

## **WOMEN EMPLOYEE WORK LIFE BALANCE IN GARMENT INDUSTRY IN ERODE**

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### **Abstract**

*The women employee work-life-balance is how they prioritizes the work life career and family lifestyle. In general, Women employee work life balance how they are balanced the professional and personal life. The women employees work life balance is very important aspects, hence the present scenario is not men only earning at family in today's world where both women and men are earning for share their family responsibility equally and betterment of their family life. Since it is primary aspects to present how the women adopt at both domestic and professional life. The women employee work-life balance focuses on two main responsibility are 1) Enjoyment – a woman can satisfy her responsibility at job(job satisfaction) 2) Achievement – a woman can satisfy her responsibility at job(job satisfaction) and grow up in her career. How a working woman can balance enjoyment and achievement at her professional and personal life and she has balanced at both enjoyment and achievement means a positive women employee work-life balance. Based on data collected from 80 women employee at garment industry in Chennai city, descriptive analysis were used to analyze the women employee work life balance in garment industry.*

**Keywords:** *Women employee, Women work life, Women domestic life and Women work life balance*

### **INTRODUCTION**

Changes of people's mind set in the society, Now a days numerous women employee are working and understand the nature of employment and its impact on women employees work life balance at outside in this society. Work life balance has been emerging changes of trends in women's social roles in the present scenario. All the ages of women has been increasingly participating in all the responsibility of organizing and contribution to the unpaid caring work in domestic(home) and outside career life style in India. In India most of the women have not entertained a good status at managerial or operative roles in workplace.

The women employees work life balance is very important aspects, hence the present scenario is not men only earning at family in today's world where both women and men are earning for share their family responsibility equally and betterment of their family life. Since it is primary aspects to present how the women adopt at both domestic and professional life. At earlier periods, the women employees are struggled a lot to prove their uniqueness at professional life or society or in this competitive world. The upgrade of their educational field and appropriate training have improved the women achievement at all sphere of business world. The women employees of work-life balance concentrates on two main responsibility -enjoyment and achievement. Enjoyment means women's job satisfaction. Achievement means growth in their career. The enjoyment and achievement enhance her professional and personal life leads to success of women employee work life balance.

### **II.REVIEW OF LITERATURE**

**Dasgupta Malliga (2010)** Found the relationship between emotional intelligence and psychosocial variables for women employees at information technology industry. In this study noted the psychosocial variables are perceived happiness of female IT professionals, work family role Conflict and higher quality of work life at technology industry.

**Clark, (2000) and Yeandle & Ungerson (2012)** Defined the women employees' perception for work life balance at the multiple domains of work are maintained and integrated with a minimum of role conflict, personal time and family care in women working industries.

**MacDermid and Marks(2006)** Stated the women employees' work and domestic balance reflection on an inter-role phenomenon and an individual's orientation at different life roles in the family. The women employees work life balance are emerging phenomenon as a dual-career at families and long working hours in all types of employment industry. The achievement of women employees are the balanced the work responsibility of their demands and their domestics (home) lives are stated.

**Bharat (2003), Komarraju (2007), Bhatnagar and Rajadhyaksha(2000), Ramu (2009) Sekharan (2002)** Stated the demographic changes of elevating of women employees in the diverse workforce, women employees balanced state at their work and non-work lives and dual career families in women working industries.

**Grossman (2001)** mentioned the women employees' knowledge economy, changes at marital patterns and society' smaller families set up leads for improving women employee working in all the industries. The advantages of women employees' knowledge economy create the mobility of work, occupational opportunity and balanced work life career and family life.

**Malhotra Sunita and Sachdeva Sapna (2005)** narrated the many women employees' multiple hats at their home/family/domestics responsibilities and their career responsibility in women working industries. The intervening of great work extent and work issues worries existed in the family front.

**Nielsen Survey (2011)** Explained women employee (87%) are most stressed/pressured for time in India. It explained the work-life conflict effect the health of working women in the industries. This research found the psychological (high) job demands are working under deadlines, long working hours, and without clear-cut directions is health hazardous of general anxiety disorder or suffer depression at women working employees at the lowest level in the organization.

