



EMPLOYEES WORK LIFE BALANCE, GARMENTS INDUSTRIES, BANGALORE.

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ABSTRACT:

One of the major drivers of the nation's economy and exports in India is the textile sector. For Indian labor, it offers a plethora of employment alternatives. After agriculture, the textile sector is considered India's second-largest employer. As a result, the expansion and general development of this sector directly affects the advancement of the national economy. If an industry's personnel is dedicated, it may overcome the ongoing worldwide rivalry and attain greater Availability. Industry needs to supply suitable working circumstances, a suitable working conditions, and adequate facilities to guarantee that all employees perform effectively toward organization goals. Inadequate workspaces and working circumstances affect employees' work-life balance either directly or indirectly in addition to being the cause of job discontent, higher employee turnover, poor performance, and decreased productivity. It's critical to preserve skilled workers' industry satisfaction levels and pinpoint areas where worker WLB needs to be improved in order to keep them on staff. The intention of This research aims to evaluate workers' fulfillment of their working circumstances in the textile industry and assess how it affects their work-life balance. Madhya Pradesh's textile industry employed factory workers as the study's population. Those in management and supervision were not included in the research. The goal between the current study was to provide details and recommendations on how to improve the working conditions for textile sector workers To be able to improve work-life harmony. The majority of work-environment related elements had a negative impact on employees'

<p>CC License CC-BY-NC-SA 4.0</p>	<p>work-life balance, according to the findings. The findings also highlight how uncomfortable it is for employed people to work in their current environments, which has serious ramifications for families, businesses, and society as large. It is highly advised that companies implement worker-friendly policies in conjunction with more considerate and supporting families To be able to preserve Work-life equilibrium and foster harmony among employees.</p> <p>Keywords: family life, working conditions, and work-life balance, workers, Stress, Textile Sector</p>
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1. INTRODUCTION

By safeguarding the wellness and health of employees, favorable working circumstances increase productivity and efficiency. Unhealthy working circumstances, such as poorly ventilated, congested, and dimly lighted workspaces, can lead to increased levels of weariness, disinterest in one's job, role and responsibility dereliction, Insubordination, nonattendance, and a insufficient cooperation between employees. If the organization has a positive work environment, organizational goals can be met considerably more quickly. Enough time must be set aside for work and personal commitments To enable employees to keep their relationship in a healthy balance personal Additionally professional Humans. Appropriate scheduling of working hours is necessary. However, employees alone could not accomplish it; the organization's efforts were also necessary. Living a healthy, contented, and balanced Life won't just be good for the employee personally yet the sector as well as a whole through increased productivity and worker satisfaction. A strong work-life balance (WLB) has the potential to boost employee morale, foster greater understanding and communication between employees and employers, resulting in more amicable relationships, and positively influence employees' attitudes toward the industry. Additionally, it can reduce the industry's attrition rate, workforce turnover, and absenteeism. Additionally, it aids in enhancing the industry's reputation, which in turn promotes the arrival of fresh talent. Based on these findings, it is clear that WLB adoption benefits firms by increasing employee responsiveness to help, which boosts productivity. In general, work-life balance refers to an individual's mastery over their obligations to their employer, friends, family, additionally to oneself. As A well- preserved a work-life equilibrium plan lowers levels of stress and increases employees' job satisfaction. WLB is worried about institutional programs, strategies, ideas, and leadership styles that are used in the creation of organizations and employment to empower people with more autonomy, responsibility, and authority than was previously the case.

2. LITERATURE REVIEW

Panchanatham and Meenakshisundaram in (2012)

conducted study upon the Work-Life Harmony of workers in the clothing sector Moreover found Considering that an company's influence on an employee's career path is significant. It is important to appropriately distribute tasks and responsibilities among staff members in order to maintain a manageable workload.

D. Woods (2011)

"Work Life balance: Global Survey reveals differences between what employers say and do," the report author And of the article, states Pay attention to the issues of leadership and work-life harmony. While supervisors in Germany, the UK, and the US agree which policies pertaining to The health and wellbeing of employees are crucial, they disagree when questioned about the practices themselves.

Rajapakshe, D. G. C. H., & Dayarathna (2022),

The aim of this research is to show how much factors that impact work-life harmony, such as child care, support systems, and work hours, may influence the married working women's WLB. To do this, a study of 120 working-married women employed by the chosen garment business in the Gampaha region of Sri Lankan was conducted by researchers using a questionnaire. In order to determine the survey's results, regression and correlation analysis were in performed. The findings indicate that work-life balance (WLB) concerns have a substantial impact. There are methods to improve the harmony between work and life..

Dan forth S.(2011)

Within their piece entitled " Executives acknowledge to emphasize," Pay attention to the issue of job stress. Nowadays, a greater number of leaders are aware that worker stress lowers output and performance. Employee strain was formerly only addressed at the individual level, but this is changing as a more systemic problem. It is imperative for leaders to identify signs of stress in their staff and assist their subordinates in managing their own stress.

