

Work Life Balance of Women Employees in Manufacturing Sector with Respect to Madras Export Processing Zone (MEPZ)

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Abstract

In the present competitive environment, the bloom of manufacturing sector is at a fast and an effective growing rate among stall the other sectors. India is the fastest rapidly growing country globally, thanks for the various initiatives which are given by the Government, the privileges given to the various sectors, advancement of technologies and tie ups with other global companies. Due to the foreign investment in India, many manufacturing sectors have their high impact in the Gross rate of the nation. In this context effective employee motivation is very essential for the success of any organization, the classical perspective of the management was essentially rational and analytical and the employee's emotions were not taken into consideration. In motivating process the human capital and the organizations have to capture their employees hearts and minds, which can be achieved by incorporating the magical term "Work life balance" amongst the working employees. In the present day work scenario, it is merely not the intelligence or the technical competence, would estimate one's satisfaction or success at the workplace; it is the "skills of people" or their work life balance that seems to have a vital role. The imbalance of work life will not only influence their emotions, but also on the productivity of the organization which may lead to a greater mishap among other companies. Globalization and the strive for competitiveness are nowadays making all the companies to focus on their core competencies and outsource the noncore business processes. This provides an opportunity to global companies to relocate such processes in India. India has inherent strengths to support his. In this aspect the study was done to find out the work life balance of women in manufacturing sector..

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I. INTRODUCTION

Work-life and personal life are the two sides of the same coin, these both are interconnected and interdependent too. The personal life can also be demanding if you have a kid or aging parents, financial problems or even problems in the life of a dear relative, this can lead to unreported absence from work, creating stress and lack of concentration at work. The work-life balance of working women employees in the recent years has been a very

essential aspect since the time changed from men to earn the family living in the current fast-moving world where both men and women impartially share the responsibilities of earning for the betterment and the satisfaction of their family life. Hence, it is for the betterment of family life in achieving the various aspires and the needs of their family. With the advanced and changing high-tech advancement in education and training institutions, things have been improved and changed to a greater extent. Work-life balance is explained as a balanced equilibrium in

which working women employee demands both professional and an individual's personal life is equal. Each role having different sets of demands individually and when such a role demands certain alternatives or substitutes, multiple problems are faced by the individuals unexpectedly. In the reality of life the work surely would get over-laps and sometimes gets few interacts. In the process of designing the work life policies, the employer should have in mind that the dedication and the fulfilled commitment of employees can make the difference between those companies which compete at the marketplace and those which cannot sustain in the market. A balanced life for the working women is one where they spread their energy and their tireless effort between key areas of importance at both the places. In a traditional society, the role of women was naturally limited to and around the family. She was made to take good care of her family, the elder one's and their children too with her household chores, and was fully engaged and occupied with a bulk of responsibilities both as a mother and a homemaker and much more. Whereas the men's responsibility was to provide the home with the required and the most needed raw materials but to convert that into a consumable product at home the men needed women's help and dedication, hence this was not an easy task. When years moved by due to the economic growth of our country, there arouse a need of both men and women should work to earn a well cozy and a comfortable lifestyle, not only for them but also for their children and their future growth. Now the Work- life balance concept came into existence where irrespective of gender the works can be shared by both men and women, at times women was made to handle both work environment and life at home in a very careful scenario as any decline of any one amongst this could make a very big negative impact toward their growth personally.

II. NEED FOR THE STUDY

For the past few decades the manufacturing sectors are a blooming sector in the Indian market, where

due to the foreign investments , India has become a hub for many manufacturing companies products. Indian Government has too made a contract naming as " Make in India", where many employees can use Indian made product for a less cost. Surprisingly, Women have their higher part of contribution in these area of manufacturing within the past few years, as less educated too have many opportunities in these sector. But, they have to somehow earn in order to achieve the aspirations and fulfill the commitments of their family members, in this regards they have to balance both their family as well as work place environment.

III. OBJECTIVES OF THE STUDY

1. To analyse the perception of women employee in the aspect of their personal life and their work environment.
2. To identify the job satisfaction of the women employee at their work environment for a balanced work life .

IV. REVIW OF LITERATURE

Zedeck and Mosier (1990) in their study work in the family and employing organization used five models to explain the relationship between work and life. The first model is known as segmentation model which assumes that work and life are separate and independent. The second model tests the spillover effects between work and life. The third model known as instrumental model, which assumes a success in one area can influence another area. The fourth model, which is compensation model proposes what lacks in one sphere can be derived from other sphere of life. The last model which is conflict model suggests that individuals will face psychological conflicts when they are overloaded.

Stephen P.Robbins (2003) in his paper he finds that the working employee accepts that their type of work is just draining them off and they still don't know how to manage it, and that they wanted a environment of work place where there is a flexibility in schedules, so that they could manage a

better work life balance. Whereas the Organizations does not recognize people but they try to retain the highly motivated people for their work. There is also a psychological interference at work and vice versa. The organization can help their employees in teaching them how to manage time and also to divide their priorities in life. It's the company's strong process orientation has helped make the initiatives work. The understanding the employer have with their employee is well documented and the basic expectations are made clear amongst them for a good productivity.

