findings of the study conclude that the working hours of the workers play a major role in affecting work-life balance of the workers.

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