

# A STUDY ON WORK-LIFE BALANCE OF WOMEN IN GARMENTS INDUSTRY, BENGALURU

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## Abstract

*Work-life balance is the maintenance of a balance between responsibilities at work and at home. Work-life balance can be defined as the perfect integration between work and life both not interfering with each other. Indian women belonging to all classes have entered into paid occupations. Most studies of married women employees in India have reported economic need as being the primary reason given for working. Quality of work-life is the quality of the content of relationship between employees and their total working environment with human dimensions added to the usual technical and economic ones. The results of the survey should enable better policy and programme responses on these issues to improve the well-being of women workers at the same time improving productivity and quality. This study attempts to evaluate the quality of work-life balance of women employees working in supreme leather garment factory and analyse the relationship between the productivity and quality of work-life. Data is collected through questionnaire from a sample of 100 respondents. Statistical tools such as simple percentage, cross tabulation, etc. have been used. The results of the study revealed areas which need to be concentrated to bring about better quality of work-life balance and thereby satisfied women workforce. The paper begins by discussing the concept of work-life balance and the current situation of garment workers. It then focuses on the areas of key questions, research gaps and suggestions, and ends with list of key sources.*

**Keywords:** *Work-life Balance, Garment Industry Employees, Working Environment, Quality of Work-life, Productivity.*

## INTRODUCTION

Work-life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm to the mutual benefit to the individual, business and society. Work-life balance is essential to overcome stress, ensuring both individual and company success. Conclusion for working women is, getting caught in the work-life balance network will continue to be an ongoing challenge. Careful planning and personal effort is the advice from those who have found balance in both career and home life.



## STATEMENT OF THE PROBLEM

Women employees are dissatisfied with the work-life balance due to continuous work both at home and also at workplace, because of which poor performance and poor quality of work, increased stress are caused, which shows there is presence of work-life imbalance.

### Scope of the Study

This study focuses on the work-life balance of women, who are engaged in readymade leather garments, produced both for domestic consumption and export and emphasises only on the work-life balance issues of the women of the particular leather garments industry.

### Objectives of the Study

1. To know the work-life management of women in the garments industry.
2. To know the present practices followed by women employees for work-life balance.

### Research Methodology

**Research Type:** Descriptive Research.

**Sampling Technique:** Purposive/Convenient Sampling.

**Sample Size:** 100 female employees from Supreme Leather Garments, Yelachenahalli, Bengaluru.

### Data Collection and Analysis Method

The primary data is collected by observation, personal discussions with the key persons and women workers in the factory and filling of the questionnaire from female employees which are both closed end and open end in nature. Secondary data collection include books, periodicals and online sources. Statistical tools such as simple percentage, cross tabulation, etc. have been used to draw interpretations.

## ANALYSIS AND INTERPRETATION

### 1. Table showing age groups of the respondents

Age Group	No. of Respondents	Percentage
18-30 years	22	22%
31-40 years	49	49%
41-50 years	26	26%
51-58 years	3	3%

In a survey of 100 female respondents from Supreme Leather Garments Pvt. Ltd., the 31-40 years age group forms a majority (49 per cent) and 51-58 years age group forms a minor portion.

### 2. Table showing marital status of the respondents

Marital Status	Respondents	%
Married	90	90%
Unmarried	5	5%
Divorcee	5	5%



In a survey of 100 respondents, 90 per cent of respondents' marital status is married and 5 per cent of the respondents marital status is unmarried and 5 per cent is divorcees whereas the majority of women respondents are married.

**3. Table showing allocation of respondents whose health affected because of work pressure**

Response	Respondents	%
Always	37	37%
Sometimes	36	36%
Never	27	27%

Out of 100 respondents, 37 per cent of respondents' health is always affected because of work pressure and by doing work both at home and at workplace. 36 per cent of respondents' health are affected because of work pressure. Sometimes when there is more work both at home and at workplace and 27 per cent of women respondents' health has never affected by work pressure as their body conditions have adjusted to the work.

**4. Table showing response of the respondents on managing the stress arising from work**

Response	Respondents	%
Rest and Relaxation	65	65%
Leave	18	18%
Medicines	12	12%
Entertainment	5	5%

Among 100 respondents, 65 per cent of respondents manage their stress which is arising from the work by taking rest and by the way of relaxation, 18 per cent of women respondents manage their stress arising from work by taking leave and going home, 12 per cent of respondents manage stress arising from work by the way of consuming tablets, glucose powder, etc. 5 per cent of the respondents manage the stress by way of entertainment.

**5. Table showing suggestions of the respondents for work-life management**

Suggestions	Respondents	%
Completion of Work on Time	65	65%
Hard Work	4	4%
No Suggestions	1	1%
Encouragement and Motivation	21	21%
Confidence and Patience	9	9%

Among 100 respondents from Supreme Leather Garments Company, 65 per cent of the respondents said timely completion of work, 4 per cent of women respondents suggest to do hard work for successful management of work-life, 1 per cent respondents said no suggestions as they are not able to manage their work-life as they are new to work-life, 21 per cent of women respondents' suggestions are in the form of encouragement and motivation and 9 per cent of the respondents' suggestions are confidence and patience as the remedies to manage their work-life.



## SUMMARY OF FINDINGS

- It is found that those who have reported that there is imbalance majority said that there it is work that is dominated. Past financial experiences, present and future financial requirements, lack of higher education, to overcome boredom at home, taking care of dependents and independence are the reasons being identified for taking up the job.
- Practices followed by majority of respondents to manage work-life are time management, use of family members and their vehicles for commuting, well planning in advance, distribution and allocation of work of home among family members, not to keep work incomplete or pending and having friendly behaviour are the important ones.

## SUGGESTIONS

- The organisations should take care of employees' workload to balance their work-life.
- The organisation should organise the work-life balance programmes to reduce work-life balance issues.
- It is suggested to adopt work-life balance strategies to balance the work and personal life.

## CONCLUSION

Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organisations. There is now mounting evidence-linking work-life imbalance to reduced health and well-being among individuals and families. It is not surprising then that there is increasing interest among organisational stakeholders (e.g., CEOs, HR managers, etc.) for introducing work-life balance policies in their organisations. This study is mainly aimed at designing a work-life balance by analysing work and family problems faced by the employees and also overall satisfaction level of the employees. The organisations are required to adopt a strategy to improve the work-life balance of women employees to satisfy both the organisational objectives and needs of the employees.

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