Work-family Balance in Textile Industries of Tamil Nadu

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ABSTRACT

This study is conducted to examine the relationship between workplace factors and work-family balance towards the selected textile industries. The independent variables of this study include work role, workload, and management practices; the dependent variable is work-family balance. A total of 400 respondents from 4 different textile industries (100 Ammayappar Textile Private Limited, 100 Stanfab Apparels Private Limited, 100 Sri Kanyaka Garments Private Limited, and 100 Regency International Clothing Private Limited). To assess the relationship between the effect of workplace factors towards the employee's work-family balance of selected textile industries. The workplace factors include a) work role, b) workload and c) management practices. The work-family balance measured by a) current work role, b) current workload, c) management interest, d) work personal life, e) time spent at work, and f) worry about work. The researcher used random sampling, mean, standard deviation, and regression analysis. The output of the analysis is there is a relationship between the independent variables (workplace factors (work role, workload, and management practices)) and dependent variable (relationship towards employee work-family balance of selected companies in the Thiruvallur district). The respondents are highly satisfied with the time spent on work, this proves that the workplace factor has a direct and high relationship on the work-family balance.

KEYWORDS: *Work Place Factors, Work Role, Work Load, Management Practice, Work-family Balance, Textile Industries of Tamilnadu.*

JEL: M10, M12, M51, M54, O15, D60

I.   INTRODUCTION

Human resources are believed as an asset of any organizations. The human relation emphasized the prior importance of the people in an organization and balances the restore mechanics elements. There is a need for higher

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importance of better work-family balance by redesigning the job including the work environment using the socio-technical approach was given by the Tavistock Institute of Human Relation (Saklani D.R, 2004). In the modern management style, workplace factors and work-family balance are considered to significant qualities of the job.

Work-family balance is the time spent in the workplace responsibilities and family activities. There is a need for reducing the conflict between work and personal life and maintaining balanced tasks and roles (Muthu Kumarasamy, Pangil, & Faizal Mohd Isa, 2015). In other words, a person who experiences lower work-family conflict can be concluded as work-family balance. Aside from that, there is a prior study outlined the elements in work-family balance. The work-family balance included roles and responsibilities in work and non-work domain. The multiple roles of employees in this fast pace environment arouse the needs of work-family balance. Many organizations in western recognize the importance of work-family culture and adopt work-family balance policies such as flexible working schedules to increase the satisfaction of employees.

Work-family balance is the practice at the workplace that will support the employee's needs in balancing their demand for workplace responsibilities and family activities. The concept of work-family balance emerged from the realization that an individual's work-family and personal life may have conflicting demands (Allen & Meyer, 1990). Work-family balance has been identified as an important area of Human Resource Management and has attracted increased attention from the government, researchers and management (Albalushi & Sankar, 2019).

"Thiruvallur district is one of the fastest developing districts in Tamil Nadu in terms of Industrial Development. The district has many leading industries like Madras Refineries, Madras Fertilizers, Manali Petro Chemicals, MRF, Ashok Leyland, TI Cycles, Britannia India Ltd, Parry India Ltd and Hindustan Motors. It also boasts of the Ennore Thermal Power Station and the Avadi Tank Factory. The District has Industrial Estates; all in operation developed by the Government are Ambattur Industrial Estate-Ambattur, Electrical Industrial Estate-Kakalur, SIDCO Industrial Estate-Chennai, Industrial Estate-Madhavaram, SIDCO Industrial Estate-Kakalur, Petrochemical Industrial Estate-Vichoor, SIDCO Industrial Estate-R.K.Pet, SIDCO Industrial Estate-Gummidipoondi and Industrial Estate-Mugappair and by Private Organization are G.K. Industrial Estate-Porur, M.M.Industrial Estate-Alapakkam, Moccaram Industries- Velappan Chavadi, Nagappa Industrial Estate-Puzhal, Ekambara Naicker Industrial Estate- Alapakkam".

OBJECTIVE OF THE STUDY

1.   To examine the status of workplace factors (work role, workload and management practices) of selected textile industries of Tamil Nadu with special reference to Thiruvallur district.