**Ahmad Nusrat (2009)** Differentiated the perfect balance between professional life and personal life at the organizations. This research outcomes focused to an individual feels about the balance to all her roles and is satisfied about it.

**Haus Green (2000)** Argued the conflict between family and work life and its' consequences. The real consequences are success in their work-role, limited opportunity for career advancement, career choices and they choose the two opposite needs are 1) marriage, children, and a happy family life 2) an active satisfying career. The women employees work life balanced are an individual role balance both at home and work.

**Ganster and Thomas (1995), Ozeki and Kossek (2008), Prottas and Thompson (2006), Kirchmeyer (2000)** Stated the reduced work family, stress conflict and balanced personal life are "achieving satisfying experiences at commitment distributed, time and energy. The women employees work life balance is very hard both at home and work in the working field. This study results found an individual health and well-being of every working married women to a good quality of life in the working women in all the industries.

**Peeters, Montgomery, Schaufeli and Bakker (2005)** Mentioned the imbalance of work life at low-profile or non-managerial positions at job demands and family demands in India. The women employees' presence at different career role in the working place. This evolution of work culture creates to more responsibilities and extra duties for women employees in their work place, family and society in women working industries.

### III. RESEARCH OBJECTIVE

- To analyze the determinants of women employees work life balance

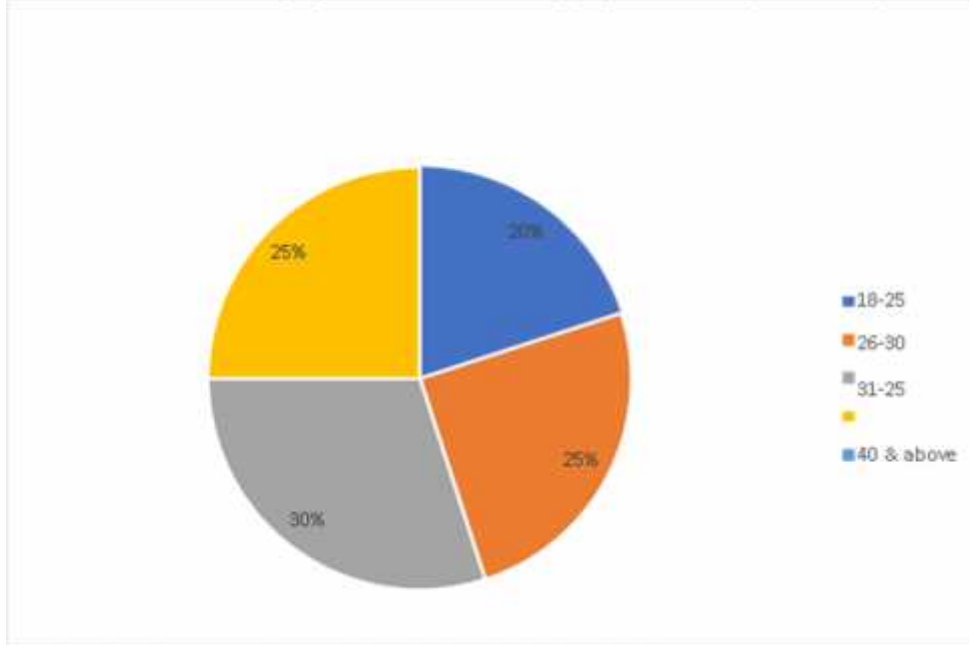
### IV. RESEARCH METHODOLOGY

The purpose of this chapter is to indicate the steps followed in carrying out this research. Research design: it consists of methods for the collection, analysis and inferences of data. Descriptive research

is mainly used to detailed explanations and comprehensive of a population or phenomenon being studied. The sample size is 80.