Dowes. C and Koekemoer E (2011) estimated the various work life balance policies: Challenges and benefits associated with implementing flexitime, investigated the challenges and benefits of flexitime work life balance policy. It was found that flexitime was challenging. Maintaining productivity, managing time, struggling to meet work life were the main hurdles for employees in attaining work life balance. It is known that if a business concern needs to move on for a long run then it may require loyal customers, and customers of goodwill, like that the employees too will expect certain provisions from the organization.

Padma and Sudhir (2013) emphasized the role of family support in balancing personal and work life of women employees, which examined the impact of family support on work life balance among women police constables and head constables in Andhra Pradesh State Police Department, AP. As police department is a 24/7 service rendering department to the public , amongst them they had a very strong challenge in attaining the work life balance. It was found that women police constables who had adult children easily balance than women police constables with younger age kids. Care needed to elder parents and in-laws health responsibility have more work life imbalance. The researchers suggest police department to take required measures for the benefit of women police constables. This at all sectors women are growing

and in rendering help to the society women plays a vital role , if the police department takes up these suggestions and help women employee then it would be a revolutionary.

V. LIMITATIONS OF THE STUDY

- This study is limited only amongst the women employees working in manufacturing sectors at MEPZ (Madras Export processing Zone).
- The respondents reply may or may not be true as they were continuously monitored , so few variations may occur.

VI. RESEARCH METHODOLOGY

This study was based on the descriptive research design , the data were collected on the primary data and secondary data collection method, such as questionnaire , personal observation and desk work research of previous reviews .The variables of the study were Work life balance which was an Independent variable and the support from home and the organization were the dependent variables for the study. Random sampling method was adopted to select the respondents from the women employees working in manufacturing sectors. The sample size determination was done using sampling proportion method, so 560 questionnaires were given but arrived at 549 after neglecting all the incomplete questionnaires. The various tools used for analysis were t- test, Chi- square, ANOVA, correlation, regression and SEM analysis.

VII. DATA ANALYSIS AND INTERPRETATION

Table 1.1: Age of the respondents

Age of respondents	No.of respondents	Percentage of the respondents
18-20years	61	11.1
21-25years	213	38.8
26-30years	112	20.4
>30years	163	29.7
Total	549	100.0

Source: Primary data

Interpretation :

The above table shows the age wise distribution of the respondents. The age is one of the important demographic factor to take a right decision about the women respondents feelings and opinion. In this the sampling , out of 549 respondents reveals that 38.8% of the respondents are in the 21-25years, followed by 29.7% are above 30 years,26-30 years of the respondents are only 20.4% and the least 11.1% belongs to 17-20 years.

Table 1.2: Family type of respondents

Family type of the respondents	No.Of.respondents	Percentage of the respondents
Nuclear	321	58.5
Joint family	228	41.5
Total	549	100.0

Source: Primary data

Interpretation

The type of family from where the respondents come makes a powerful impact in the analyzing of the work life balance of the working women. As joint family and nuclear family both has varied traits in helping the women employees to tackle and manage emergency situations. From the table it is inferred that 58.5% are nuclear family and 41.5% of the respondents are joint family.

1.3 Analysis of the Ranking using Garrett for reasons for working

To rank the preferences of the reason for working, Garrett ranking method is used. Table presents the frequency of the ranking given by the respondents towards reasons for working.

The below table shows the reason to work ranks by the respondents

Frequency of ranks towards reasons to work

SN	Reasons for working	Ranks given by the respondents									
		1 st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th
	Garrett Value	82	70	63	57	52	47	42	36	29	18
1	Social Status	-	-	-	21	24	34	154	199	90	27
2	Future financial requirements	54	60	33	89	188	102	23	-	-	-
3	Taking care of Dependents	15	13	12	31	87	96	187	108	-	-
4	Being Dependent	24	17	11	41	98	236	85	12	20	5
5	Overcome Boredom at home	-	-	12	35	24	37	34	97	223	87
6	Past and present financial requirements	281	141	104	15	8	-	-	-	-	-
7	Possessing less Qualification	102	178	99	91	53	31	27	-	-	-
8	Family condition	94	121	193	69	33	29	10	-	-	-
9	Easy accessibility	66	69	98	214	64	10	18	10	-	-
10	Time pass	-	-	-	-	12	36	72	88	94	247

To analyse the respondents' given ranking of the reasons for working, a more scientific Garret ranking method is used (Christy., (2014) and Sedaghat, (2011)). The responses were converted to numerical scores using this method. The Garret ranks were calculated using Garret ranking formula.

