



A STUDY ON WORK-LIFE BALANCE OF WOMEN IN HANDLOOM INDUSTRY (WITH REFERENCE TO PALLADAM TOWN)

Madhubala. T

*Student of III B.com (PA), Department of Commerce with Professional Accounting,
Dr. N. G. P Arts and Science College, Coimbatore*

Dr. K. Vanaja

*Head Department of Commerce, Department of Commerce with Professional Accounting
Dr. N. G. P Arts and Science College, Coimbatore*

ABSTRACT

India has sufficient number of workers who are struggling their lives to have a promising future. A lot of handloom industry has been working throughout India providing employment to women. Likewise, women are facing a lot of difficulties to maintain their harmony between work and family commitments. This project mainly focuses on how women facing problems while working and balancing the family. The main objectives are to identify the barriers and the factors affecting the work-life balance of Women working in Handloom Industry, to understand the problems faced by the women by working in Handloom Industry, to provide suggestions to overcome work-life balance related to problems of weavers working in Handloom Industry. For better understanding of an analysis, the findings are interpreted in tables. This analysis consists of interpretation, findings and suggestion to obtain the overall worklife balance of women specially in handloom industry.

KEY WORDS: *Work life balance of women, family commitments, working women.*

INTRODUCTION

Recent days, women's empowerment has become a growing concern both at the national and international levels on the subjugated, the disadvantaged and status of women in the society. In India, this concern i.e. women's empowerment has to be focused mainly in non formal sectors, where the women's work force is predominant. One among them is handloom sector. It is one of the largest economic activities, after agriculture, providing direct and indirect employment as well as being predominately a non-farm activity.

STATEMENT OF THE PROBLEM

Nowadays the women workers in Handloom Industry faces lots of obstacles in their field of work. Workers are working for long hours and it results in

regular back pain, Neck pain, pain in fingers and hands & stress. They also face the problem of lack of respect from the Employees. In this study, work life balance of women is covered and overcoming measures are being analyzed.

SCOPE OF STUDY

This study is related to the work-life balance of the women in handloom industry in Palladam City. The study would enable to develop the work-life balance of women in Handloom sector. It talks about the consequences faced by women in handloom sector. It talks about how women balances her work-life, family and friends. It specifies about the health issues caused by working in handloom industry for women. The study covers about upto 20 industries in Palladam City.



OBJECTIVES OF THE STUDY

- To identify the barriers and the factors affecting the work-life balance of Women working in Handloom Industry.
- To understand the problems faced by the women by working in Handloom Industry.
- To provide suggestions to overcome work-life balance related to problems of weavers working in Handloom Industry.

RESEARCH METHODOLOGY

Research methodology is the specific procedures or techniques used to identify, select, process, and analyze information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability.

SAMPLING TECHNIQUES

For the purpose of analysis, the data has been collected from 120 respondents from Palladam Town. The samples have been selected on the basis of Convenient Random Sampling Techniques.

SAMPLE SIZE

The sample of 120 respondents was chosen for the study.

AREA OF STUDY

The study is conducted within the Palladam Town.

SPECIAL TOOLS APPLIED

- Simple percentage analysis
- Likert scale analysis

LIMITATIONS OF THE STUDY

- The study was taken only from the weavers from various locations of Palladam city.
- As it was not possible to collect it from a particular industry, various Handloom sectors where chosen as samples.
- The sample size is restricted to 120.

LITERATURE REVIEW

Vasumathi(2018), the review of literature on work life balance of women employees has been outlined up in view of its increased popularity with the major objective to have prosperity of society. WLB is a major concern for women employees in today's scenario, as

extended work hours in the organisation pulls women employees' productivity and time which they actually meant to devote to their family sphere. The researcher has reviewed the literature on work life balance (WLB) of women employees with regard to significance of WLB, theories of WLB, determinants of WLB, facilitators of WLB, coping strategies of WLB, WLB and performance and finally, consequences of WLB. In this article, the researcher has dealt the various aspects of work life balance through the review of existing literature. The sources referred include various journals, books, doctoral thesis, working papers, reports, magazines, internet sites, etc., and has been reflected as references at the end.

Katta Rama Mohana Rao and Kakumanu Kiran Kumar (2018), handloom industry is the largest cottage industry providing widest avenues for employment opportunities, next to agriculture, prime thrust has been given to implementation of schemes for promotion and development of handloom sectors. From the beginning, co-operative has been considered to be the ideal infrastructural institution for implementation of various schemes for development of decentralized cottage industry like handlooms. Almost all schemes are therefore formulated co-operative oriented. Emphasis has also been laid upon formation of co-operatives with handloom weavers. The unorganized structure, weak financial base of the weavers etc. But the major and fundamental challenges are lack of innovative designs and inadequate fashion marketing.

