



“WORK LIFE BALANCE OF WOMEN WORKERS IN TEXTILE SPINNING UNITS WITH REFERENCE TO COIMBATORE DISTRICT – AN EMPIRICAL SERVEY”

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ABSTRACT

After entry of women at job, the work environment, that includes the salary and the leave facilities available, the nature of the work, the social support from co-workers and supervisors support and culture of the organization determine the work life balance of women workers. Though there are studies that attempted to examine the socio-economic conditions and work life balance of the women workers in textile spinning mills both in the Indian context and foreign context, none of the studies have made an attempt to estimate the influence of the socio-economic factors on work life balance of women workers in textile sample units.

More specifically, the present research is an empirical investigation into the identification of factors (selecting) that determine the work life balance of the women workers in textile spinning units in Coimbatore district.

1. INTRODUCTION

Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work-life balance is a daily effort to find time for family, friends, community participation, spirituality, personal growth, self care and other personal activities, in addition to the demands of the workplace. Work-life balance is assisted by employers who institute policies, procedures, actions and expectations that enable employees to easily pursue more balanced lives.

The pursuit of work-life balance reduces the stress experienced by the employees. When they spend the majority of their days on work-related activities and feel as if they are neglecting the other important components of their lives, stress and unhappiness result. Work-life balance enables employees to feel as if they are paying attention to all the important aspects of their lives.

Work personal life balance does not mean an equal balance. Trying to schedule an equal number of hours for various jobs and personal activities is usually unrewarding and unrealistic. Life is and should be more fluid than that. According to *Jim Bird, President of Work Balance.com*, individual work life balance will vary over time, often on a daily basis. The right balance for one today will probably be different for the person the next day. The right balances when one is single will be different on marrying, or if one has children; when one starts a new career versus when one is nearing retirement.

1.1 DEFINITION OF WORK LIFE BALANCE

Frone (2003)¹ focused on the psychological constructs that compose work life balance, noticeably, conflict and facilitation. Thus, work life balance has been defined as an absence of conflict and a presence of facilitation: ‘Low levels of inter-role conflict and high levels of inter-role facilitation represent work–life balance’.

1.2 THE WORK LIFE BALANCE IN INDIAN CONTEXT

In India, most work life balance policies are tucked away in secure intranets, some having evolved from those dictated by parent organization overseas.

The IT industries are probably the first to introduce work-life balance policies. There have been pioneers in the country like NIIT, a premier IT training organization, which several years ago introduced innovative allowances for employees who were dating, job engaged and soon.

These types of policies attract promising talent and ensure a motivated work force. It is not easy to find many references to work-life balance policies and issues in India. This is not to discount their existence in the country, but it does indicate its relative unimportance as a strategic business issue in the country.

¹ Frone MR (2003) “Work–family balance”. In JC Quick & LE Tetrick (Eds), *Handbook of Occupational Health Psychology*, Washington DC: American Psychological Association, pp. 143–162.

In the IT sector one can find attractive on-campus facilities like gymnasium, swimming pool, cafeteria, etc., to accommodate excessive work demand, where a long hour culture is the norm. Responding to cultural and local issues is critical in developing appropriate work life balance policies.

A recent study of call centre employees revealed low level satisfaction among employees. It added that although these employees were fully aware of the unique demands of the job such as peculiar working hours, the need to assume pseudo identities, learning foreign accounts and soon, they were not quite prepared to handle work-life balance.

In the large manufacturing sectors, a study of six leading organizations in India reveals work life balance more in terms of achieving balance and managing time rather than having more control over time (Arulappan Melissa,2003). Privatization of insurance companies has taken place very recently and it is yet to be seen how work-life balance issues are handled by the employers and employees.

Employers were mixed in terms of the relative importance of work-life balance policies years ago as compared to today. There were not as many women in the work force and male employees who left their offices in time to be with their families but today's environment is characterized by a "deteriorating incline towards work" which creates the imbalance and brings the issue into focus.