Ranking of the respondents for 'reasons for working'

	Reasons for working	Garret Value	Rank
1	Social Status	19943	7
2	Future financial requirements	26637	5
3	Taking care of Dependents	21864	6
4	Being Dependent	16381	9
5	Overcome Boredom at home	17122	8
6	Past and present financial requirements	40735	1
7	Possessing less Qualification	35004	2
8	Family condition	34456	3
9	Easy accessibility	33148	4
10	Time pass	14348	10

Interpretation

The ranks are calculated after incorporating the Garret score to the observed data. From the table it is observed that the highest Garret value is 40735 and it is ranked first. The 'Past and present financial requirement was reason given by the most respondents. 'Possessing less Qualification' with a score value of 35004 is ranked second. 'Family condition' with a score value of 34456 is ranked third. 'Easy accessibility', 'Future financial requirements', 'Taking care of Dependents', 'Social status', 'Overcome boredom at home' and 'Being dependent' are ranked fourth, fifth, sixth, seventh, eighth, and ninth respectively. The reason 'time pass' was ranked (tenth) by the respondent as the last reason for working.

1.4. Support from home and Work life balance of Women employees

H₀₁- There is no significant difference between support from home and work life balance

To assess the relationship between the respondents support from home and work life balance, an ANOVA test was performed.

ANOVA test for support from home and work life balance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.514	3	.171	9.213	.000**
Within Groups	10.130	545	.019		
Total	10.644	548			

Note: * denotes significance at 5% level

**denotes significance at 1% level

Interpretation

In order to find out that there is any significance relationship between support from home and work life balance the researcher used one way ANOVA. From the above table it is observed that F value is 9.213 and $p = 0.000$ ($p < 0.01$) with degrees of freedom 3. The mean square value between support from home and work life balance is .171 and within support from home and work life balance is .019. Hence, the Null hypothesis is rejected at 1% level of significance. Therefore there exist a relationship between the support rendered from home and Work life balance.

1.5. Chi-Square test to find the relationship between marital status and Work Life Balance

To understand the relationship between the marital status of the respondents and work life balance, a Chi-Square test was performed.

H₀₂: There is no significant difference between marital status and Work life balance

Marital Status	Work Life Balance					Total	CHI SQUARE	P-val
	Highly Satisfied	Satisfied	Neutral	Dissatisfied				
Married	54	168	124	39	385	6.128	.000 **	
Single	33	57	40	9	139			
Divorced	2	4	11	8	25			
	89	229	175	56	549			

Note: * denotes significance at 5% level

**denotes significance at 1% level

Interpretation

It is observed from the table that with $\chi^2 = 6.128$ and $p < 0.01$, the null hypothesis (H_0) is rejected at 1% level of significance. The marital status of the respondents were analyzed amongst the women respondents the married were 385 and were satisfied with their work life balance, the single status respondents were 139, they were also somewhat managed to have a good work life balance and also divorced respondents were 25 at the work place. Hence there is a significant relationship exist between marital status of the respondents and their Work life balance.

VIII. SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS:

The Findings of the study are summarized and presented below.

1. Cronbach's Alpha for the overall constructs was above 0.80, which indicates the reliability of the instrument.
2. There is a significant relationship between Work life balance of women employees' and support from home and organizational support.

3. The age is one of the important demographic factor to take a right decision about the women respondents feelings and opinion. In this the sampling , out of 549 respondents reveals that 38.8% of the respondents are in the 21-25years, followed by 29.7% are above 30 years, 26-30 years of the respondents are only 20.4% and the least 11.1% belongs to 17-20 years.

4. It is observed that the highest Garret value is 40735 and it is ranked first. The ' Past and present financial requirement' was the reason given by the most respondents to take up the job. The women employee's financial requirements plays a vital role in taking up the work in the manufacturing sector.

5. The relationship between support rendered from home with their work life balance were analyzed and it is observed that F value is 9.213 and $p = 0.000$ ($p < 0.01$). Hence, the Null hypothesis is rejected at 1% level of significance. Therefore there exist a relationship between the support rendered from home and Work life balance. The support from home means the parents, in-laws and spouse will surely lead to a good work life balance.

6. The respondents agree that the present working pattern suits them well. Due to their less qualification education wise they see it a good way to earn money by letting their skills on what they know.

IX. SUGGESTIONS

- Learn to limit distractions and waste of time, as working women each and every minute is precious, so as at the available time make a strong bond with your family, so as to avoid unnecessary stress and problems in life.
- The support from the organization plays a vital role in an employee career/ profession, so the employer must offer a good provisions and prevailages for the women employee in the organization.
- Give priority to your valuable time both at work as well as at home, If you have a to – do list

and a task of many things, just follow the following priorities .

X. CONCLUSION

Work life balance of the women employees' arise when they are satisfied with the working environment and also happy with their family environment too. As the concept of men being the earner has been changed nowadays, where women try to share the burden to run the family in current scenario. Without the earnings of both husband and wife a normal life cannot be achieved. In that basis, women had to balance both their work as well as life commitments. Women in general are playing a vital role in, an important section of the recent years workforce. However, the present situation of a large number of well qualified women , talented and skilled working women employee's, who due to various circumstances have been left out of their jobs needs to be addressed. On the whole the quality work life approach acts as alternative to the control approach of managing employees. This in turn considers as the employees are an asset to the organization .It is believed that the people perform better when they are given few privileges and made to take decisions. This approach helps the women employees living standard high amongst the society. But on the whole there is a good work life balance amongst women employee's as they know how to handle problematic situations in an effective way.

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