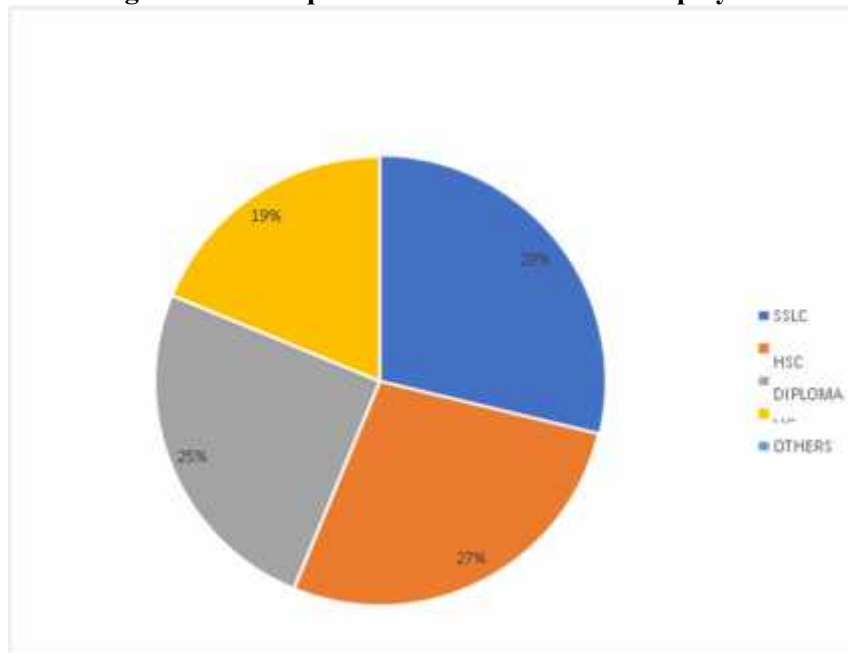
#### V.DATA ANALYSIS AND INTERPRETATIONS

**Table 5.1 Table showing age of the women employee working in the organization**



The different ages of the women employees are working in the organization but what they feel about the work life balance is very important to succeed to the organization. The 30% of the women employees are from the age 31 to 35 is a major contribution for this study. The both 25% of the women employees from the age of 26 to 30 and 36 to 40 is a highest percentage of contribution to this study. So the organization can concentrate on women employee from the ages of 26 to 40 for the success to the organization.

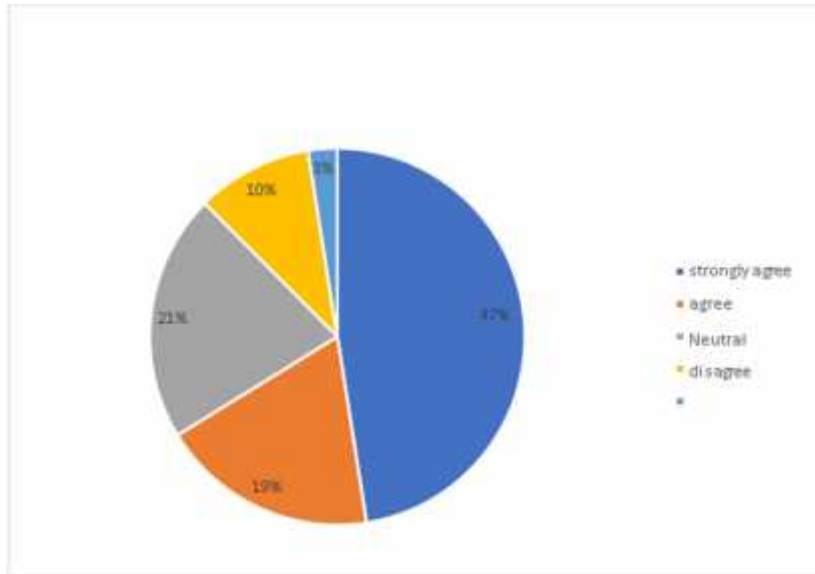
**Table 5.2 Table showing educational qualification of the women employees in the organization.**



The different educational background of the women employee are working in the organization but

