

**WORKLIFE BALANCE AMONG UNORGANISED WOMEN CONSTRUCTION  
WORKERS IN TIRUPUR DISTRICT**

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**Abstract**

In the recent times, the issue of work-life balance has gained more attention due to the reason that an individual's work life and personal life may present conflicting demands on one another while the demands from both the spheres are equally important. The construction industry is a demanding work environment in which a culture of long work hours prevails. Most construction sites operate on a six-day week, and professionals and managers work many hours of unpaid overtime. This problem is more for women employees because of the type of roles they play at home and the tumble over of personal life over work life and vice versa. The study aims to examine work-life balance of women workers unorganised sector in construction industry at Tirupur district the various factors affecting work-life balance. The women workers in Tiruppur district constitute universe for the study. Data was collected with the help of a structured questionnaire and data was analysed using statistical tools like ANOVA and percentage analysis. The study revealed that the levels of work-life balance of women workers in construction industry unorganised sectors of the study are significantly different.

**Keywords:** Work-Life Balance, women workers, construction industry

**1. INTRODUCTION**

Women constitute 48 per cent of India's population but their share and participation in its development is nominal. Reforms, special legislations, creation of a number of institutions supposed to cater to their needs and increase in the, budgetary allotments over the years have not altered the basic life-styles of large masses of women. Although women now, work in diverse fields and occupy positions of importance, official statistics themselves indicate that three decades of 'development' has not been very kind to women workers in general. This is especially so in regard to the women working in the unorganized sector. In the unorganized sector, a significant percentage of women are engaged in construction industry. Although this industry offers difficult jobs, women are employed to undertake certain specified works. Wage differentiation, turnover of equal work and the more submissive nature of women are important attractions for the employers to use women in this field. The industry, however, does not guarantee permanent work since it depends upon a number of factors such as volume and intensity of construction work, type of work, migration trends, contractors' choice, wage-rates and manipulations of employers. Despite the unpredictability, hundreds of thousands of women have contributed in the construction of buildings, projects, dams, roads.

**2. LITERATURE REVIEW**

**Duxbury (2004)**, in her research, defined work-life balance as involving three things: role overload, work to family interference and family to work interference. Role overload is having too much to do in the amount of time one has to do it in. Thus, it leads to the feeling of stress, fatigue and time crunch. Work to family interference occurs when work demands and responsibilities make it more difficult for an employee to fulfill family role responsibilities. Family to work interference occurs when family demands and responsibilities make it more difficult for an employee to fulfil work role responsibilities. Conflict between work and home life has been linked to job dissatisfaction and turnover and increasingly organisations are using work-life balance (WLB) initiatives to recruit and retain key personnel. At an individual level, job and life satisfaction is affected by perceived conflicts between work and private life. In addition, work-life conflict can result in health problems (e.g. stress,

depression, high blood pressure, and other psychosomatic symptoms) and even burnout (**Kossek & Ozeki, 1998; Allen et al., 2000**).

**Baughman et al. (2003)**, WLB practices can increase firm productivity through the following four channels: enhancing worker morale, reducing turnover rates, reducing absenteeism, and enhancing recruiting effectiveness. Previous studies conducted have focused on each of the channels (Dalton and Mesch 1990 and Giardinia and Rudiger 2008), while other studies have focused on direct measures of productivity (Shepard et al. 1996 and Bloom et al. 2009).

### 3. OBJECTIVES OF THE STUDY

- To study the socio-economic conditions of unorganized women construction workers in Tirupur District.
- To analyze the impact of work life balance of unorganized women construction workers in Tirupur District.

### 4. METHODOLOGY

Designing a suitable methodology and selection of reliable and accurate information is vital to draw valid conclusions. The present work is based on both primary and secondary data. The data for the present study is collected from 100 unorganised women construction workers in Tirupur District by adopting convenient sampling method, with help of a structured questionnaire in Tirupur District. ANOVA and Percentage tools were used to understand the social economic status of the women workers and various dimensions of work-life balance of unorganised women construction workers in Tirupur District unorganised women construction workers in Tirupur District. Secondary data have been collected from various books, journals, magazines, and websites.

### 5. ANALYSIS AND DISCUSSION

#### Socio-Economic background

The personnel characteristics of the selected respondents like age, experience and monthly income are discussed in this table:

**Table 1: Age of the Respondent**

S.No.	Particulars	No. of Respondents	Percentage (%)
1.	Below 30	21	21
2.	31 - 40	32	32
3.	41 - 50	25	25
4.	50 Years and above	22	22
<b>TOTAL</b>		100	100

Source: Primary data

Table.No.1 shows that Majority of the respondents 32 (32%) of them are belong to the age group of 31 to 40 Years, 25 (25%) of them are belongs to the age group of 41 to 50 years, 22 (22%) of the respondents are belongs to the age group of 40 years and above and 21 (21%) of the respondents are belongs to the age group of below 30 years.

