



“A Study on Quality of Work life among Workers in Textile Industry with Special Reference to Coimbatore City”

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Date of Submission: 02-04-2024

Date of Acceptance: 12-04-2024

ABSTRACT

This study examines the quality of work life among workers in the textile industry, focusing on factors influencing job satisfaction, work-life balance, and overall well-being. Through surveys, interviews, and observational methods, data was collected to analyze various aspects such as compensation, job security, organizational culture, and support systems available to employees. The findings highlight the importance of addressing issues related to safety, health, and career development to enhance the quality of work life in the textile industry. Recommendations are provided for employers, policymakers, and other stakeholders to improve working conditions and promote employee satisfaction and retention.

I. INTRODUCTION

Quality of work life can be defined as the environment at the work place provided to the people on the job. QWL programs is the another dimension in which employers has the responsibility to provide congenial environment i.e. excellent working conditions where people can perform excellent work also their health as well as economic health of the organization is also met. The quality of personal life is always reflected in professional life and vice versa. Now a day to retain the employees in the organization providing healthy QWL is the key factor.

In earlier times QWL means only job enrichment. In addition to improving the work system, QWL programs usually emphasize on development of employee skills, the reduction of occupational stress and the development of more co-operative labor-management relations.

SCOPE OF THE STUDY

The present research is based on both primary and secondary data. The primary data were collected with the help of a well-structured interview schedule (designed on the basis of the objectives) from the textile industry workers in Coimbatore City. For the purpose of the study 150 workers have been selected adhering to the principle of stratified random sampling. For data collection, a well-defined structured questionnaire and schedules have been developed as a research instrument, aimed to analyze the perception of textile industry workers about the quality work-life, institutional support and the promotional measures in place for developing quality work-life among workers in Coimbatore District Secondary data (both qualitative and quantitative) were collected from different publications such as Annual Reports, Year Books, Research Reports, Working Papers, Published articles and Books. The collected data are categorized according to the nature of their respective business.

STATEMENT OF THE PROBLEM

This study aims to determining the workers Quality of Work Life in textiles industry at Coimbatore city. The report may be helpful for the management to identify the present level of satisfaction level of the workers on various factors effecting Quality of Work Life. The researcher has taken a genuine effort to bring out useful information's regarding the perception about various factors effecting Quality of Work Life among the workers. The researcher has also highlighted some aspects that needs some attention and also has produced needed suggestions for further improvement of the Quality of work life among the workers in textile industry.



OBJECTIVES OF THE STUDY

- To analyze the socio-economic condition of workers.
- To identify the factors affecting the quality of work life.
- To assess the quality of relationships between workers and management.
- To suggest suitable measures to improve the quality of work life among workers.

RESEARCH METHODOLOGY

Methodology is a way to systematically solve a research problem. It explains the various steps that are generally adopted by a researcher to solve a research problem.

DATA COLLECTION

Data was collected through both primary and secondary data sources.

PRIMARY DATA

A primary data is a data, which is collected for the first time for a particular interest to collect more information. In this study, the primary data was collected using questionnaire.

SECONDARY DATA

Secondary data consist of information that already exists somewhere, having been collected for some other purpose. In this study secondary data was collected from different sources like newspaper, magazines, journals, books and websites.

TOOLS USED

- Simple Percentage analysis
- Weighted Average method
- Ranking analysis

II. REVIEW OF LITERATURE

B P Mahesh (2020), this research work is an effort to study the status of Quality of Work Life (QWL) of employees working in the textile sector and to explore the impact of demographic elements on QWL. A survey was conducted for 277 employees in the textile sector of India.

Nair and Subash (2019), examined the QWL and

FORMULA

$$\text{Simple percentage} = \frac{\text{Number of responses replied}}{\text{Total number of responses}} \times 100$$

job satisfaction among employees working in textile industry and other sectors. The QWL scale and biographical information sheet were used to gather the information from the workers.

Fapohunda Tinuke. M, (2018), stated about the perception and experiences of Quality of Work Life that the factors affecting quality of work life have substantial roles to play in satiating the needs of the workers. It is about how people can do their work better and also how the work can motivate them to do better.

Thakur & Sharma (2018), Quality of Work Life of workers in textile industry at Gujarat and its dimensions have a positive relationship with Work Performance.

Yadav & Naim (2017) examined QWL of employees in Indian power sector. He identified seven dimensions of QWL namely supervisory support, freedom from stress, pay and benefits, Job satisfaction, collegial relationship, involvement and responsibility at work communication and job security.