2.   To identify the level of work-family balance (current work role, current workload, management interest, work personal life, time spent at work, worry about work) towards the selected textile industries of Tamil Nadu with special reference to Thiruvallur district.

3.   To analyze the significant relationship between the effect of workplace factors (work role, workload and management practices) and level of work-family balance (current work role, current workload, management interest, work personal life, time spent at work, worry about work) towards the selected textile industries of Tamil Nadu with special reference to Thiruvallur district.

II.   REVIEW OF LITERATURE

The various non-work preferences of employees should be considered during work-family balance research, and while designing work balance practices. This would help to address the non-work demands of different types of employees, and hence give more acceptances to such initiatives (Vineetha Prakash, 2018). The workplace aspect has a direct and high effect on the work-family balance; the implementation of the work role association relatively depends on the workload and organization practices (Sankar, 2019).

Hymavathi and Saraswathi (2018) observed that the main objective of the study is to explore and suggest a conceptual framework linking the quality of work-family and other independent variables. Meticulous review of the literature was undertaken and based on the content analysis of the literature review various dimensions were identified. A conceptual model was proposed and explained the linkage between quality of work-family and other variables. This is the completely conceptual study and needs validation by data at ground level. (Hart, Kremin, & Pasewark, 2017) worked on audit interns to find out the change in commitment following internship experience. The results reveal that due to the high workload, both organizational and professional commitment declines. However, offering challenging work experience and opportunity to work with desirable colleagues increases the commitment.

Working conditions, for example, adaptable working hours, helpful workplace design, working offices, and occupation hardware may influence work-family balance. Organization approaches overseeing work-family advantages ought to be reasonable, practical and empathetic in spurring the representatives in their occupations. An individual's status is dictated by his/her position, specialist and relationship to others consequently mirroring a dimension of acknowledgement. Supervision and self-rule ought not to be extreme. It ought to along these lines downplay the number of chiefs in the degree of control that an individual representative has over the substance and execution of his/her activity. Representative office life, the dimension, and kind of relational relations inside the

person's workplace ought to be given room. Therefore, people's individual life which is the time gone through with family, companions, and interests ought not to be highly confined by time spent at work (Winkler, 2010).

The quality of work-family is a major determinant in achieving the set goal of the institute. Quality of work-family is the right or privileges which the employee experiences even during work in the institute which encourages and motivates them. The variables like good quality of work-family, ability to take care of family members, enjoy leave/vacations, appreciation for good quality of work-family, respect family and friends towards respondent's profession and time spent with family are greatly influenced by the nature of the job, salary and age of the respondents (Budheshwar and Vanitha, 2017). Suitable work time like a fixed work schedule, flexible work schedule and rotation work schedule have been taken for consideration to know the satisfaction level of employees involving in the quality of work activity (Sankar, 2018).

Jnaneswar (2016) revealed that the study on the level of quality of work-family experienced by the employees of public sector units in Kerala in the study researcher study attempts to find out the level of quality of work-family among the employees of public sector units in Kerala and also finds that male and female employees are experiencing the same level of quality of work-family. (Syed Robayet Ferdous, 2015) expressed in his study the factors promoting work satisfaction of readymade garment worker in Bangladesh: An empirical analysis‖ researcher suggests for ensuring satisfactory salary and timely payment, admissible benefits, supervisor behaves, acceptable working environment, hygienic canteen and medical facility to keep the labour satisfied into their work.

Work-family advantages might be founded on helpers and cleanliness factors. Cleanliness factors are fundamental human needs in the work environment and the inability to meet them cause's work-family unevenness. Associations need to satisfy the representative's budgetary needs remembering that representatives require a decent pay bundle to have the capacity to address their issues for both work and non-work exercises. Dread on professional stability additionally extraordinarily de-propels representatives. Other cleanliness factors incorporate working conditions, organization strategy, status supervision and self-governance, office and individual life that may influence work-family balance (Marr, B. Parry, 2004).