Jennifer and Susan (2010)

Researchers discovered that while working full-time, the part-time managers in the study sample had a variety of careers; however, after undergoing a significant change, their careers froze, and they became dissatisfied with their limited opportunities for advancement in their careers.

3. STATEMENT OF THE PROBLEM

The high dimension of worker stress is connected to the problem. There will eventually be less time to spend with family, take care of personal requirements, and deal with health issues that workers at Maruthi Garments Pvt Ltd are confronting.

4. NEED OF THE STUDY

- Work-life balance is seen as being crucial for many public and private sector initiatives in order to establish and preserve a productive workplace culture..
- A variety of programs have been established by the government, various experts, businessmen, and even individuals within enterprises to maintain work-life balance..
- Absenteeism, employee turnover, and any form of indiscipline are all clearly linked to withdrawal symptoms and a healthy work-life balance.
- Workers nowadays have a lot of conflicting obligations to balance, such as employment, kids, housekeeping, volunteering, taking care of a spouse, and taking care of aging parents. Tensions arise among individuals, families, and their communities as a result.

5. OBJECTIVE OF THE STUDY

- Investigating the Work-Life Coordination of Garment Industry Worker's
- To determine the obstacles that prevent workers from achieving work-life balance.
- To investigate whether there are any differences in perceptions about age, gender, marital status, experience, and income in relation to different components of work-life balance.
- Determining the methods used by anxious workers to manage their personal and professional lives..

6. SCOPE OF THE STUDY

- The purpose of the study is to identify the elements that impact the work-life balance of Maruthi Garments Pvt. Ltd. employees.
- It shows how well workers can balance their personal, social, and professional lives.
- From an organizational perspective, the problem of finding a work-life balance can be complex and challenging due to individual differences..
- The analysis delineated the multiple measures that the enterprise has to do to augment work environments and elevate worker contentment.

8. RESEARCH METHODOLOGY

A research design delineates the methods and approaches for obtaining the information needed to identify or solve issues. It functions as the guide for collecting, calculating, and interpreting data. Descriptive studies are employed since the purpose of the investigation is to achieve a particular goal.

SOURCES OF DATA

Primary data are gathered via: Questionnaire

Secondary data is gathered via: Web site, Journals, Research papers.

Sampling Technique: Convenience Sampling Technique

Total Population: 550

Sample Size: 150

7. LIMITATIONS OF THE STUDY

- The participants in this study are employees of Maruthi Garments Private Limited, hence findings may not generalize to other groups.
- The rationale is that, as far as is currently known, the pertinent organizational departments have not maintained any data or statistics that assess the relationship between work-life balance and family responsibilities.
- In a manner similar to this, some workers declined to talk about their private or family issues, which made it hard to evaluate them as a result of the data and information being gathered..
- The inconsistent nature of the responses is an additional drawback. To reduce the possibility of discrepancy, some survey questions are repeated for cross-checking..

9. DATA ANALYSIS AND INTERPRETATION

TABLE 1: SHOWS AGE OF THE RESPONDENTS

SNO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	18-25	36	24

2	26-35	43	28.66
3	36-45	51	34
4	Above45	20	13.33
TOTAL		150	100

INFERENCE

As a result, according to the above data, 34% of participants said they were between the ages of 36 and 45. 28.66% of respondents identified as being between 26 and 35 years old, 24% as being between 18 and 25 years old, and 13.33% as being older than 45.

TABLE 2: SHOWS EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

SNO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	SSLC	23	15.33
2	DIPLOMA	58	38.66
3	HSC	41	27.33
4	UG/PG	28	18.66
TOTAL		150	100%

INFERENCE

Based on the previous table, it can be inferred that 38.66% of the participants had a degree in DIPLOMA or IT, 27.33% said they had an HSC, 18.66% said they had a UG or PG degree, and 15.33% said they had an SSLC.

TABLE 3: SHOWS GENDER OF THE RESPONDENTS

SNO	PARTICULAR	NO OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Male	30	20

2	Female	120	80
TOTAL		150	100%

INFERENCE

It may be inferred from the previous table that 20% of respondents were men and 80% were women.

TABLE 4: SHOWS THE RESPONDENTS' MARITAL STATUS

SNO	PARTICULAR	NO OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Married	115	76.66
2	Unmarried	35	23.33
TOTAL		150	100%

INFERENCE

According to the above statistics, 23.33% of people surveyed were single, while 76.66% of those questioned were married.

TABLE 5: SHOWS SUFFER FROM A STRESS-RELATED ILLNESS

SNO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Hypertension	33	22
2	Obesity	24	16
3	Frequent headache	36	24
4	None	24	16
5	Others	33	22
TOTAL		150	100%

INFERENCE

According to the aforementioned data, 24% of respondents said they frequently got headaches from stress, 22% said they had hypertension and other diseases, and 16% said they were obese and had no other health issues..