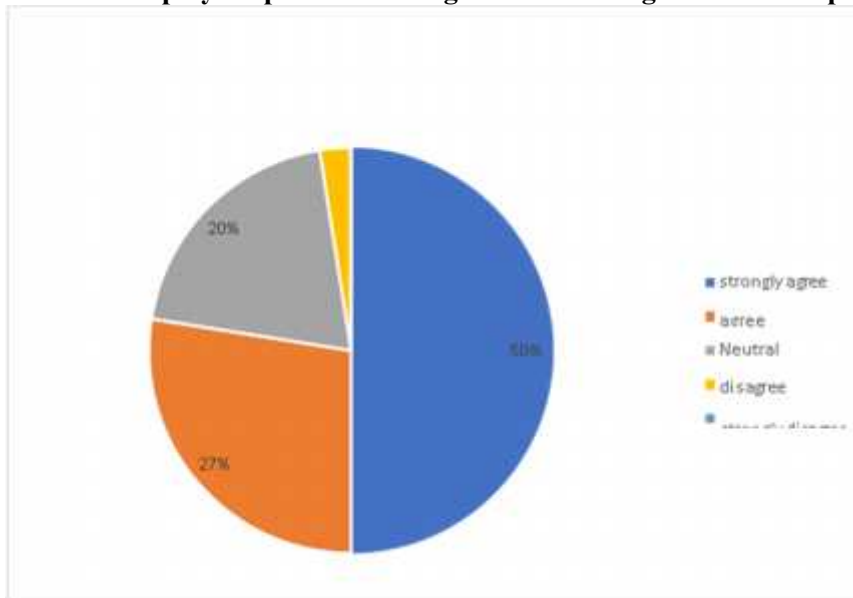
what they understand about the work life balance is very important to succeed of the organization. The 29 % of the women employee are SSLC is a major contribution for this study. The 27 % of the women employee are HSC and 25 % of DIPLOMA to this study. So the organization can concentrate on women employee for upgrade their educational level to success of the organization.

**Table 5.3 Table showing employee opinion on whether they are treated equally in the organization**



The different educational background and ages of the women employees are working in the organization and what they treated in the organization for the women employees work life balance. The 47% of the women employees are strongly agreed of equally treated in the organization for this study. The 21% of the women employees are neutrally treated in the organization. So the organization can treat equally the women employees at all the levels in an organization for success of the activities.

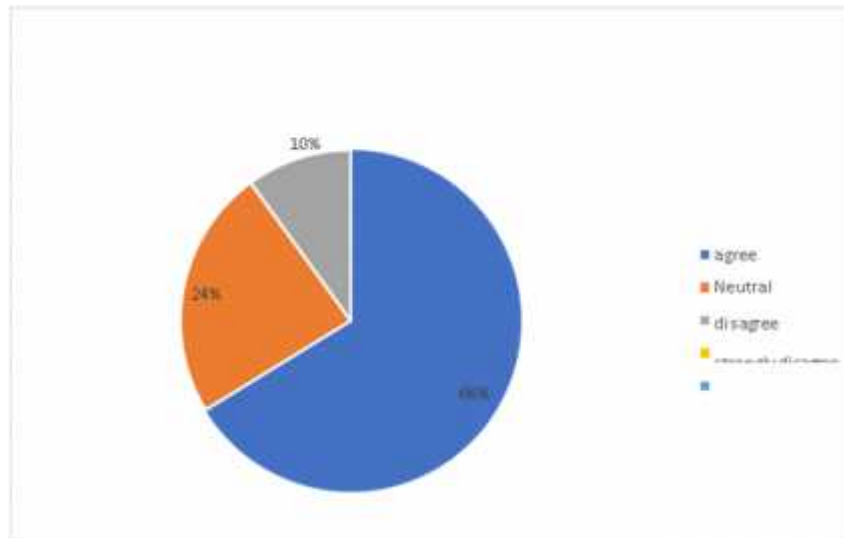
**Table 5.4 Table shown employee opinion on being clear about organisational expectation**



The different expectations of women employees in the organization for the women employees work life balance. The 50 % of the women employees are strongly agree of expectation in the organization for this study. The 27 % of the women employees are agree the expectations in the organization. So

