Evaluating the Impact of Work-Life Balance Practices in the Textile Industry with Reference to Riya Textile and Clothing, Erode District

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ABSTRACT: This study aims to assess the impact of work-life balance strategies on the textile sector, with a particular emphasis on Riya Textile and Clothing in the Erode District. Finding a perfect balance between work obligations and leisure time in today's fast-paced workplace is crucial for both company performance and employee happiness. This study uses both qualitative and quantitative research methods to examine the efficacy of work-life balance initiatives that Riya Textile and Clothing has put in place, as well as the effects that these initiatives have had on employee productivity, job satisfaction, retention rates, and overall organizational performance. The study's conclusions should be able to shed important light on the role that contemporary work-life balancing practices play in improving workforce management tactics in the textile sector and creating a climate that supports both long-term growth and employee well-being.

KEYWORDS: work-life balance, Family bonding, Quality work, Psychological factors.

I. INTRODUCTION

This study aims to explore the effectiveness of contemporary work-life balance initiatives in the textile industry, with a particular focus on Riya Textile and Clothing in the Erode District. Riya Textile and Clothing is a great case study because of its importance in the local textile environment and its ability to offer valuable information about industry-specific challenges and solutions.

IMPORTANT OF THE TREND IN TEXTILE:

India is the world's second-largest manufacturer of textiles and clothing. After China and the United States, it is the third-largest producer of cotton in the world after China, the second-biggest consumer of cotton. India's textile and apparel industry is the nation's largest and one of the oldest manufacturing sectors. An essential part of the Indian economy is played by the textile and apparel sector. With 35 million workers worldwide, it is the largest employer after agriculture and a significant source of foreign exchange earnings. By 2005, textiles and apparel made up sixteen percent of export revenue and about fourteen percent of industrial production. India has left its imprint on the global textile scene in the manufacture of cotton yarn. It is the world's biggest exporter of cotton yarns. In addition to yarn exports, India's expanding apparel sector is a major factor in raising cotton yarn production and enhancing yarn quality. The amount of fabric produced reached a peak of 45,378 million square meters in 2004–05 From November to December of 2005–06, fabric output increased by an additional 9% over the same time in the previous year.

STATEMENT OF THE PROBLEM

Every firm strives to accomplish its goals, both management and staff. Effective execution of responsibilities by employees requires a combination of knowledge, skills, job satisfaction, supervisor assistance, and peer support. The corporate environment requires efficiency; therefore, companies go above and above to meet benchmark performance standards. Employees must prioritize their job and family obligations, which frequently results in one of them taking precedence over the other and creating an unbalanced work-family dynamic.

OBJECTIVES OF THE STUDY
1. To examine the connections between worker morale, satisfaction, and WLB.
2. To research how employee demographics affect work-life balance, morale, andemployee satisfaction.

SCOPE OF THE STUDY
- Designing and implementing conscious changes in human minds to set a balance between their personal and professional existence.
- Covers a person's emotions about every dimension of life, including personal orprofessional.

LIMITATIONS OF THE STUDY
1. The management permitted certain employees only for collection of data.
2. The time span of the study was very brief.
3. The investigation is limited to Riya textile clothing, premises, Erode.

II. REVIEW OF LITERTAURE

Pandu et.al. 2023 that states IT professionals in India are not exposed to the practices of work-life balance and even the organizations have not done much on their part for instance to introduce HR policies or practices to improve the work-life balance of their employees. The study also mentions that higher work-life balance is seen among employees who work for a large firm as compared to small and medium-sized IT firms.

Ignacia Levy 2022 In his study of working mothers and their perceived work-life balance showed that the age of the children is not that significant but the child-caresupport remains an important factor in determining perceived work-life balance. The study also highlighted another parameter called role conflict hurting work-life balance.

Murphy & Doherty 2020 revealed that it is not possible to measure work-life balance in an absolute way, because personal circumstances influence the way this is perceived. Long hours and presentism form "part of the job" when accepting a role at a higher level. However, modern technology has helped this to some extent by allowing senior managers to be accessible instead of having to be present in the office.

RESEARCH METHODOLOGY
The process used to collect information and data for making business decisions involves various methodologies. These may include publication research, interviews, surveys, and other research techniques, encompassing both historical and present information.

RESEARCH DESIGN:
Descriptive research design:

The descriptive research design was adopted due to the nature of the study. To study the utilization and awareness level of women's safety in electronic safety gadgets a questionnaire was formed to know their opinions. The personal data of the respondents and their perception relatedto taking measures the improve their awareness level.

SAMPLE SIZE:
The sample of 100 in this study.

DATA COLLECTION METHOD:

- ✓ Primary data source
- ✓ Secondary data source

STATISTICAL TOOLS USED:
1. Correlation
2. Factor analysis method

I. **ANALYSIS AND INTERPRETATION**
Correlation test for job satisfaction, worker morale and work-life balance
X= job satisfaction

Y= worker morale

Z= work-life balance

Job satisfaction	Mental health	Manage personal Commitments
30	14	8
22	12	66
26	44	16
18	14	6
4	16	4

	JOB SATIISFACTION	MENTAL HEALTH	MANAGEPERSONAL COMMITENTS
JOB SATIISFACTION	1		
MENTAL HEALTH	0.26685	1	
MANAGEPERSONAL COMMITENTS	0.222093	-0.17314	1

Job Satisfaction and Mental Health:

Correlation Coefficient: 0.26685

Interpretation: There is a positive correlation between job satisfaction and mental health, with a coefficient of 0.26685. This indicates a weak to moderate relationship.