**Table 2: Experience of the Respondent**

S.No.	Particulars	No. of Respondents	Percentage (%)
1.	Below 2 years	26	26
2.	2 to 4 years	17	17
3.	5 to 6 years	35	35
4.	Above 6 years	22	22
<b>TOTAL</b>		100	100

Source: Primary data

Table.No.2 shows that it is inferred as 35 (35%) of the respondents fall under the category of 5 to 6 years of experience, 26 (26%) of the respondents fall under the category of below 2 years of experience, 22 (22%) of the respondents fall under the category of below above 6 years of experience and 17 (17%) of the respondents fall under the category of Above 2 to 4 years of the experience.

**Table 3: Family Income of the Respondent**

S.No.	Particulars	No. of Respondents	Percentage (%)
1.	Below Rs. 5,000	44	44
2.	Rs. 5,001 to 10,000	20	20
3.	Rs. 10,001 to 15, 000	21	21
4.	Above Rs 15, 000	15	15
<b>TOTAL</b>		100	100

Source: Primary data

Table.No.3 shows that Women construction workers earn a sizeable amount which will supplement their family income. 44% of the respondents’ monthly income is below Rs. 5,000, followed by 21%, 20% and 15% of the respondents income level ranging from Rs. 10001/- to Rs.15000/-, Rs.5,001/- to 10,000/- and above Rs.15,001 respectively.

**Null Hypothesis (H0)**

There is no significant different between physically drained when returned home after work and their age group.

**Alternative Hypothesis (H1)**

There is significant difference between the physically drained when returned home after work and their age group.

**Table 4: ANOVA test for Various Dimensions of Work-Life Balance**

		Sum of Squares	df	Mean Square	F	Sig.
<b>Work Family Conflict</b>	Between Groups	.918	3	.306	.196	.899
	Within Groups	149.722	96	1.560		
	Total	150.640	99			
<b>Working Hour</b>	Between Groups	2.493	3	.831	.530	.662
	Within Groups	150.417	96	1.567		
	Total	152.910	99			
<b>Working Condition</b>	Between Groups	.693	3	.231	.150	.929
	Within Groups	147.497	96	1.536		
	Total	148.190	99			
<b>Living Condition</b>	Between Groups	3.797	3	1.266	.860	.464
	Within Groups	141.193	96	1.471		
	Total	144.990	99			
<b>Role Conflict</b>	Between Groups	1.854	3	.618	.465	.708
	Within Groups	127.706	96	1.330		
	Total	129.560	99			

Source: Primary data

Table shows that F-values were found to be no significant for the (Work place issues) work family conflict (WFC;  $F= 1.96$ ), working hour (WH;  $F=.530$ ), working condition (WC;  $F= 1.50$ ), living condition (LC;  $F= 8.60$ ) and role conflict (RC;  $F= .465$ ).. The results thus showed that there were no significant differences among working women workers with low, average and high work family conflict, working hour, working condition and living condition (work place issues) role conflict on the dimensions of physically drained when returned home after work and their age group.

## 6. FINDINGS

- Majority of the respondents 32 (32%) of them are belong to the age group of 31 to 40 Years, 25 (25%) of them are belongs to the age group of 41 to 50 years, 22 (22%) of the respondents are belongs to the age group of 40 years and above and 21 (21%) of the respondents are belongs to the age group of below 30 years.
- It is inferred as 35 (35%) of the respondents fall under the category of 5 to 6 years 9f experience, 26 (26%) of the respondents fall under the category of below 2 years of experience, 22 (22%) of the respondents fall under the category of below above 6 years of experience and 17 (17%) of the respondents fall under the category of Above 2 to 4 years of the experience.
- It is inferred as 35 (35%) of the respondents fall under the category of 5 to 6 years 9f experience, 26 (26%) of the respondents fall under the category of below 2 years of experience, 22 (22%) of the respondents fall under the category of below above 6 years of experience and 17 (17%) of the respondents fall under the category of Above 2 to 4 years of the experience.
- There were no significant differences among working women workers with low, average and high work family conflict, working hour, working condition and living condition (work place issues) role conflict on the dimensions of physically drained when returned home after work and their age group.

## 7. CONCLUSION

The purpose of the present study is to identify the work life balance of unorganised women construction workers in the Tirupur district. The objectives and hypotheses of the study are framed on the above basic and the samples were selected on simple random sampling the sample of the study is 100 women construction workers. A questionnaire was used to collect relevant data to the study. Statistical tools were used for analysis the data collected. Tools used for analysing the data are percentage and ANOVA. This study examined that work life balance were playing very important role on unorganised women construction workers. The results of the study show that there is no significant association with the dimensions of work life balance, in Tirupur district. Therefore, it is concluded that the respondents are differ in their perception about the work life balance on age of unorganised women construction workers of the unorganised construction industry.

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