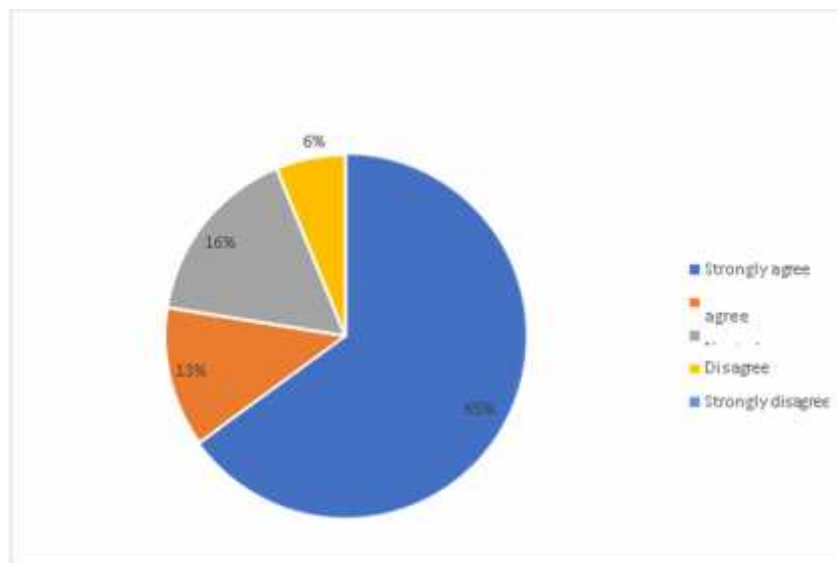
the organization can fulfill the women employees' expectation to the success of the organization.

**Table 5.5 Table shown employee opinion on organization involvement in employee well being**



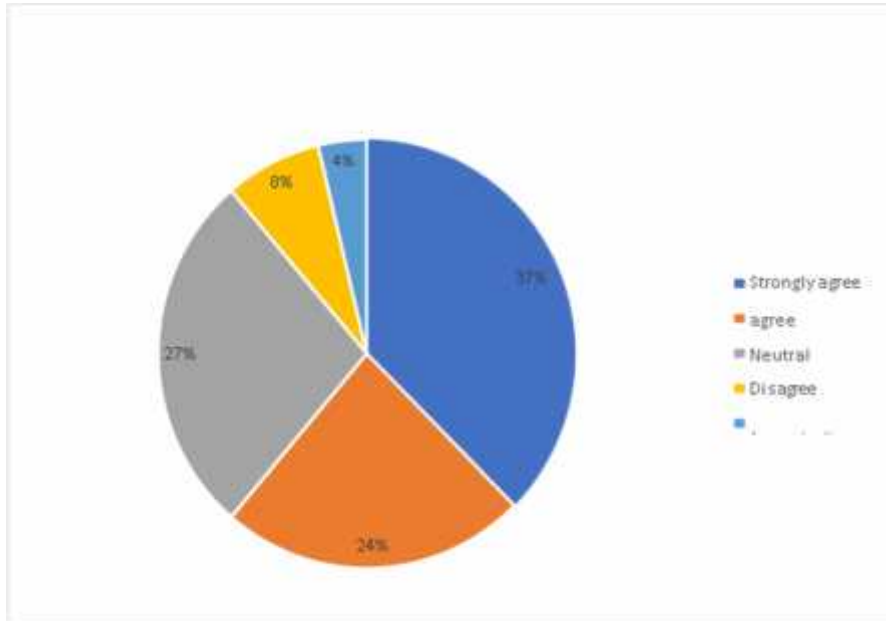
The different opinions of women employees in the organization for the women employees work life balance. The 66 % of the women employees are agree of an involvement in the organization for this study. The 24 % of the women employees are neutral of an involvement in the organization. So the organization can enhance the women employees' involvement through different techniques for success of the organization.