Rachappa and M.P. Naik (2017), handlooms continue to occupy a prominent place in the country total economic output. It play vital role in country's economy. It is essentially a household industry and all the family members work as one unit as the head household performs the manufacturing work. Whereas other member of the family do the supporting or ancillary role. In general the socio-economic conditions force the weavers to depend upon the external agencies for infrastructural facilities. Some of them work independently; some of them organisations and others seek outside support. State government and central government are many handloom welfare schemes are introduced, due to lack of awareness and improper way of distribution still handloom weavers are suffering from financial support.

**DATA ANALYSIS AND INTERPRETATION****SIMPLE PERCENTAGE METHOD**

TABLE SHOWS THAT DOES IT EFFECTS PERSONAL LIFE BY WORKING MORE THAN AGREED NO. OF HOURS OF THE RESPONDENTS

EFFECTS PERSONAL LIFE	NO. OF RESPONDENTS	PERCENTAGE
Doesn't Affects	16	13.3%
Rarely Affects	29	24.2%
Sometimes Affects	50	41.7%
Never Affects	14	11.7%
Occasionally Affects	11	9.2%
Total	120	100

(Source: Primary Data)

INTERPRETATION

Table 4.1.8 reveals that 13.3% of the respondents said that working more than the agreed no. of hours Doesn't affects their personal life, 24.2% of the respondents said that working more than the agreed no. of hours rarely affects their personal life, 41.7% of the respondents said that working more than the agreed no. of hours sometimes affects the personal life, 11.7% of the respondents said that working more than the

agreed no. of hours never affects the personal life, 9.2% of the respondents said that working more than the agreed no. of hours occasionally affects the personal life.

- **Majority (41.7%) of the respondents said that working more than the agreed no. of hours sometimes affects their personal life.**

TABLE SHOWING THAT WHETHER THE RESPONDENTS WORKING MORE THAN AGREED NO. OF HOURS IN HANDLOOM INDUSTRY

WORKS MORE THAN AGREED HOURS	NO. OF RESPONDENTS	PERCENTAGE
Never	14	11.7%
Generally	26	21.7%
Often	23	19.2%
Sometimes	55	45.8%
Occasionally	2	1.6%
Total	120	100

(Source: Primary Data)

Interpretation

Table 4.1.7 reveals that 11.7% of the respondents never works more than the agreed number of hours, 21.7% of the respondents generally works more than the agreed no. of hours, 19.2% of the respondents often works more than the agreed no. of hours, 45.8% of the respondents sometimes works more

than the agreed no. of hours, 1.6 % of the respondents Occasionally works more than the agreed no. of hours.

- **Majority (45.8%) of the respondents sometimes works more than the agreed no. of hours.**

**TABLE SHOWING HOW THE RESPONDENT MANAGES THE WORK AND FAMILY**

FACTORS	NO. OF RESPONDENTS	PERCENTAGE
Technology like cell phones	33	27.5%
Spending time with family	40	33.3%
Support from Colleagues at work	24	20%
Being able to bring children work on occasion	20	18.3%
Others	3	0.9%
Total	120	100%

*(Source: Primary Data)***INTERPRETATION**

Table 4.1.9 reveals that 27.5% of the respondents were managing the work-life & family with the technology like Cell Phones, 33.3% of the respondents were managing the work-life & family by spending time with family, 20% of the respondents were managing the work-life & family with Support from Colleagues at work, 18.3% of the respondents

were managing the work-life & family by bringing children work on occasion, 0.9% of the respondents were managing the work-life & family with other things.

- **Majority (33.3%) of the respondents were managing the work-life & family by spending time with family.**

LIKERT SCALE ANALYSIS**TABLE SHOWING THE LEAVE PROVIDED TO THE RESPONDENTS WHILE HAVING HEALTH ISSUES**

FACTORS	NO. OF RESPONDENTS	LIKERT SCALE VALUE(x)	TOTAL SCORE (fx)
Strongly Agree	43	5	215
Agree	45	4	180
Neutral	26	3	78
Disagree	4	2	8
Strongly Disagree	2	1	2
Total	120		483

(Source : Primary Data)

$$\begin{aligned} \text{Likert Scale} &= \frac{\sum (fx)}{\text{Number of respondents}} \\ &= \frac{483}{120} \\ &= 4.03 \end{aligned}$$

The Likert Scale Value is 4.03 is higher than the Mid- value(3) so the respondents agrees that management provides leave while having health issues

FINDINGS, SUGGESTIONS AND CONCLUSION**FINDINGS OF THE STUDY****Findings of Simple Percentage Analysis**

- It is found that Majority (37.4%) of the respondents belong to the age group 26-35 Years.
- It is found that Majority (79.2%) of the respondents are Married.

