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Evaluating the influence of variables on work life balance of women employees in Textile

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ABSTRACT

Work life balance (WLB) is a significant topic in Human Resource Management. Gone are the days when women were deprived of their rights. But now in today's technological world, women are at par with men. WLB is an important theory which tells about how a women balances her job and her family. There are many elements which influence WLB. This study tries to find out how the six independent factors influence WLB of women employees working in textile companies. The independent variables considered for the study are job stress, value of work life, organization support, supervisor support, coworker support and family support. The dependent variable considered for the study is WLB. The area under study is Tirupur district. The result shows that job stress, coworker support and family support are negatively influencing WLB. Value of work life, organisation support and supervisor support are influencing positively on work life balance.

Keywords: WLB, Textile industry, Quality of life, Agriculture

I. INTRODUCTION

The textile industry is one of the fastest growing sector in India. Tamil Nadu is called as the textile hub of India. In Tamil Nadu, Tirupur district is very famous for the production of garments. It Exports majority of is produced garments to many foreign countries. Many employees work day and night in Tirupur companies. Textile industry generates more Employment opportunity than agriculture sector. In Tirupur, the basic needs of the people are met because of this garment industry. Textile industry acts as self reliant industry where the contribution is more to GDP. This is a sector where more number of women are working in night shifts

II. REVIEW OF LITERATURE

Greenhaus et al. (1989) studied the antecedents of issues related to work and family. He came out with framework which will sort out the problem of working women. Campbell and Kennard (1994) found that when women are committed to their work, their performance level increases. The job family issue is also studied in depth by studying the relationship of job with their family members (Foley & Powell, 1997). Hyman and Summers (2004) came out with seven issues which are connected with existing practices over WLB irrespective of their occupation position.

III. OBJECTIVES OF THE STUDY

To investigate the effect of job stress, value of work life, organization support, supervisor support, coworker support and family support on WLB

IV. RESEARCH METHODOLOGY

The study is descriptive in nature and the sampling procedure implemented is simple random sampling. Multiple regression analysis is applied here. A sample size of 138 is considered for the study. The study area is Tirupur district of Tamilnadu and the sampling unit is women employee of S P Apparels of Tirupur.

Table 1
Shows Demographic Analysis

Particulars	Respondents	Frequency	Percentage
Age	19-29 years	80	58
	30-39 years	28	20.3
	40 and above	30	21.7
Educational Qualification	Upto high school	79	57.2
	Higher secondary	33	23.9
	Under graduate	26	18.8
Marital Status	Single	64	46.4
	Married	74	53.6
Family type	Nuclear family	53	38.4
	Joint family	85	61.6
Family size	Upto 3	41	29.7
	4 and 5	67	48.6
	6 and above	30	21.7
No of Dependents	1 member	34	24.6
	2 members	93	67.4
	3 members	11	8
Nature of duty	Cutter	21	15.2
	Sewing	55	39.9
	Checker	40	29
	Ironers	11	8
	Packers	11	8
Nature of employment	Permanent	93	67.4
	Temporary	45	32.6
Work Experience	Upto 3 years	70	50.7
	4 - 7 years	44	31.9
	8 years and above	24	17.4
Annual salary	Upto Rs.95000	55	39.9
	Rs.95000 - Rs.125000	67	48.6
	Above Rs.125000	16	11.6

Result and Discussion

The following table shows the multiple regression technique.

Table 2
Shows

Variables	B	Std. Error	Beta	t	Sig.
(Constant)	6.048	5.305		1.140	.256
Job stress	-0.368	.065	-.399	-5.698	.000
Value of work life	0.158	.064	.198	2.477	.015
Organization support	0.641	.074	.624	8.710	.000
Supervisor support	1.174	.214	.443	5.488	.000
Coworker support	-0.444	.171	-.221	-2.591	.011
Family support	-0.112	.067	-.135	-1.668	.098

Multiple Regression Analysis

The multiple linear regression component (Dependent Variable) is found statistically a good fit as R^2 is 0.592 which shows that the six independent variables contribute about 59.2% on the variations in factors influencing the WLB among the women employees in textile industry and this is statistically significant at 1% and 5% level.

Table 3
Shows ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Regression	5281.167	6	880.195	31.175	.000 ^b
Residual	3642.237	129	28.234		
Total	8923.404	135			

In ANOVA table, the F Value is 31.175, which is significant at 5%

From the analysis, it is concluded that the co-efficient of respondent' Value of work life, Organization support and Supervisor support were significant at 1% and 5% level which indicates they are positively associated with the WLB of the women employees in textile industry. On the other hand, the variables such as Job stress, Coworker support and Family support are negatively associated with the WLB of the women employees in textile industry.

V. CONCLUSION

Women across the world are facing lot of challenges to balance the family and their workplace. There is a lack of support both in the workplace and inside the family. At the workplace, they are not treated equally at par with men and they are questioned for their roles and responsibilities. Even at home they don't get full support from their husband and in laws. This situation creates an imbalance between their job and family. They are considered as weaker section of the society and this situation needs to be changed with the formation of new laws and regulations and with the help of government.

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