Sarika Jain (2016), identified through their study on quality of work life among workers in textile industries in Rajasthan. Textile industries of Rajasthan are suffering from many problems. Poor Quality of Work Life may be a major cause for inefficient functioning of the textile industries in Rajasthan. A sample of 1200 workers has been used as subjects for the present study. The data has been collected from the workers of five textile industries in Rajasthan by questionnaire.

Barkha Gupta (2015), undertook an empirical study on the "impact of demographic variables on Quality of Work Life among Insurance Sector employees in Indore division. This research study attempted to find out the impact of age, income, gender and experience on QWL of Insurance sector employees.

ANALYSIS AND INTERPRETATION

SIMPLE PERCENTAGE ANALYSIS

The Percentage analysis is used for comparing certain features. The collected data represented in the form of table and graphs in order to due effective population comparison made.



| S.NO | VARIABLES | CATEGORIES | NO.OF RESPONDENTS | PERCENTAGE |
|------|--|---------------------|-------------------|------------|
| 01. | Age | 20-25yrs | 12 | 8% |
| | | 26-35yrs | 40 | 27% |
| | | 36-45yrs | 78 | 52% |
| | | Above-46yrs | 20 | 13% |
| 02. | Gender | Male | 105 | 70% |
| | | Female | 45 | 30% |
| 03. | Education | School level | 20 | 14% |
| | | Degree level | 76 | 51% |
| | | Professional level | 51 | 34% |
| | | Illiterate | 1 | 1% |
| 04. | Marital status | Married | 108 | 72% |
| | | Unmarried | 42 | 28% |
| 05. | Workers status | Full time | 124 | 83% |
| | | Part time/temporary | 26 | 17% |
| 06. | Family Income | Below-Rs.20000 | 15 | 10% |
| | | Rs.20001-25000 | 44 | 29% |
| | | Rs.25001-35000 | 76 | 51% |
| | | Above-Rs.40000 | 15 | 10% |
| 07. | Family members have a second source of income | Yes | 66 | 44% |
| | | No | 84 | 56% |
| 08. | Financially support | 1-2 | 55 | 37% |
| | | 3-4 | 63 | 42% |
| | | 5 or more | 28 | 19% |
| | | None | 4 | 2% |
| 09. | Feel that your workload is manageable | Yes | 80 | 53% |
| | | No | 70 | 47% |
| 10. | Opportunities for skill development in your current role | Yes | 94 | 63 |
| | | No | 56 | 37 |
| 11. | Managing stress at work | Yes | 85 | 57 |
| | | No | 65 | 43 |

(SOURCE: PRIMARY DATA)

INTERPRETATION

The above table shows that Majority(52%) of the respondents age is 36 to 45 years. Majority(70%) of the respondents gender for Male. Majority(51%) of the respondents qualification is degree level. Majority(72%) of the respondents marital status is Married. Majority(75%) of the respondents workers status is Full time. Majority(51%) of the respondents of family income is Rs.25001 to 35000. Majority(56%) of the respondents of family members have a second source of income is No. Mostly(42%) of the respondents of Financially support is 3-4. Majority(53%) of the respondents of Feel that your workload is manageable is Yes. Majority(63%) of the respondents opportunities for skill development in your current role is Yes.

Majority(57%) of the respondents of the supported in managing stressat work is Yes.

WEIGHTED AVERAGE METHOD

Weighted average may be defined as the average whose component items are beingdivided by the total sum of their Weight instead of the sum of the items.

FORMULA:

Weighted Arithmetic Mean: $XW = \frac{\sum WX}{\sum W}$

XW- Represents the weighted arithmetic meanV -

Represents the Variables

W- Represents the weight attracted to the variable

X



SATISFACTION OF WORKERS IN TEXTILE INDUSTRY

| Factors | No of response | | | | | Total | Meanscore | Rank |
|--|----------------|-------|---------|----------|-------------------|-------|-----------|------|
| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | | | |
| Feel that your organization supports a health work-life balance | 64(5) | 47(4) | 35(3) | 4(2) | - | 621 | 41.4 | I |
| Engaged and involved in decision making process at your workplace | 28(5) | 57(4) | 43(3) | 17(2) | 5(1) | 536 | 35.73 | IV |
| Workplace provides adequate safety measures and precautions | 35(5) | 52(4) | 38(3) | 20(2) | 5(1) | 542 | 36.13 | II |
| Received adequate training and development opportunities from organization | 33(5) | 45(4) | 50(3) | 15(2) | 7(1) | 532 | 35.46 | V |
| Feel motivated to perform well in your job | 39(5) | 51(4) | 30(3) | 20(2) | 10(1) | 539 | 35.93 | III |

(SOURCE: PRIMARY DATA)

INTERPRETATION

From the above table Feel that your organization supports a health work-life balance is totalscore 41.4 and ranked first.

for the highest mean score and the least rank is given to the lowest mean score. Thus “Higher the mean score, higher is the priority”.