Employers opined that some of the policies would take a long time to mature in India because of the cultural issues but agreed that there must be committed policy to work-life balance policies in India.

Further, government legislation will need to act as a catalyst of change for the industry in introducing work-life balance policies. In India there is a starting point, in that, organizations have reorganized the need for and value of work-life balance policies. An advantage that Indian industry will now have is to learn from the experiences of other countries and understanding what has worked and what has not. But Indian companies will have to adapt policies to fit in with not just the nature of the industry, profile of work force and other such factors but also with the local culture and environment.

1.3 OBJECTIVES OF STUDY

- To Identify the important demographic factors of women workers in textile spinning mills
 - To study the socio economic condition and work life balance of women workers,
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- To offer suggestions to improve the work life balance of women workers in textile spinning mills in Coimbatore district.

1.4 HYPOTHESIS OF THE STUDY

- There is no significant difference across socio-economic conditions on the study variables such as work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, support from supervisor and social support from co-workers,
- There is no significant relationship between work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, supervisor support, social support from co-workers and work life balance variable,

1.5 METHODOLOGY OF THE STUDY

The study is empirical in nature based on survey method. The entire data required for the study was collected in three stages. The primary data relating to the textile spinning mill employees was collected by interviewing the employees with the help of the interview schedule. It was decided that a descriptive study using primary data would be appropriate to investigate the objectives. The instrument used to collect the data was an interview schedule. The researcher has presented and interpreted the collected data supported by quantitative techniques. In the subsequent sections, the researcher elaborates the method adopted to design and administer the interview schedule, the sampling technique used and the justification for choosing the samples.

1.5.1 Source of data

The prime objective of the present piece of research is to examine the socio-economic conditions and work life balance of women workers. This requires the collection of primary data from the women workers in textile spinning Mills in Coimbatore district.

1.5.2. Primary data

The first step in the primary data collection is the identification of textile units. Though there are more than 3000 units operating within the limits of Coimbatore district, almost 50 percent of them are unregistered units. The sample women workers were collected from the registered units. There are around 600 units which got registered in the Regional Office of The Textile Commissioner. The officials of The Textile Commissioner's office were approached and a list of the address of the textile spinning Mills operating in the area of Coimbatore district was

obtained. From this list, 100 textile mills were selected randomly.

Hundred textile spinning mills were approached and from these units, the list of women working in these units was prepared. The selected women respondents were approached in person and the data was collected. Hence, the study has a total of 500 samples selected by adopting the sampling technique of *two stage random sampling technique*.

The selected women respondents were approached in person and the data pertaining to their educational qualification, marital status, type of family, number of members in the family, the educational status of the husband, level of family income and the opinion on the work life related factors like, work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, supervisor support, social support from co-workers, etc. were collected.

1.5.3. Techniques used for analysis

The techniques used for analysis are Frequency/Percentage Analysis, Mean, Chi-square, , Inter-correlation, Multiple Regression and ANOVA. ANOVA was used to study the differences across personal details on the socio-economic conditions, work life balance, Multiple regressions were used to study the influence of the work life balance factors and supervisor and social support from co-workers on overall work life balance and satisfaction. Chi-square was used to examine the difference in the background characteristics, family details, employment details and economic conditions.

2. IMPORTANT REVIEW OF LITERATURE

According to Gunavathy and Suganya (2007)² work life balance is about creating a productive work culture where the potential for tensions between work and other parts of people's lives is minimized. Organizations, world over, are realizing the need for promoting work life balance. Work life imbalance results in job stress, burnout, job dissatisfaction, work-family conflict, poor physical and mental health and poor quality of life.

In 'The Hindu' dated June 24, 2007³, Dinesh Varma. M. has quoted the findings of a 4 month long research project, conducted in 9 Indian cities with 1140 respondents. The researchers (AVTAR career creators-flexi-careers viewport-2007) noted that many modern day women employees experienced a sense of guilt at leaving a child to pursue their career. This was a strong negative motivator for quitting a full-time job. For an increasing number of women “flexible

work timings” offer the perfect via-media to achieve better “work-life balance”. Over 73% of the respondents stated that managing career and home was the primary reason for their stress and poor health. They found it almost impossible to focus on personal wellness or find time for leisure while juggling a demanding career and home.