III. RESEARCH METHODOLOGY

The research is descriptive in nature. The respondents of the study are the employees working in the selected textile industries of Tamil Nadu with special reference to Thiruvallur district. A total of 400 respondents from 4 different textile industries (100 respondents from Ammayappar Textile Private Limited-Kandamanagalam Thiruvallur, 100 respondents from Stanfab Apparels Private Limited-Mogappair Industrial Estate, 100 respondents from Sri Kanyaka Garments Private Limited-Ambattur Industrial Estate, 100 respondents from Regency

International Clothing Private Limited-Aranvoyalkuppam Thiruvallur). To assess the relationship of the effect of workplace factors towards the employees work-family balance of selected textile industries of Tamil Nadu with special reference to Thiruvallur district. The workplace factors include a) work role, b) workload and c) management practices. The work-family balance measured by a) current work role, b) current workload, c) management interest, d) work personal life, e) time spent at work, and f) worry about work. The researcher has used random sampling, mean, standard deviation, and regression analysis. Corresponding to each question is five Likert numeric scales of the following qualitative equivalents as part of the survey questionnaires.

IV. DATA ANALYSIS AND DISCUSSION

The analysis and interpretation of result related to the relationship of workplace factors towards the employee's work-family balance of selected textile industries. The workplace factors include work role, workload, and management practices. The work-family balance measured by current work role, current workload, management interest, and work personal life, time spent at work, and worry about work.

Objective 1: To examine the status of workplace factors (work role, workload and management practices) of selected textile industries of Tamil Nadu with special reference to Thiruvallur district.

Table 1: Status of the Work Role as a Work Place Factor

Paramet ers of work role	Text ile Industries	Respondent s		Mean		Interpr etation
		Ind ividual	otal	Ind ividual	otal	
Employee s feel a sense of pride in their work activities	Am mayappar Textiles	100		4.6 0		
	Stanf ab Apparels	100	00	4.6 0	.58	**Strongl y Agree**
	Sri Kanyaka	100		4.5 0		

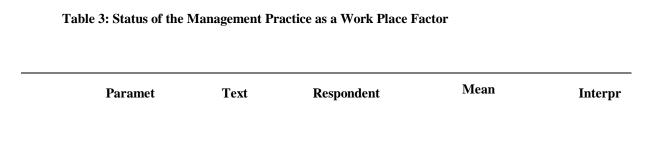|	Garments				
	Regency Int. Clothing	100		4.60	
	Ammayappar Textiles	100		4.50	
Employees feel a sense of fulfilment in their non-work activities	Stanfab Apparels	100		4.50	Strongly Agree
	Sri Kanyaka Garments	100	00	4.60	.53
	Regency Int. Clothing	100		4.50	
	Ammayappar Textiles	100		4.50	
Many rules and procedures make work-family balance difficult	Stanfab Apparels	100		4.60	Strongly Agree
	Sri Kanyaka Garments	100	00	4.60	.55
	Regency Int. Clothing	100		4.50	
Aggregate Mean Scores		**400**		**4.55**	**Strongly Agree**

Table 1 brings out that, the status of the work role as a workplace factor was strongly agreed by the respondents with the aggregate mean score of 4.55. Specifically, respondents were strongly agreed with the employees feel a sense of pride in their work activities with the mean score of 4.58, respondents have strongly agreed with the employees feel a sense of fulfilment in their non-work activities with the mean score of 4.53, and the respondents were agreed with the many rules and procedures make work-family balance difficult with the mean score of 4.55.

Table 2: Status of the Work Load as a Work Place Factor

Parameters of Work Load	Textile Industries	Respondents		Mean		Interpretation
		Individual	Total	Individual	Total	
The workload is heavy to have work and family balance	Ammayappar Textiles	100		4.50		
	Stanfab Apparels	100		4.30		**Strongly Agree**
	Sri Kanyaka Garments	100	00	4.40	.43	
	Regency Int. Clothing	100		4.50		
The workload is emotionally challenging to maintain a work-	Ammayappar Textiles	100	00	4.40	.38	**Strongly Agree**
	Stanfab Apparels	100		4.50		