**Table 5.6 Table shown employee opinion on balance of work and family**



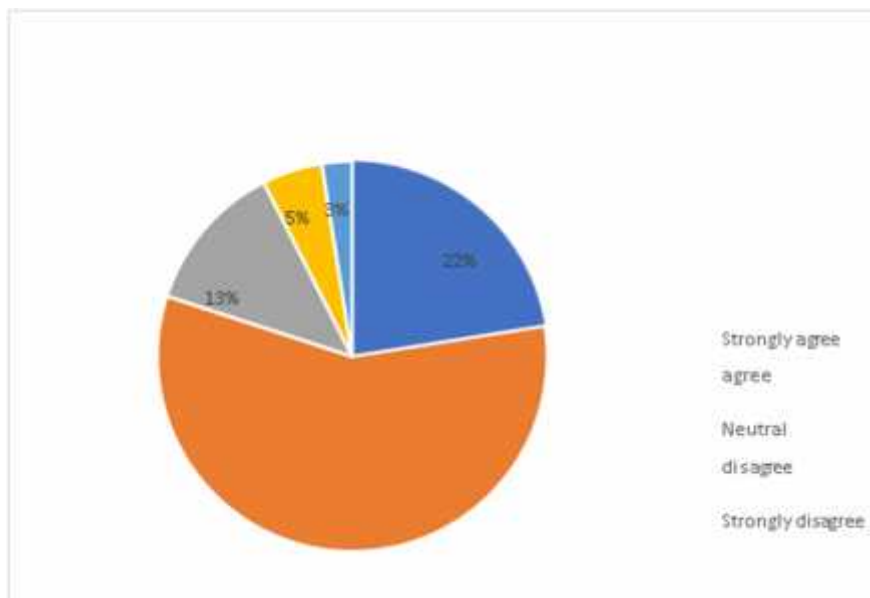
The different opinions of women employees in the organization for the women employees work life balance. The 65 % of the women employees are balanced of work and family for this study. The 24 % of the women employees are neutral of an involvement in the organization. So the organization can enhance the women employees' involvement through different techniques for success of the organization.

**Table 5.7 Table shown employee support on professional life and family life**



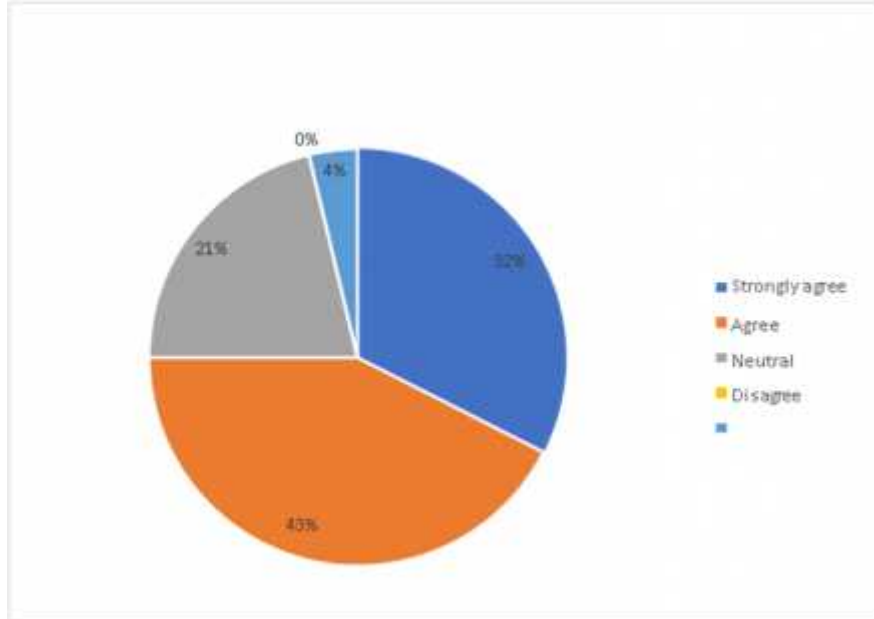
The different opinions of women employees in the organization for the work life balance. The 37 % of the women employees are strongly agree of organizational support to professional life and family life for this study. The 27 % of the women employees are neutral and 24 % agree of organizational support to professional life and family life. So the organization can enhance the organization support to women employees at different level for success of the organization.