'India Today' (women's special issue) April 24, 2006 Dutta, Damayanthi⁴ states that many women employees are still seeking that elusive balance between work and life. She further states that in a survey covering 4000 women across five metros in India, over 80% of the respondents reported that they felt guilty for not spending enough time with their families.

Amartya Sen. (2001)⁵ says in terms of employment as well as that of promotion in work and occupation, women often face greater handicap than men. He calls this “professional inequality”, where progress to elevated levels of employment and occupation is much more difficult for women than men.

Singh. R.P. (1988)⁶ in his study titled “Socio-economic conditions of the labourers in the brassware industry” has analyzed the conditions of working places, their size and type, available working facilities, working nature of the labourers, use of machines and equipment, service conditions, source of employment, working days and hours, extent of fatigue or tiredness, risk and hazards in working period behaviour of factory holders and contractors and training facilities available to the labourers of the industry in Moradabad, Uttar Pradesh. The study revealed that the conditions of working places are not satisfactory and these places are badly polluted by smoke, dust, moisture, chemicals and metal particles. It also reveals that generally the labourers have no good socio-economic conditions and they suffer from certain problems.

3. DATA ANALYSIS AND INTERPRETATION

OBJECTIVE - 1

3.1 PERSONAL PROFILE OF THE SAMPLE WOMEN WORKERS

The personal profile of the sample women workers has been discussed in terms of their age, educational qualification, residential status, nativity, origin of birth and religion. The prime objective of the present study is to examine the level of work life balance of the women workers. Literature carried out on these lines indicates that the socio-economic condition has a pervasive influence on the work life balance. Hence, it becomes essential to understand the socio-economic conditions of the women workers.

TABLE: 3.1**DISTRIBUTION OF SAMPLE WOMEN RESPONDENTS BY AGE**

Sl. No.	Distribution of Age	No. of Respondents	Percentage	Chi-square value
1	Below 25	101	20.2	221.16; p =0.00
2	25 - 34 Years	193	38.6	
3	35- 44 Years	149	29.8	
4	45 - 54 Years	49	9.8	
5	Above 54 Years	8	1.6	
	Total	500	100.0	

Source: Computed from primary data.

Table 3.1 shows the age of the women workers in textiles captured in groups. It is seen that 20.2% of the women workers in textiles are below 25 years, 38.6% of them are between 25 and 34 years, 29.8% of them are between 35 and 44 years, 9.8% of them are between 45 and 54 years and 1.6% of them are above 54 years. Chi-square results (=221.16) show that age group of the respondents differ significantly at 0.05 level.

Thus, from the analysis, it can be concluded that a majority of the sample respondents are in the group of between 25 and 34 years.

3.2 DISTRIBUTION OF SAMPLE WORKERS BY LEVEL OF EDUCATION

The level of education is another important social status of the respondents. More specifically, theories on economics of education could establish strong linkages between the educational attainment and the family background (J.B.G.Tilak, 1989). In fact, with regard to female, they are the most discriminated lot. Hence, an understanding of the educational status of the respondents becomes essential.

TABLE 3.2**DISTRIBUTION OF SAMPLE WOMEN RESPONDENTS BY LEVEL OF EDUCATION**

Sl.No.	Level of Education	No. of Respondents	Percentage	Chi-square value
1	Uneducated	71	14.2	291.75; P=0.000
2	Primary	166	33.2	
3	High School	131	26.2	
4	Higher Secondary	59	11.8	
5	Graduate	55	11.0	
6	Diploma	17	3.4	
7	Others	1	.2	
	Total	500	100.0	

Source: Computed from primary data.