Parameter	Text	Respondent		Mean		Interpretation
family balance	Sri Kanyaka Garments	100		4.30		
	Regency Int. Clothing	100		4.30		
	Ammayappar Textiles	100		4.30		
There are greater demands placed on employees at the workplace	Stanfab Apparels	100		4.50		
	Sri Kanyaka Garments	100	00	4.40	.40	**Strongly Agree**
	Regency Int. Clothing	100		4.40		
Aggregate Mean Scores		**400**		**4.40**		**Strongly Agree**

Table 2 infers that the status of the workload as a workplace factor was strongly agreed by the respondents with a mean score of 4.40. Specifically, respondents have strongly agreed the workload is heavy to have work and family balance with the mean score of 4.43, respondents were strongly agreed with the workload is emotionally challenging to maintain a work-family balance with the mean score of 4.38, and the respondents were agreed with the greater demands placed on employees at the workplace with the mean score of 4.40.

Table 3: Status of the Management Practice as a Work Place Factor

Parameter	Text	Respondent	Mean	Interpr

ers of Management Practice	ile Industries	s				etation
		Ind ividual	otal	Ind ividual	otal	
	Am mayappar Textiles	100		4.3 0		
Managem ent provides feedback to staff concerns on work-family balance	Stanf ab Apparels	100		4.4 0		Strongl y Agree
	Sri Kanyaka Garments	100	00	4.1 0	.28	
	Rege ncy Int. Clothing	100		4.3 0		
	Am mayappar Textiles	100		4.3 0		
Managem ent demonstrates an understanding of employee work-family balance	Stanf ab Apparels	100		4.6 0		Strongl y Agree
	Sri Kanyaka Garments	100	00	4.6 0	.50	
	Rege ncy Int. Clothing	100		4.5 0		
Managem ent provides convenient working hours	Am mayappar Textiles	100	00	4.4 0	.38	Strongl y Agree
	Stanf	100		4.2		

ab Apparels		0	
Sri Kanyaka Garments	100	4.40	
Rege ncy Int. Clothing	100	4.50	
Aggregate Mean Scores	**400**	**4.38**	**Strongly Agree**

Table 3 points out that, the status of the management practice as a workplace factor was strongly agreed by the respondents with the aggregate mean score of 4.38. Specifically, respondents were strongly agreed with the q management provides feedback to staff concerns on work-family balance with the mean score of 4.28, respondents have strongly agreed with the management demonstrates an understanding of employee work-family balance with the mean score of 4.50, and the respondents were strongly agreed with the management provides convenient working hours with the mean score of 4.38.

Objective 2: *To identify the level of work-family balance (current work role, current workload, management interest, work personal life, time spent at work, worry about work) towards the selected textile industries of Tamil Nadu with special reference to Thiruvallur district.*

Table 4: Level of Work-family Balance in the Selected Textile Industries

Paramet ers of Work- family Balance	Text ile Industries	Respondents		Mean		Interpr etation
		Ind ividual	otal	Ind ividual	otal	
Are you satisfied with your	Am mayappar	100	00	4.30	.33	**Highly Satisfied**

current work role on your work-family balance?	Textiles					
	Stanf ab Apparels	100		4.4 0		
	Sri Kanyaka Garments	100		4.3 0		
	Rege ncy Int. Clothing	100		4.3 0		
	Am mayappar Textiles	100		4.4 0		
Are you satisfied with your current workload on your work-family balance?	Stanf ab Apparels	100		4.7 0		
	Sri Kanyaka Garments	100	00	4.4 0	.48	**Highly Satisfied**
	Rege ncy Int. Clothing	100		4.4 0		
	Am mayappar Textiles	100		4.5 0		
Is the management interested in improving your work-family balance?	Stanf ab Apparels	100	00	4.4 0	.45	**Highly Satisfied**
	Sri Kanyaka Garments	100		4.4 0		
	Rege	100		4.5		