TABLE 6: SHOWS MANAGE STRESS ARISING FROM WORK

SNO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Yoga	43	28.67
2	Mediation	26	17.33
3	Dance	29	19.33
4	Music	32	21.33
5	Other	20	13.33
TOTAL		150	100%

INFERENCE:

According to the statistics in the above table, 26.77% of respondents said they practice yoga to reduce stress related to their professions, compared to 21.33% who said they listen to music, 19.33% who said they dance, 17.33% who said they meditate, and 13.33% who said they use some other way.

PERCENTAGE ANALYSIS**TABLE 7: SHOWS AMOUNT OF TIME YOU SPEND AT WORK**

SNO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	very unhappy	16	10.66
2	Unhappy	12	8
3	Indifferent	56	37.33
4	Happy	34	22.66

5	Veryhappy	32	21.33
TOTAL		150	100%

INFERENCE:

Based on the data presented in the above table, it can be observed that 22.66% of respondents expressed happiness, 21.33% expressed extreme happiness, 10.66% expressed extreme unhappiness, 8% expressed unhappiness, and it's possible that 37% expressed indifference regarding the amount of time they spent at work.

**TABLE 8: CORRELATION FOR SATISFIED WITH THE WORKING HOURS
*MANAGE STRESS ARISING FROM WORK**

Null Hypothesis (H0): There is no meaningful connection between satisfied with the working hours with regards to manage stress arising from work.

Alternative Hypothesis (H1): There is a strong connection between satisfied with the working hours with regards to manage stress arising from work.

Observed frequency	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Satisfied With the Working Hours	58	43	23	26	0	150
Manage Stress Arising from work	43	26	29	32	20	150
Total	101	69	52	58	20	300

X	Y	X ²	Y ²	XY
58	43	3364	1849	2494
43	26	1849	676	1118
23	29	529	841	667
26	32	676	1024	928
0	20	0	400	0
ΣX=150	ΣY=150	ΣX²=6418	ΣY²=4790	ΣXY=5207

$$r = \frac{5207.96418}{\sqrt{4790}} = 0.948$$

$$r = 0.948$$

According to the table value for 4(d) with 0.05 significance level, 0.811, and computed correlation of 0.948, the degree of freedom is $(5-1) = 4$ taking into account the significant level of 0.05. As a result, at the 5% significance level, the computed value is greater than the critical or table value.

INFERENCE

The null hypothesis is rejected, demonstrating a positive association between managing work-related stress and satisfaction with working hours.

FINDINGS:

- Of the responders, 34% were classified between the ages of 36 and 45..
- A diploma was held by 38.66% of those who answered.
- Females made about 80% of the responses.
- Married respondents made up 76.66% of the sample.
- Twenty-four percent of the respondents reported having a headache frequently due to stress.
- 28.67% of respondents said they practice yoga reduce stress from their jobs.
- Clearly, 37% of respondents indicated that they were unsure about how much time they spent at work.
- The alternative hypothesis is accepted since there is a significant association between managing stress connected to work and working hours.

SUGGESTIONS

- The business should put more of an emphasis on flexible work schedules to assist people manage work and life.
- If staff members are feeling down or exhausted during the workday, the organization can provide suitable breaks and snacks.
- Workers are capable of time management and smart planning to balance work and life..

- To help employees decompress, the business can set up a yoga and meditation program.
- The organization may organize a festival program to promote unity and camaraderie among employees.
- Acknowledge staff efforts and offer rewards to increase their drive for work.
- The Company can organize transportation for employee pick-up and drop-off in order to reduce late arrivals and maximize time efficiency.

CONCLUSION:

The study on employees' work-life balance in the garments industries in Bangalore revealed several crucial insights. It became evident that the majority of employees in this sector face significant challenges in maintaining a healthy balance between their work responsibilities and personal lives. This imbalance often leads to various negative consequences for both the employees and the organizations.

One of the key findings indicated that long working hours and demanding production targets in the garments industry have contributed to heightened stress levels among employees. This has subsequently led to a decrease in job satisfaction and overall well-being. Additionally, the lack of adequate support systems and policies for work-life balance has further exacerbated the situation. Furthermore, the study highlighted the correlation between the poor work-life balance and a decrease in employee productivity and efficiency. As employees struggle to juggle their personal and professional commitments, their overall performance and engagement within the workplace have suffered. This has resulted in increased absenteeism, higher turnover rates, and reduced employee morale, ultimately impacting the overall organizational performance and competitiveness of the garments industry in Bangalore. Recommendations stemming from the study emphasize the urgent need for the implementation of comprehensive policies and initiatives that prioritize employees' well-being and work-life balance. This should include the introduction of flexible working hours, the provision of adequate leave policies, and the establishment of support systems such as counseling services and wellness programs. Moreover, fostering a culture of open communication and mutual respect between employers and employees is crucial for addressing the existing work-life balance challenges in the garments industry.

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