**Table 5.8 Table shown organizational encouragement towards women employee' decision making**



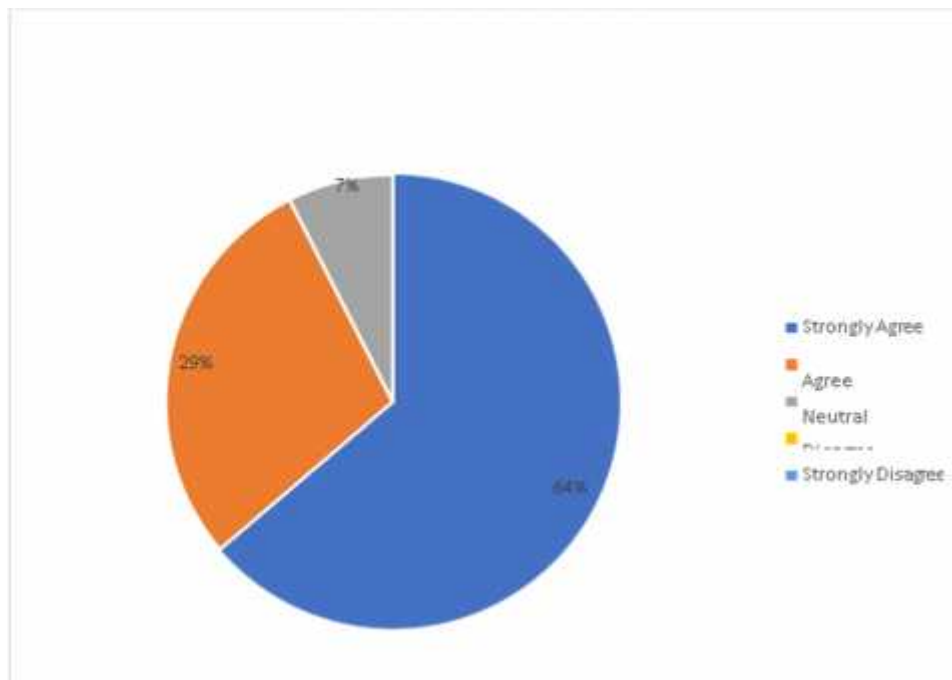
The organizational encouragement towards women employee' decision making in the organization for the work life balance. The 22 % of the women employees are strongly agree of organizational encouragement towards women employees' decision making for this study. The 13% of the women employees are agree of organizational encouragement towards women employees' decision making in organization. So the organization can enhance the organization encouragement to women employees at different level for success of the organization.

**Table 5.9 Table shown organizational highdegreeofrespectandfairtreatment to women employee**



The organizational high degree of respect and fair treatment to women employees in the organization for the women employees work life balance. The 32 % of the women employees are strongly agree of organizational respect and fair treatment women employees for this study. The 43 % of the women employees are agree of organizational respect and fair treatment women employee for this study. So the organization can enhance the organizational respect and treatment to women employees at different level for success of the organization.

**Table 5.10 Table shown employee opinion on superior guidelines in performing their work**



The organizational superiors' guidelines to women employees' performance in the organization for the women employees work life balance. The 64 % of the women employees are strongly agree of organizational superiors' guidelines to women employees' performance in the organization for this study. The 29 % of the women employees are agree of organizational superiors' guidelines to women employees' performance in the organization for this study. So the organization can enhance the organizational superiors' guidelines to women employees at different level for success of the

organization.

## VI.CONCLUSION

Women employees work life balance is an very important aspect for women working industries. The present scenario numerous of women employees are well-qualified for working in various circumstances due to women employees work life balance needs to be discussed. The working women employees problems are more because most of the women employees are "break at their work careers" arises out of family responsibilities with specially at motherhood situation. The women employees achievement of a good balance between family commitments and working place is a increasing concern in the organizations. The organizational stakeholders is seeing the interest for amendment of women employees worklife balance policies at their organizations. The women employees worklife balance policies are very important for successful of the business organizations. This research study is the hope for stepping stone in the process of women employee work-life balance in garment industry.

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