Question	Company					
	ncy Int. Clothing			0		
	Am mayappar Textiles	100		4.2 0		
Do you have a work and personal life balance obligations?	Stanf ab Apparels	100		4.5 0		Highly Satisfied
	Sri Kanyaka Garments	100	00	4.2 0	.25	
	Rege ncy Int. Clothing	100		4.1 0		
	Am mayappar Textiles	100		4.5 0		
What do you think about the time spent at work?	Stanf ab Apparels	100		4.6 0		Highly Satisfied
	Sri Kanyaka Garments	100	00	4.6 0	.55	
	Rege ncy Int. Clothing	100		4.5 0		
How often do you worry about work when you are not at work?	Am mayappar Textiles	100		4.4 0		Highly Satisfied
	Stanf ab Apparels	100	00	4.5 0	.43	

Sri Kanyaka Garments	100	4.30
Regency Int. Clothing	100	4.50
Aggregate Mean Scores	**400**	**4.41** **Highly Satisfied**

Table 4 infers that the status of the level of work-family balance in the selected textile industries was highly satisfied by the respondents with a mean score of 4.41. Specifically, respondents were highly satisfied (are you satisfied with your current work role on your work-family balance?) with the mean score of 4.33, respondents were highly satisfied (are you satisfied with your current workload on your work-family balance?) with the mean score of 4.48, the respondents were highly satisfied (is the management interested in improving your work-family balance?) with the mean score of 4.45, the respondents were highly satisfied (do you have a work and personal life balance obligations?) with the mean score of 4.25, the respondents were highly satisfied (what do you think about time spent at work?) with the mean score of 4.55, and the respondents were highly satisfied (how often do you worry about work when you are not at work?) with the mean score of 4.55.

Objective 3: To analyze the significant relationship between the effect of workplace factors (work role, workload and management practices) and level of work-family balance (current work role, current workload, management interest, work personal life, time spent at work, worry about work) towards the selected textile industries of Tamil Nadu with special reference to Thiruvallur district.

Table 5: Initial Regression Values

Model Summary		
Model	**R**	**R^2**
1	.770[a]	.0.592

Table 5 displays R and R^2. The estimated R-value (correlation coefficient) is 0.770. The R^2 value shows the relationship between the dependent and independent variables for the estimated equation is 0.592, which shows that 59.2% of the dependent variable (level of work-family balance (current work role, current workload, management interest, work personal life, time spent at work, worry about work)) is influenced by the independent variables (work role, workload and management practices).
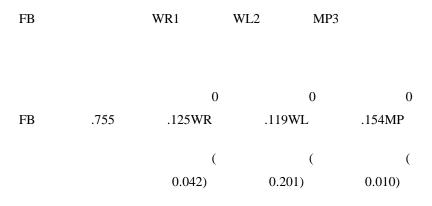
Table 6: Regression Coefficient

Model		Unstandardized Coefficients B	t	Sig.
1	(Constant)	3.755	16.134	0.000
	I1-Work Role	0.125	1.125	0.042
	I2-Work Load	0.119	1.283	0.201
	I3- Management Practices	0.154	1.438	0.010

Table 6 shows the estimated regression coefficients of the regression model fitted. Here the estimated model is

$$X1 \qquad X2 \qquad X3$$

FB		WR1	WL2	MP3
		0	0	0
FB	.755	.125WR	.119WL	.154MP
		(	(	(
		0.042)	0.201)	0.010)

The regression results indicate that the independent variables (work role, workload, and management practices) are positively influencing and independent variable (workplace factors) is neutral with the dependent variable (assess the relationship of workplace factors towards the employees work-family balance of selected textile industries of Tamil Nadu with special reference to Thiruvallur district). There is the relationship between the independent variables (workplace factors (work role, workload, and management practices)) and dependent variable (assess the relationship of workplace factors towards the employees work-family balance of selected textile industries of Tamil Nadu with special reference to Thiruvallur district).

V.   CONCLUSION

The study reveals that there is a high relationship of workplace factors towards the work-family balance of selected textile industries of Tamil Nadu with special reference to Thiruvallur district. The respondents are highly satisfied with the time spent on work, this proves that the workplace factor has a direct and high relationship on the work-family balance. The independent variable of work role has got high influence among the workplace factors. The three elements are interrelated since the implementation of the work role arrangement highly depends on the workload and management practices. Therefore, the management should concern to this and respond to the needs of the employees so that they can achieve greater work-family balance.

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