Table 3.2 shows the educational qualification of the women workers in textiles. It is seen that 14.2% of the women workers in textiles are uneducated, 33.2% of them are primary school educated, 26.2% of them are high school educated, 11.8% of them are higher secondary school educated, 11% of them are graduates, 3.4% of them are diploma holders and .2% of them hold other degrees. Chi-square results ($=291.756$) show that educational qualification of the respondents differ significantly at 0.05 level.

Thus, from the analysis, it can be concluded that a majority of the sample respondents have completed only primary school education.

DISTRIBUTION OF SAMPLE WOMEN WORKERS BY SALARY

The level of salary is another indicator of economic conditions of the respondents. Higher level of salary indicates higher economic conditions of the respondents and vice-versa. Based on these, it is attempted to analyze the level of salary of the women respondents.

TABLE 3.3

DISTRIBUTION OF SAMPLE WOMEN RESPONDENTS BY SALARY

Sl.No.	Salary of the Respondents (In Rs.)	No. of Respondents	Percentage	Chi-square value
1	Below Rs. 5,000	330	66.0	284.752; P=0.000
2	Rs. 5,001 -10,000	146	29.2	
3	Above Rs.10,000	24	4.8	
	Total	500	100.0	

Source: Computed from primary data.

Table 3.3 shows the salary of the female respondents captured in groups. It is seen that 66% of the respondents earn below Rs.5,000, 29.2% of them earn between Rs.5,001 and Rs.10,000 and 4.8% of them earn above Rs.10,000. Chi-square results (=284.75) show that salary of the respondents differ significantly at 0.05 level.

Thus, from the analysis, it can be concluded that for a majority of the sample respondent's salary is below Rs.5, 000.

DISTRIBUTION OF SAMPLE WOMEN WORKERS BY RESIDING STATUS

The ownership of house is an indicator of the economic conditions of the respondents. Generally, the respondents who own a house are considered to be enjoying better economic conditions while the respondents who live in a rented house have lower economic conditions.

TABLE 3.4**DISTRIBUTION OF SAMPLE WOMEN RESPONDENTS ACCORDING TO RESIDING STATUS**

Sl.No.	Residing Status	No. of Respondents	Percentage	Chi-square value
1	Own House	276	55.2	518.94; P = 0.000
2	Rented House	150	30.0	
3	Company Quarters	55	11.0	
4	Women's Hostel	12	2.4	
5	Paying Guest	7	1.4	
	Total	500	100.0	

Source: Computed from primary data.

Table 3.4 shows the residential status of the women respondents. It is found that 55.2% of the women workers in textiles have own house, 30% of them live in rented house, 11% of them live in company quarters, 2.4% of them live in women's hostel and 1.4% of them live as paying guests. Chi-square results (= 518.94) show that residential status of the respondents differ significantly at 0.05 level.

Thus, from the analysis, it can be concluded that a majority of the sample respondents lived in own houses.

DISTRIBUTION OF SAMPLE WOMEN WORKERS BY NATIVITY

As viewed by T.W. Schultz (1972) of the various forms of improvement in human capital, migration is one. The purpose of migration is to improve the economic well-being. That is, migration improves the level of income and thereby the economic conditions. Hence, an understanding of the economic conditions of the respondents becomes essential and in the present paragraph such an attempt is made.

TABLE 3.5**DISTRIBUTION OF SAMPLE WOMEN RESPONDENTS BY NATIVITY**

Sl.No.	Nativity	No. of Respondents	Percentage	Chi-square value
1	Tamil Nadu	447	89.4	310.472; P=0.000
2	Other states	53	10.6	
	Total	500	100.0	

Source: Computed from primary data.

Table 3.5 shows the nativity of the women workers in textiles. It is seen that 89.4% of the respondents are from Tamil Nadu and 10.6% of them are from other states. Chi-square results (= 310.472) show that nativity of the respondents differ significantly at 0.05 level.