Job Satisfaction and Management of Personal Concerns:

Correlation Coefficient: 0.222093

Interpretation: There is a weak positive correlation between job satisfaction and the ability to manage personal concerns, with a coefficient of 0.222093.

Mental Health and Management of Personal Concerns:

Correlation Coefficient: -0.17314

Interpretation: There is a weak negative correlation between mental health and the management of personal concerns, with a coefficient of -0.17314.

FACTOR ANALYSIS

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.635
Bartlett's Test of Sphericity	Approx. Chi-Square	492.442
	Df	105
	Sig.	.000

Communalities		
	Initial	Extraction
Manage personal and professional life.	1.000	.488
Personal commitments	1.000	.609
Workload	1.000	.713
Work arrangements (e.g., remote work, flexible hours)	1.000	.717

My personal well-being alongside my work responsibilities.	1.000	.551
Work commitments interfere	1.000	.521
Current work-life balance	1.000	.715
Family activities outside	1.000	.730
Positively impact your family life	1.000	.782
Work responsibilities and family obligations	1.000	.756
Human resource policies and processes	1.000	.792
Human resource department effectively supports	1.000	.754
Recruitment and selection processes	1.000	.454
Employee benefits and perks offered	1.000	.710
human resource department	1.000	.513

Extraction Method: Principal Component Analysis.

Total Variance Explained						
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.020	26.800	26.800	4.020	26.800	26.800
2	1.926	12.840	39.640	1.926	12.840	39.640
3	1.454	9.691	49.331	1.454	9.691	49.331
4	1.273	8.489	57.820	1.273	8.489	57.820
5	1.132	7.549	65.369	1.132	7.549	65.369
6	.930	6.198	71.567			
7	.889	5.925	77.492			
8	.754	5.025	82.516			
9	.639	4.259	86.775			
10	.544	3.627	90.403			
11	.473	3.155	93.558			
12	.322	2.150	95.708			
13	.254	1.694	97.402			
14	.223	1.487	98.889			
15	.167	1.111	100.000			

Total Variance Explained			
Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.790	18.601	18.601
2	2.131	14.207	32.807
3	1.878	12.517	45.324
4	1.611	10.737	56.062
5	1.396	9.308	65.369
6			
7			
8			
9			

10			
11			
12			
13			
14			
15			

Extraction Method: Principal Component Analysis.

Component Matrix[a]					
	Component				
	1	2	3	4	5
Manage personal and professional life.	.764				
Personal commitments	.734				
Workload	.691				
Work arrangements (e.g., remote work, flexible hours)	.600				
My personal well-being alongside my work responsibilities.	.599	.581			
Work commitments interfere	.578				
Current work-life balance	.559				
Family activities outside	.541				
Positively impact your family life		.709			
Work responsibilities and family obligations					
Human resource policies and processes			.552		
Human resource department effectively supports					
Recruitment and selection processes				.649	
Employee benefits and perks offered					.597
human resource department					.547

Extraction Method: Principal Component Analysis.[a]					
a. 5 components extracted.					
	Component				
	1	2	3	4	5
Manage personal and professional life.	.815				
Personal commitments	.741				
Workload	.691				
Work arrangements (e.g., remote work, flexible hours)	.678				
My personal well-being alongside my work responsibilities.	.563				

Work commitments interfere		.776			
Current work-life balance		.700			
Family activities outside		.536			
Positively impact your family life			-.805		
Work responsibilities and family obligations			.691		
Human resource policies and processes			.565		
Human resource department effectively supports				-.849	
Recruitment and selection processes		.585		.614	
Employee benefits and perks offered					
human resource department					.779

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.[a]
a. Rotation converged in 7 iterations.

Component Transformation Matrix					
Component	1	2	3	4	5
1	.715	.415	.419	.238	.291
2	-.399	.749	-.327	.414	.043
3	-.363	.395	.544	-.642	.071
4	.323	.190	-.645	-.576	.334
5	-.307	-.273	.077	.169	.893

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

INTERPRETATION

The variables analyzed included employer support, personal commitment management, workload, flexible work arrangements, supervisor and colleague support, work-life interference, and satisfaction with human resource policies. The extracted factors explained a significant portion of the variance in the data, grouping related variables into coherent dimensions. These dimensions highlight areas such as work-life balance support, human resource effectiveness, and personal-professional conflict.

III. CONCLUSION

The study delves into the impact of work-life balance strategies within the textile sector, focusing on Riya Textile and Clothing in the Erode District. Employing a combination of qualitative and quantitative research methods, it aims to evaluate the effectiveness of work-life balance initiatives implemented by the company and their influence on various factors such as employee productivity, job satisfaction, retention rates, and overall organizational performance. The findings of this study are anticipated to shed light on the significance of contemporary work-life balance practices in enhancing workforce management strategies in the textile industry, fostering an environment conducive to both sustained growth and employee well-being.

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