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# A Study on Factors Affecting the Work Life Balance with Reference to Artika Cotton Mills Erode

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**ABSTRACT:** This study aims to examine the variables affecting workers' work-life balance in a particular organization. The study will concentrate on organizational-level elements including organizational culture and policies, leadership styles, and work environment as well as individual-level ones like job satisfaction, stress levels, work hours, and family responsibilities. A survey of a representative sample of the organization's employees will be used to gather data. The results of the survey will be used to assess how the organization's policies and practices, as well as the employees' opinions of their Work-Life Balance, may affect it. The important elements influencing Work-Life Balance in the organization will be determined through analysis of the survey data. The findings of this study will give the organization insightful information about the factors.

## I. INTRODUCTION

The purpose of this study is to look at the variables influencing work-life balance at the Artika Cotton Mills in Erode, Tamil Nadu. Work-life balance is the harmony between the amount of time and effort spent on work and on personal responsibilities, such as family, leisure, and social activities. This study is important since it has been discovered that work-life balance affects employee satisfaction, health, and productivity. It has also become an essential component of the modern workplace. This study can shed light on how to enhance employee wellbeing and raise productivity at work by identifying the elements that influence work-life balance in the textile industry. The issues experienced by workers in the textile sector in Erode, Tamil Nadu, will also be better understood via this study.

## II. STATEMENT OF THE PROBLEM

The goal of a study on factors influencing work-life balance is to provide insights into how to enhance overall work-life balance as well as a deeper understanding of the underlying causes and effects of the imbalance between work and life. The study aims to assist organisations, employers, and workers in developing more beneficial and efficient policies, procedures, and initiatives that support and uphold a healthy work-life balance.



### III. OBJECTIVES OF THE STUDY

- To identify the opinion of the respondents towards their work.
- To identify the factors affecting the work life balance.
- To analyse the problems faced by the respondents due to work life Imbalance.
- To suggest suitable measures for balancing work-life.

### IV. SCOPE OF THE STUDY

- Identifying the factors that affect work-life balance in the textile industry in general and at Artika cotton mills in particular.
- Understanding the impact of work-life balance on employee satisfaction, well-being, and productivity.
- Analyzing the existing work-life balance policies and practices at Artika cotton mills.

### V. LIMITATIONS OF THE STUDY

- The study may be limited by the number of participants or respondents, as it may not be feasible to survey or interview all employees at Artika cotton mills. A small sample size may not be representative of the entire workforce and may not provide a comprehensive picture of work-life balance issues.
- The study's findings may not be generalizable to other textile companies or industries, as work-life balance factors may differ across industries and organizations.

### VI. LITERATURE REVIEW

1. Work-life balance refers to people having enough time to have balance in their job and home life. Karakas and Lee, (2004) explained work life balance issues as spending good time with family members, getting free time to be able to relax for emotional wellbeing and health of family members, having good communication and support from the fellow colleagues, obtaining high quality child care and education; and being satisfied with the work load. According to the study of **Kinman** (2001), the strongest factor of psychological distress and job dissatisfaction was related to work life conflict.

2. **Elliott** (2003) explained that major problem faced by the working parents of children, aged six or younger, is to afford high quality child care which is costly and consumed a large portion of income and reduces the likelihood that the mother will be employed. The double burden of child care and elder care puts more emotional burden on women than on men. In reality, it is still women who keep hold of the major responsibilities for childcare and are much more likely to work part-time, sparing time for family responsibilities (Daly and Lewis, 2000)

3. **Gerson** (1993) explained that fathers also experienced tension in child caring as their working wives are not present at home to look after their kids. Thus, in early decades of twentieth century some large companies felt the need that employers should allow free time and energy to workers to look after their children. Child care facility thus positively affected employee's decisions to remain employed at the company (Kossek and Lambert, 2004).

### VII. RESEARCH METHODOLOGY

Research Methodology describes the research procedure, which includes the overall research design and the data collection method.

#### 7.1 RESEARCH DESIGN

A research design is the specialization of measure and procedure for the information needed to solve problems in the overall operational pattern of Framework of the project that stipulates what information is to be collected from which sources by what procedure.



## 7.2 TYPES OF RESEARCH

The research type used in this study is Descriptive, which is used to describe characteristics of a population or phenomenon being studied.

## 7.3 SAMPLE DESIGN:

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn

## VIII. DATA COLLECTION

Data Collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research question, test hypotheses and evaluate outcomes.

### Primary Data Source:

A Primary Data Source provides direct and evidence about an object, person or work of art. It includes Historical & Legal Documents, Eyewitness Accounts, Results of Experiments, Statistical Data, Audio and Video Recordings, etc. Using Questionnaire, which is a set of printed or written questions with a choice of answers, devised for the purpose of a survey Type equation here. or statistical study, We Collected the Data.

### Secondary Data Source:

The data that was originally collected for other research are called Secondary Data Sources. We Referred Articles, Journals & Magazines as mentioned in the Bibliography.