Thus, from the analysis, it can be concluded that a majority of the sample respondents are from the state of Tamil Nadu

DISTRIBUTION OF SAMPLE WOMEN WORKERS BY RELIGION

The religious status is another important indicator of the economic Conditions. Different religions have their own customs, habits, beliefs, etc. These have a greater bearing on the occupational attainment and economic achievements. Hence, an understanding of the religious status of the respondents also becomes essential and in the present paragraph such attempt is being made.

TABLE 3.6**DISTRIBUTION OF SAMPLE WOMEN RESPONDENTS BY RELIGION**

Sl.No.	Religion	No. of Respondents	Percentage	Chi-square value
1	Hindu	433	86.6	1023.12; P=0.000
2	Christian	52	10.4	
3	Muslim	14	2.8	
4	Others	1	.2	
	Total	500	100.0	

Source: Computed from primary data.

Table 3.6 shows the religion of the women respondents. It is seen that 86.6% of them are Hindus, 10.4% of them are Christians, 2.8% of them are Muslims and .2% of them follow other religions. Chi-square results (=1023.12) show that religious status of the respondents differ significantly at 0.05 level.

Thus, from the analysis, it can be concluded that a majority of the sample respondents belong to Hindu religion.

DISTRIBUTION OF SAMPLE WOMEN WORKERS BY LOCALITY OF BIRTH

The locality of birth is another indicator of the economic conditions. Generally, people migrate for the purpose of improving their economic conditions. People migrate from one state to another. The migration takes place either from rural areas to urban areas for economic improvement or from one state to the other. Given that migration from rural areas to urban areas improve their economic conditions, an understanding of the nature of migration from urban or rural areas also becomes equally important.

TABLE 3.7

DISTRIBUTION OF SAMPLE WOMEN RESPONDENTS BY LOCALITY

Sl.No.	Locality	No. of Respondents	Percentage	Chi-square value
1	Rural	249	49.8	62.092; P=0.000
2	Urban	135	27.0	
3	Semi- Urban	116	23.2	
	Total	500	100	

Source: Computed from primary data.

Table 3.7 shows the locality of the women respondents. As high as 49.8% have migrated from rural areas. 27.0% of the respondents have migrated from urban area. The remaining 23.2% have migrated from semi-urban areas. Chi-square results (=62.092) show that locality of the respondents differ significantly at 0.05 level.

OBJECTIVE - 2

3.2 DESCRIPTIVE STATISTICS OF WORK LIFE BALANCE

This section captures the descriptive statistics of work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, support from supervisor, social support from co-workers and socio-economic conditions. The results are tabulated below:-

THE FOLLOWING TABLE 3.8 SHOWS THE MEAN AND STANDARD DEVIATION OF THE WORK LIFE BALANCE, WORK PERSONAL LIFE BALANCE, PERSONAL LIFE TO WORK CONFLICT, WORK TO PERSONAL LIFE FACILITATION, PERSONAL LIFE TO WORK FACILITATION, CULTURE OF THE ORGANIZATION, JOB SATISFACTION, LIFE SATISFACTION, FAMILY SATISFACTION, CAREER SATISFACTION, SUPPORT FROM SUPERVISOR, SOCIAL SUPPORT FROM CO-WORKERS AND SOCIO-ECONOMIC CONDITIONS.

Variables	Mean	Std. Deviation
Work life balance	3.3485	.62658
Work personal life balance	3.2904	.75078
personal life to work conflict	3.1968	.81232
Work to personal life facilitation	3.2785	.92846
Personal life to work facilitation	3.2360	.87855
Culture of the organization	3.5220	.74588
Job satisfaction	3.1271	.68518
Life Satisfaction	3.4500	.98575
Family satisfaction	3.4040	.81193
Career satisfaction	3.4556	.84314
Supervisor support	3.6835	.81369
Social support from co-workers	3.3775	.84856
Socio-economic conditions	3.1765	.66592

Source: Computed from primary data.