RANKING ANALYSIS

Based on the data given by the respondents the average rank is calculated and the firstrank is given

FORMULA:

Average Rank= $\Sigma(\text{Rank of item}) / \text{Number of respondents}$

| S.NO | FACTORS | 5 | 4 | 3 | 2 | 1 | TOTAL | RANK |
|------|------------------------------|-------------|--------------|--------------|--------------|-------------|-------|------|
| 1 | Salary and benefits | 1(5) 5 | 2(4) 8 | 25(3) 75 | 34(2) 68 | 88(1) 88 | 244 | V |
| 2 | Work-life Balance | - | 9(4) 45 | 69(3) 207 | 53(2) 106 | 19(1) 19 | 377 | IV |
| 3 | Career growth opportunities | 13(5) 65 | 16(4) 64 | 63(3) 189 | 39(2) 78 | 19(1) 19 | 415 | II |
| 4 | Relationship with colleagues | 10(5) 50 | 30(4) 120 | 52(3) 156 | 20(2) 40 | 40(1) 40 | 406 | III |
| 5 | Job security | 12(5) 60 | 26(4) 104 | 56(3) 224 | 41(2) 82 | 15(1) 15 | 485 | I |

(SOURCE: PRIMARY DATA)

INTERPRETATION

From the above table it shows Salary and benefits ranked 5th with the score of (244), Work-lifeBalance 4th with the score of (377), Career growth and opportunities 2nd with the score of (415), Relationship with colleagues ranked 3rd with the score of (406) and Job security 1st rank with the score of (485).



III. FINDINGS:

- Majority (52%) of the respondents age is 36 to 45 years.
- Majority (70%) of the respondents gender is Male.
- Majority (51%) of the respondents qualification is Degree level.
- Majority (72%) of the respondents Martial status is Married.
- Majority (51%) of the respondents of Family income is Rs. 25001 to 35000.
- Majority (56%) of the respondents of Family members have a second source of income is No.
- Mostly (42%) of the respondents of Financially support is 3-4.
- Majority (53%) of the respondents of Feel that your workload is manageable is Yes.
- Majority (63%) of the respondents of the opportunities for skill development in your current role is Yes.
- Majority (57%) of the respondents of the supported in managing stress at work is Yes.
- Mostly of the respondents ranked first in Feel that your organization supports a healthwork-life balance.
- Mostly of the respondent's of ranked first on Job security.

IV. SUGGESTIONS:

- Quality of work life is very important so it should be improved by giving some additional benefits to workers.
- Support the workers family by giving some incentives.
- They have to Implementing regular safety training programs to enhance workplace safety awareness and reduce the risk of accidents and injuries.
- Providing access to affordable healthcare services and establishing on-site medical facilities to address workers' health concerns promptly.
- Implementing flexible work schedules or shift rotations to accommodate workers' personal needs and improve work-life balance.
- Establishing employee assistance programs (EAPs) to provide counseling, mental health support, and resources for dealing with stress, anxiety, and other emotional issues.
- Encouraging open communication and feedback channels between management and workers to address concerns, resolve conflicts, and improve overall morale and satisfaction.

V. CONCLUSION:

Improving the quality of work life among textile industry workers in Coimbatore City is crucial for enhancing their well-being, productivity, and overall satisfaction. By addressing key areas such as safety, healthcare, compensation, work-life balance, career development, diversity, communication, recreation, recognition, ergonomics, and employee engagement, employers can create a supportive and conducive work environment. Additionally, investing in the welfare and fulfilment of workers not only fosters loyalty and retention but also contributes to the long-term success and sustainability of the textile industry in Coimbatore City. As stakeholders collaborate to implement these measures, they can ensure that textile workers in Coimbatore City experience improved quality of work life, leading to positive outcomes for both individuals and the industry as a whole.

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