

# WORK-LIFE GRATIFICATION, PROBLEMS AND CHALLENGES FACED BY WORKING WOMEN IN TIRUPUR TEXTILE INDUSTRY

<sup>1</sup>Mrs. T.Sreerekha, <sup>2</sup>Mrs. R.Saranya, <sup>3</sup>Mr.V.S.Prabhu, <sup>4</sup>Dr.A.Dayalarajan

Assistant Professors in Management,  
Nift - Tea College of Knitwear Fashion,  
East of TEKIC, Mudalipalayam, Tirupur - 641606

**Abstract:** This study reveals that employee gratification is the major motivating factor responsible for Quality of professional and personal life. Gratification is the pleasurable emotional reaction of happiness in response to a fulfilment of a desire or goal. It is also identified as a response stemming from the fulfilment of social needs such as affiliation, socializing, social approval, and mutual recognition. Work life is a HR term in literature and started to come prominence from 2000 onwards quality of work life is a combination of commitment to the organization and its value to help the organizational citizenship. Quality of work life determines the persons who are fully involved in and enthusiastic about the work. Work life aspects of the organization welfare through giving the best out of him. Moreover, the organization output is a factor for knowing the level of employee's performance. This research made an attempt to analysis the Work-Life gratification, Problems and challenges faced by working women in Tirupur garment industry.

**Keywords:** Gratification, Quality of Work Life, job satisfaction, workplace stress and quality of life.

## INDRODUCTION

The garment export industry is one of the most dynamics sectors of the Indian economy. It has made significant projects over the year not only in respect of its contribution to industrial productions, export and generation of employment of employment but also achieving a high degree of sophistication quality up gradation cost reduction and standardizations capable of withstanding stiff international competition. The garment industry is one of India's largest foreign exchange earners, accounting nearly 16% of the country's total exports. Tirupur is an important trade Centre which is famous for its knitted garments. In index it accounts for 90% of India's cotton knitwear exports. Work life is relatedly a HR term in literature and started to come prominence from 2000 onwards quality of work life is a combination of commitment to the organization and its value to help the organizational citizenship. Quality of work life determines the persons who are fully involved in and enthusiastic about the work. Work life aspects of the organization welfare through giving the best out of him. Moreover, the organization output is a factor for knowing the level of employee's performance. The present study made an attempt to analysis the Work-Life gratification, Problems and challenges faced by working women in Tirupur garment industry.

## MEANING OF GRATIFICATION:

Gratification is the pleasurable emotional reaction of happiness in response to a fulfillment of a desire or goal. It is also identified as a response stemming from the fulfillment of social needs such as affiliation, socializing, social approval, and mutual recognition.

- Pleasure, especially when gained from the satisfaction of a desire.
- The definition of gratification is satisfaction or pleasure you feel when you get something you wanted or worked for.
- A gratifying or being gratified.
- Something that gratifies; cause for satisfaction.
- Gratification, satisfaction state being gratified or satisfied.
- Gratification the act or an instance of satisfying.
- The act of gratifying, or pleasing, the mind, the taste, or the appetite; as, the gratification of the palate, of the appetites, of the senses, of the desires, of the heart.
- That which affords pleasure; Satisfaction; enjoyment; fruition: delight.
- A reward; recompense; a gratuity.

## OBJECTIVES OF THE STUDY:

The following are the objective of the study,

- To study the demographic profile of the Working women in Textile Industry.
- To study the level of Work-Life Gratification at workplace in textile industry.
- To find out the problems affects in balancing work life and personal life in textile industry.
- To analyze the challenges at workplace in textile industry.
- To give suggestions and recommendations to the Industry.

## IMPORTANCE OF STUDY

Working on a job for a company and making a career can be an extremely time consuming duty for any employee. Employees are busy at their offices throughout the day and something even on weekends. This gives them very little time to interact with their family. Because of high pressure of work, often family members get neglected. Also, stressful jobs cause the health of employees to deteriorate. This is where work life balance come into the picture. Work life balance concept allows an employee to maintain a fine balance in the time he or she gives to work as well as to personal matters. By having a good balance, people can have a quality of work life. This helps to increase productivity at work place as the employee is relaxed about his personal commitments. It also allows the employee to give quality time with family to spend vacations, leisure time, work on his/her health etc. hence work life balance is extremely important for employees and increase their motivation to work for the company.

## SCOPE OF THE STUDY:

This study is concerned with analyzing the work life gratification, problems and challenges faced by working women in textile industry. This study will to know about professional, personal gratification, problems and challenges faced by working women in textile industry. The result of the study based on the working women in textile industry. The study is focuses of the working women involvement in work towards the efficiency of the organizations. The study will be useful for the working women to understand the mindset of the working women and their motivate them.

## LIMITATION OF THE STUDY:

- Some of the workers were reluctant to reveal certain information and were not able to express their opinion freely.
- It was very difficult to meet the respondents at the workplace.
- Due to internal rigid nature of respondent's resistance to some questions were observed.

## RESEARCH DESIGN:

In this study DESCRIPTIVE type of research has been adopted. The main purpose of descriptive research is description of the state of affairs is exists at present. The study has used primary data which has been collected directly from the working women of textile industry.

## SAMPLING DESIGN:

In this study convenience sampling method has been used to collect the data. The samples are selected according to the convenience of the researcher. The sample size taken for this study is 120 working women from the textile industry.