## 8.1 SIZE OF THE SAMPLE:

The sample size is 150

## IX. TOOLS USED:

Simple percentage analysis is the method to represent raw streams of data as a percentage (a part in 100-percent) for better understanding of collected data.

### FORMULA

#### Percentage analysis

Number of respondent's = -----x 100

Total number of respondents

## 9.1 RANKING METHOD:

Ranking is a method of numbering of attributes from highest total score to lowest total score.

**X. ANALYSIS OF INTERPRETATION****Table 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS**

Details of the Respondents		No. of Respondents	Percentage
Gender	Male	67	67
	Female	32	32
	<b>Total</b>	<b>100</b>	<b>100</b>
Age	20-30 yrs	40	40
	31-40 yrs	38	38
	41-50 yrs	17	17
	51-60 yrs	5	5
	<b>Total</b>	<b>100</b>	<b>100</b>
Income Level	10,000-15,000	28	28
	15,000-20,000	35	35
	20,000-25,000	17	17
	Above 25,000	15	15
	Below 10,000	5	5
	<b>Total</b>	<b>100</b>	<b>100</b>
Educational qualification	Diploma	14	14
	Doctorate	1	1
	Graduate	51	51
	Post Graduate	21	21
	Schooling	13	13
	<b>Total</b>	<b>100</b>	<b>100</b>
Children	1 Child	54	54
	2 Children	37	37
	3 Children	6	6
	More than 4 Children	3	3
	<b>Total</b>	<b>100</b>	<b>100</b>

**INTERPRETATION**

67% of Male respondent are belong in the age category of 20-30 years and they gaining a monthly income of 15k to 20k category and the educational qualification is graduate and in their family having a children of 1.

**TABLE NO: 2 RANK OF THE PROBLEM FACED BY IMPACT OF YOUTH UNEMPLOYMENT**

Sl.no	Question	Total	Rank
1	Stress	141	2
2	Time Management	133	1
3	Guilt	247	5
4	Health	185	3
5	Burnout	271	6
6	Financial Difficulties	217	4



## INTERPRETATION

According to the given data, the participants were asked to rank different items based on their level of concern. The item that was ranked as the highest concern was time management, with a rank of 1. The item ranked second highest was stress, with a rank of 2. The item ranked third highest was health, with a rank of 3. The item ranked fourth highest was financial difficulties, with a rank of 4. The item ranked fifth highest was guilt, with a rank of 5. The item ranked sixth and lowest concern was burnout, with a rank of 6.

## TABLE. 3CHI SQUARE

The relationship between the age of the respondent and their opinion about satisfied with your current work-life balance

Null Hypothesis: H0: There is no significant relationship between the age of the respondent and their opinion about satisfied with your current work-life balance

Alternative Hypothesis: H1: There is a significant relationship between the age of the respondent and their opinion about satisfied with your current work-life balance

Table. 3 Chi Square Calculation

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	25.587a	12	.012
Likelihood Ratio	27.011	12	.008
N of Valid Cases	100		

## Interpretation:

The results of the chi-square test show a Pearson Chi-Square value of 25.587 and a Likelihood Ratio value of 27.011, both with 12 degrees of freedom. The p-value associated with both tests is less than 0.05, with a value of 0.012 for Pearson Chi-Square and 0.008 for Likelihood Ratio, indicating that the results are statistically significant. Therefore, we reject the null hypothesis and conclude that there is a significant relationship between the age of the respondent and their opinion about being satisfied with their current work-life balance.

## FINDINGS

- 67% of Male respondent are belong in the age category of 20-30 years and they gaining a monthly income of 15k to 20k category
- The educational qualification is graduate and in their family having a children of 1.
- The p-value associated with both tests is less than 0.05, with a value of 0.012 for Pearson Chi-Square and 0.008 for Likelihood Ratio, indicating that the results are statistically significant. Therefore, we reject the null hypothesis and conclude that there is a significant relationship between the age of the respondent and their opinion about being satisfied with their current work-life balance.

## 12. SUGGESTIONS

- Establish clear work hours and stick to them. When you're off the clock, disconnect from work and focus on personal activities.
- Make a to-do list and prioritize tasks according to importance and urgency. This will help you stay organized and avoid unnecessary stress.
- Take regular breaks throughout the day to recharge your batteries. Get up from your desk, stretch, and take a walk outside.
- Don't overload yourself with too many commitments. Learn to say no to projects or tasks that don't align with your priorities.



## **XI. CONCLUSION**

According to the study done on the elements affecting the work-life balance at Artika Cotton Mills, it can be said that a number of factors, such as workload, work schedule, job security, organisational culture, and support from family and friends, affect work-life balance.

The majority of Artika Cotton Mills employees, according to the report, are content with their work-life balance, but some still believe that their jobs are negatively affecting their personal lives. According to the report, the business should take steps to enhance work-life balance, including offering flexible work schedules, helping employees who are caring for dependents, and fostering a pleasant workplace culture. Overall, Artika Cotton Mills is advised to.

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