The mean and standard deviation of work life balance (3.34, .62), work personal life balance (3.29, .75), personal life to work conflict (3.19, .81), work to personal life facilitation (3.27, .92), personal life to work facilitation (3.23, .87), culture of the organization (3.52, .74), job satisfaction (3.12, .68), life satisfaction (3.45, .98), family satisfaction (3.40, .81), career satisfaction (3.45, .84), supervisor support (3.68, .81), social support from co-workers (3.37, .84) and socio-economic status (3.17, .66) are given in Table 3.8. It is found that the experience of the women workers in textiles on the study variable is above the midpoint, indicating that they have perceptive experience of work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, support from supervisor, social support from co-workers and the socio-economic conditions of the women workers in textiles. The standard deviation indicates that the experience on the study variables fluctuates from as low as agreement to the items used to measure the variables to as high as strongly agree to the items that measured the study variables.

The researcher carried out inter-correlation between the variables under study. Inter correlation is used not to make inference on any of the objectives, but, to test the existence of multi-collinearity. The results of inter-correlation are given in Table 3.9.

TABLE 3.9 SHOWING THE INTER-CORRELATIONS AMONG THE STUDY VARIABLES

Variables	1	2	3	4	5	6	7	8	9	10	11	12
Work life balance	.1											
Work personal life balance	.485											
Personal life to work conflict	.408	.504										
Work to personal life facilitation	.378	.346	.601									
Personal life to work facilitation	.355	.357	.566	.673								
Culture of the organisation	.626	.527	.490	.519	.513							

Job satisfaction	.545	.390	.384	.358	.299	.616						
Life Satisfaction	.485	.331	.365	.351	.332	.552	.429					
Family satisfaction	.558	.398	.277	.251	.240	.622	.556	.489				
Career satisfaction	.563	.372	.235	.225	.173	.579	.576	.520	.669			
Supervisor support	.631	.481	.367	.350	.362	.736	.661	.530	.649	.671		
Social support from co-workers	.645	.387	.359	.332	.336	.650	.565	.526	.680	.653	.741	
Socio-economic condition	.877	.375	.327	.285	.238	.498	.405	.396	.483	.468	.480	.56

** Correlation is significant at the 0.05 level (2-tailed).

Source: Computed from primary data.

The Table 3.9 shows inter-correlations range from very low (e.g., .173 between career satisfaction and Personal life to work facilitation) to high values (e.g., .741 between social support from co-workers and supervisor support). Theoretically, there is no evidence of multicollinearity. The correlated value is not close to multi-collinearity condition (correlation \geq 0.90) and hence, does not affect the study. Correlations are meaningful within the conceptual framework of the study, reaching statistical significance for all the variables at 0.05 level of significance. The sign of the coefficients are in the direction expected and provide support for the suggested linkages between the study variables when viewed as simple associations. However, the results of the multiple regression analyses is taken for analyzing the hypotheses in the next section of this chapter because of its advantage over correlation in explaining the simultaneous effects of two or more variables in the model.

THE SOCIO – ECONOMIC CONDITIONS OF THE WOMEN WORKERS IN GROUPS

The researcher has studied the socio-economic conditions of the groups. In order to study this, the researcher has extracted homogenous groups using cluster analysis. The researcher intended to extract two groups, one suggesting the group enjoying higher socio-economic conditions and the other enjoying lower socio –economic conditions. K-means cluster model

was used, as the researcher deemed that the sample size is relatively large and the number of clusters (=2) is pre-determined.

The 11 items used to capture the socio-economic conditions entered the cluster model. The 2 clusters formed are given in Table 3.10

TABLE 3.10 SHOWING CLUSTER ANALYSIS

Socio-economic Condition Groups	Frequency	Percentage	Cumulative Percentage
Cluster 1	388	77.6	77.6
Cluster 2	112	22.4	100.0
Total	500	100.0	

Source: Computed from primary data.