## DATA COLLECTION:

The primary data are those which are collected from the respondents by using the questionnaire in this study. The questionnaire contains two sections. In the first section the demographic profile of the working women has been analyzed. In the second section the various level of working Satisfaction at workplace.

## STATISTICAL TOOLS:

Percentage analysis is used to describe the personal characteristics of working women, chi- square , one-way Anova, correlation test is used for analyzing their relationship between the demographic profile and work-life, problems and challenges faced by working women in textile industry.

## DEMOGRAPHIC PROFILE:

S.No	Variables	Classes	Percentage
1.	Age	29-38 years 39-48 years 49-58 years	25.0 55.0 20.0
2.	Experience	Less than 1 year 3-5 years More than 5 years	8.0 50.0 42.0
3.	Marital Status	Married Unmarried	97.0 3.0
4.	Educational Qualification	Illiterate Higher secondary Degree UG / PG	25.0 36.0 39.0

Source: Primary data

**FACTORS AND LEVEL OF GRATIFICATION ( $\chi^2$  TABLE):**

In order to find the relationship between various factors and level of job gratification, chi-square test was used and the result of the test is shown in the underneath table.

Factor	Calculated $\chi^2$ Value	Table Value	D.F	Remarks
Age	9.936	9.488	4	Significant at 5% level
Experience	19.304	9.488	4	Significant at 5% level
Designation	18.094	9.488	4	Significant at 5% level

Source: Primary data

**ANOVA:** It is a collection of statistical model performed to test the association such as the variation among the spouse occupation and overtime with the following hypothesis.

**(H<sub>0</sub>):** There is no significant relationship between spouse occupation and overtime opinion on level of satisfaction.

**ANOVA test table variance of spouse occupation and overtime****ANOVA**

Particulars	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	11.266	1	11.266	7.467	.007
Within Groups	178.034	118	1.509		
Total	189.300	119			

ANOVA test is to know the influence of each and every independent variable and its impact on dependent variable. From the one way ANOVA and post HOC Tukey multiple comparison it is inferred that the calculated test value is 0.007 is higher than the significant value of .05 at 95%. Hence null hypothesis is accepted and alternative hypothesis is rejected. It is concluded that there is no significant relationship between spouse occupation and overtime.

**Correlation:** It is a method of statistical evaluation used to study the strength of relationship between two, numerically measured continuous variables.

**Correlation table for age and number of holidays****Correlations**

Particulars	Age of the respondents	Satisfied with holidays
age of the respondents		
Pearson Correlation	1	.878**
Sig. (2-tailed)		.000
N	120	120
satisfied with holidays		
Pearson Correlation	.878**	1
Sig. (2-tailed)	.000	
N	120	120

\*\*. Correlation is significant at the 0.01 level (2-tailed).

It is inferred that the value assigned from Bivariate correlation is sign 2- tailed level is .000 which shows that there is a significant between age of the respondent and number of holidays the relationship is positive 87.8%. Which mean that as one variable go up or down. Same will be the other one. And there is a positive linear relationship between Age and Number of holidays.

**SUGGESTIONS:**

- Training and development should be routine in the company environment. Regular training program will help the working women to improve the technical skills and in turn increase the job satisfaction.
- The management should give equal rights for male and female workers. So it was more comfortable to working women.
- The management need to contact functions for workers especially female workers so it was more relaxation and also easy to merge with company.

- The management should provide transport facilities. It was more convenient to female employees.
- Working women should avoid taking their professional work to their home and try to complete their professional work at the thereby saving time to spend with their family and also ensuring job satisfaction.
- Family members should also be cooperative to achieve work and life balance ability of working women.
- Performance appraisal method can be followed for evaluating the working women. It can be measured by individual performance, team work, sectional productivity, etc. for avoiding the monetary issues company could revise the salary in the regular intervals.
- Giving awards and rewards to the working women for their best performance can do motivation.
- The minimum basic salary per day for all types of workers should be based on 8 hours per day. In Tirupur garments industry work shifts are scheduled on a 12 hour basis, called 1 ½ shifts. Owing to break times, the actual work time during these 12 hours is about 10.5 hours. Workers are usually paid in accordance with their number of shifts, which ignore the facts that 2.5 hours of each day are entitled to 200% pay. there is no use of overtime wage rates and this system leads to workers being underpaid for overtime by about 20%.
- Employers should ensure that the benefits and welfare schemes under the labour laws reach all the working women.
- Death or injury of any working women during tenure of employment should be paid with a compensation amount to workers family by the workers.

### RECOMMENDATION AND CONCLUSION:

- Professional women feel isolated and burdened by the simultaneous demands of their new aspirations on one side and the traditional way of life on the other.
  - Women are discriminated against in all walks of life.
  - Women are subjugated, dominated and exploited both at work places and home.
  - Women are generally unable to give proper and quality time to households, kids and Family.
  - Working women generally face workplace sexual harassment, mental pressure, and Safety issues.
  - Females are also highly judgmental about other female colleagues and try to put one at any given opportunity.
  - Women face problems leaving kids at home and going to office early in the morning.
- Child rearing problems are always faced by working women.
- People make particular perception or draw conclusion about characters of working Women.
  - The social system cannot accept the new roles of women who end up feeling misunderstood and distressed.

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