

**A STUDY OF WORK LIFE BALANCE (WLB) AMONG THE WOMEN
EMPLOYEES IN THE GARMENT SECTOR**

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ABSTRACT

Work-life balance is a situation in which employees can give right amount of time and efforts to their professional life as well as their personal life. The present study have focused on work life balance of women employee's in Bangalore, how women are trying to balance their work and family life in garment Industry. Descriptive Research design was used for this research. Sources were collected through questionnaire; total 200 employees were identified for this study. Convenient sampling method is adopted for sampling technique. This study concludes that most of the women employees are not able to balance their Work-life due to issues arising in the organization. The management should identify the problems related to Work-life balance. The company should frame better recreation facilities, work environment, counselling to motivate the employees. These steps can improve the productivity of the employee as well as the Organization.

Key Words:

Work-life balance, Job Stress, Job Satisfaction, Career Advancement, Organisation policy, Interpersonal Association, Work Culture.

Introduction:

The female labor force participation in the garment industry has increased significantly, due to which it becomes hard for them to balance work life and family life. The condition gains more momentum in a male dominant society like India where there are stereotypical roles assigned to the genders. The research identifies the factors that impacts contentment at home & positive output at work, and vice versa. The methodology adopted for the study was descriptive research design. Data was collected from 200 women workers through questionnaire method in Bengaluru city. The paper finds out different factors related to work life and family life that affect both aspects of working women in the garment units. The methodology helped to analyze data about the challenges faced by women workers to achieve work-life balance.

OBJECTIVES:

To identify the factors that affect Work Life Balance of Women Employees working in the garment Sector.

1. To find out present practices followed by the garment industry.
2. To find the current policies used by the organizations to facilitate WLB.
3. To identify the perception of women employees towards benefits and challenges towards WLB.

STATEMENT OF THE PROBLEM:

There is a presence of work life imbalance among female employees working in the Garment Sector.

FACTORS CONSIDERED FOR STUDY:

1. Individual Variable:
 - Age of the workers
 - Experience of the workers
 - Education of the workers
 - Marital Status
 - Types of Family
 - Number of Children
2. Organizational Variable
 - Job Stress
 - Job Satisfaction
 - Career Advancement

- Organisation policy
- Interpersonal Association
- Work Culture

RESEARCH DESIGN & METHODOLOGY

Sample Size for the study was 200 female employees working in the garment industry in Bangalore. Data was collected through primary as well as secondary sources. Through primary source the data is collected through interviews of all the employees in the organization and through personal discussions and filling of questionnaire from female employees. Secondary sources consist of books, periodicals, newspapers and online resources .

FINDINGS:

The findings of this survey reinforce the perceived importance of balance between both work and personal aspects of one's life to enable greater success to be achieved in every area of life – including professional matters. With increasing working population and changes in perceived company commitment and loyalty, Work and Personal Life balance is a real issue for employers and employees alike.

The participants rated work-life balance as the most important of the propositions. It also was rated lowest for the amount of attention being paid to it through the workplace. 100 % of the female respondent said having work life balance is very important for them. There is presence of imbalance among the work life and personal life of female employees. 80 % female respondents have responded that their life is heavily weighted toward work. Only 5 % female employees said their life is in balance at present. 20 % female respondent said at present their life is little weighted towards personal life. It was observed that among those who reported that there is imbalance, majority said that it was work that dominated.

CONCLUSION:

Women constitute an important section of the workforce. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. There is now mounting evidence-linking work– life imbalance leads to reduced health and wellbeing among individuals and families. It is not surprising then that there is increasing interest among organizational stakeholders (e.g. CEOs, HR managers) for introducing work–life balance policies in their organizations. Introducing work lie balance practices in the organization not only motivates the employees but it also increases the productivity as well as goodwill of the organization.

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