Table 3.10 shows that there were 388 members in cluster 1 and 112 in cluster 2. Though the difference in the number of members in each cluster is high, the researcher decided to go ahead with this formation as there are sizeable numbers of members in each group for further analysis. This constitutes 77.6% of the women workers in textiles cluster 1 and 22.4% in cluster 2. The researcher further compared the means of the socio-economic condition of the women workers in each cluster. The results are given in Table 3.11 below:-

TABLE 3.11 SHOWING THE OF SOCIO-ECONOMIC CONDITIONS OF GROUPS

Socio-economic Conditions of Groups Using Cluster Analysis	Mean	N	Std. Deviation
Cluster 1	3.45	388	.43
Cluster 2	2.22	112	.35
Total	3.12	500	.66

Source: Computed from primary data.

On examination of Table 3.11, it is seen that the mean of the socio-economic conditions of members in cluster 1 is 3.45 with a standard deviation of .43 and the mean of the socio – economic conditions of cluster 2 is 2.22 with a standard deviation of .35. This suggests that the members in cluster 2 enjoy a lower socio-economic condition compared to those in cluster 1 who enjoy a higher socio-economic condition. Therefore, it is evident that 388 women workers in textiles enjoy higher socio-economic conditions and 112 members enjoy lower socio-economic conditions.

TO STUDY THE SIGNIFICANT DIFFERENCE EXISTING AMONG THE HIGHER SOCIO-ECONOMIC CONDITION AND LOWER SOCIO-ECONOMIC CONDITIONS ACROSS WORK LIFE BALANCE, WORK PERSONAL LIFE BALANCE, PERSONAL LIFE TO WORK CONFLICT, WORK TO PERSONAL LIFE FACILITATION, PERSONAL LIFE TO WORK FACILITATION, CULTURE OF THE ORGANIZATION, JOB SATISFACTION, LIFE SASTISFACTION, FAMILY SATISFACTION, CAREER SATISFACTION, SUPPORT FROM SUPERVISOR AND SOCIAL SUPPORT FROM CO-WORKERS

The researcher intended to study the influence of the socio-economic conditions on all the study variables such as work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, support from supervisor and social support from co-workers.

This hypothesis is examined using the MANOVA. To test the difference between the higher socio-economic conditions and lower socio-economic conditions, this technique is selected over Independent Samples T – Test or ANOVA because the multivariate formula for ‘*F* – static’ was based not only on the sum of squares between and within groups as in ANOVA but also on the sum of cross products. That is, it takes covariance into account as well as group means among the dependent measures.

The variables that entered the MANOVA model are socio-economic condition clusters, work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, support from supervisor and social support from co-workers. The socio – economic condition cluster entered the model as a fixed factor and the remaining variables entered as dependent variables.

There are four different test statistics, namely, Pillai’s trace, Wilk’s Lambda (λ), Hotelling-Lawley’s trace and Roy’s Greatest Root, each with its own associated *F* statistics. Pillai’s Trace is the most robust of the four tests as it is least sensitive to departures from the assumptions (Olson, 1976; Johnson, & Wichern, 2002) and Hotelling’s Trace is the most common and traditional test, where the independent variable is formed of two groups. Wilk’s Lambda is the most common and traditional test when there are more than two groups formed by the

independent variables and Roy's Largest Root is seldom used. A significance feature of this MANOVA design is that, all the four test statistics give identical F values.

Table 3.12 shows the results of the MANOVA Statistics. To determine the significance of the omnibus test, taking the composite of all the variables under study, the researcher examined the F - statistics, and the significance value p .

TABLE. 3.12
MULTIVARIATE ANALYSIS OF VARIANCE (MANOVA) BETWEEN SOCIO
ECONOMIC CONDITION CLUSTERS AND THE STUDY VARIABLES

Effect		Value	F	Hypothesis df	Error df	Sig.
Socio-economic conditions	Pillai's Trace	.519	43.849	12.000	487.000	.000
	Wilks' Lambda	.481	43.849	12.000	487.000	.000
	Hotelling's Trace	1.080	43.849	12.000	487.000	.000
	Roy's Largest Root	1.080	43.849	12.000	487.000	.000

Source: Computed from primary data.

a. Exact statistics

b. Design: Intercept + SOCIOCLU

It is found that F – statistics is significant at $p = 0.01$. This means, there is a significant difference between the higher socio-economic and lower socio-economic conditions, Hotelling's Trace $\square = \square 1.080 F(12,487) = 43.849, p = 0.000 (< 0.05)$.