- It is found that Majority (55.8%) of the respondents belongs to the joint family.
- It is found that Majority (38.3%) of the respondents were completed Under Graduate.
- It is found that Majority (32.5%) of the respondents income were Below Rs. 20000.
- It is found that Majority (34.2%) of the respondents were working in the handloom industry Below 5 Years.



- It is found that Majority (45.8%) of the respondents sometimes works more than the agreed no. of hours.
- It is found that Majority (41.7%) of the respondents said that working more than the agreed no. of hours sometimes affects their personal life.
- It is found that Majority (33.3%) of the respondents were managing the work-life & family by spending time with family.
- It is found that Majority (36.7%) of the respondents bring the children on occasions only to their work place on holidays.
- It is found that Majority (41.7%) of the respondents were managing stress by Spending time with family.
- It is found that Majority (70.8%) of the respondents work place provides transportation facility.
- It is found that Majority (36.7%) of the respondents were travelled by Own Vehicles.
- It is found that Majority (30.8%) of the respondents provided holidays for two days in a month.
- It is found that Majority (35%) of the respondents receiving Rs. 1501- Rs. 2000 per month as Overtime.
- It is found that The Likert Scale Value is 4.18 higher than the Mid- value (3) so the respondents agrees that all the employees are equal in the Handloom Industry.
- It is found that The Likert Scale Value is 3.96 is higher than the Mid- value(3) so the respondents agrees that management immediately taking action when they meet personal issues.
- It is found that The Likert Scale Value is 4.03 is higher than the Mid- value(3) so the respondents agrees that management provides leave while having health issues.
- It is found that The Likert Scale Value is 3.16 is higher than the Mid- value(3) so the respondents agrees that the employer provides insurance when get injured while weaving.
- It is found that The Likert Scale Value is 3.06 is higher than the Mid- value(2.5) so the respondents sometimes affects by working hours.
- It is found that The Likert Scale Value is 2.79 is higher than the Mid- value (2.5) so the respondents get sometimes affected by working on holidays.
- It is found that The Likert Scale Value is 2.72 is higher than the Mid- value(2.5) so the respondents sometimes affected while having excessive household works.

Findings of Likert Scale Analysis

- It is found that The Likert scale value is 2.46 is higher than the mid value (2) so the respondents always have problem in back while weaving.
- It is found that The Likert Scale value is 2.22 is higher than the Mid value (2) so the respondents are Always having problem in shoulder while leaving.
- It is found that The likert scale value is 2.13 is higher than the Mid value (2) so the respondents are Always having problem in Neck while weaving.
- It is found that The Likert Scale Value is 2.3 is higher than the Mid- value(2) so the respondents are Sometimes having problems in Hands while weaving.
- It is found that The Likert Scale Value is 2.03 is higher than the Mid- value(2) so the respondents are Always having problems in Hands while weaving.
- It is found that The Likert Scale Value is 1.87 is lesser than the Mid- value(2) so the respondents are Rarely having problems in knee while weaving.

SUGGESTION

- Only important function are to be attended by them...They are sacrificing their happiness but the management provides lot of work loads that they are not supposed to go to important events also
- It is not possible to be at two places at once and while multitasking is needed, it is not possible to do everything. They are asking to adjust their mistakes and take necessary actions promptly.
- If there is any issue, talking with your co-employees is effective to manage Ur problem. Don't shy for anything, if you want to know anything you can clear Ur doubt from Ur colleagues.

CONCLUSION

- The handloom sector plays a very important role in the country's economy. Work-life balance is the connection between the work-life and our lifestyles .



- It has been treated as important when both men and women equally share their responsibilities for the betterment of the family and also the society .
- Being a worker in handloom industry, a women faces a lot of obstacles and she needs some respect in her field.

REFERENCE

1. Vasumathi(2018), “*Work life Balance of Women Employees: A literature review,*” *International Journal of Services and Operations Management*”,29(1), 2018. 100-146
2. Katta Rama Mohana Rao and Kakumanu Kiran Kumar(2018), “*A Study of Quality of Work life of Weavers under Integrated Handloom Cluster Development Scheme(IHCDS)*” *International Journal of Research and Innovation in Social Science*,2(2): Febraury 2018,20-25.
3. Rachappa and Dr. N.P. Naik(2017),“*Welfare Schemes of Handloom Units in Karnataka with special reference to Kalaburagi District,International*” *Journal for Applied Research*:3(4), 2017, 494-498.