Since the results of the MANOVA are significant, the 'Tests of Between Subjects Effects' (univariate results) are examined to determine whether the independent variables are significant for each of the study variables. Table 3.12 shows the results of the tests of between subject effects.

TABLE 3.13 SHOWING THE TESTS OF BETWEEN-SUBJECTS EFFECTS FOR THE
STUDY VARIABLES

Source	Variables	Sum of Squares	Df	Mean Square	F	Sig.
	Work life balance	99.245	1	99.245	511.296	.000
	Work personal life balance	29.605	1	29.605	58.581	.000
	Personal life to work conflict	22.521	1	22.521	36.561	.000

Socio – Economic Conditions	Work to personal life facilitation	24.550	1	24.550	30.142	.000
	Personal life to work facilitation	17.890	1	17.890	24.259	.000
	Culture of the organisation	50.391	1	50.391	110.440	.000
	Job satisfaction	27.895	1	27.895	67.313	.000
	Life Satisfaction	49.589	1	49.589	56.734	.000
	Family satisfaction	55.174	1	55.174	100.361	.000
	Career satisfaction	52.311	1	52.311	86.140	.000
	Supervisor support	68.532	1	68.532	130.338	.000
	Social support from co-workers	89.670	1	89.670	165.611	.000

Source: Computed from primary data.

On examination of Table 3.12, it is found that there is significant difference for work life balance ($F = 511.29, p = 0.000$), work personal life balance, ($F = 58.581, p = 0.000$), and personal life to work conflict ($F = 36.561, p = 0.000$). work to personal life facilitation ($F = 30.142, p = 0.000$), personal life to work facilitation ($F = 24.259, p = 0.000$), culture of the organization ($F = 67.313; p = 0.000$), life satisfaction ($F = 56.734; p = 0.00$), family satisfaction ($F = 100.361; p = 0.000$), career satisfaction ($F = 86.14; p = 0.00$), supervisor support ($F = 130.338; p = 0.00$) and social support from co-workers ($F = 165.611; p = 0.00$) are significant. Hence, the null hypothesis is rejected for all the study variables and alternative hypothesis is accepted for the study variables such as socio-economic conditions, work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, support from supervisor and social support from co-workers.

As the independent variable has only two groups, multiple comparisons using Post-Hoc are not conducted. Further, on examination of the univariate descriptive results, shown in Table 3.13, it has been found that the lower socio-economic condition cluster reported less work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, support from supervisor and social support from co-workers than the higher socio-economic condition clusters.

TABLE 3.13 SHOWING DESCRIPTIVE STATISTICS OF MEANS ACROSS THE SOCIO-ECONOMIC CONDITION CLUSTERS

	Socio-economic conditions groups using cluster analysis	Mean	Std. Deviation	N
Work life balance	1	3.5878	.40725	388
	2	2.5192	.54093	112
	Total	3.3485	.62658	500
Work personal life balance	1	3.4211	.66703	388
	2	2.8375	.84620	112
	Total	3.2904	.75078	500
Personal life to work conflict	1	3.3108	.76566	388
	2	2.8018	.84831	112
	Total	3.1968	.81232	500
Work to personal life facilitation	1	3.3976	.85324	388
	2	2.8661	1.05637	112
	Total	3.2785	.92846	500
Personal life to work facilitation	1	3.3376	.81890	388
	2	2.8839	.98521	112
	Total	3.2360	.87855	500
Culture of the organization	1	3.6926	.58852	388
	2	2.9311	.91623	112
	Total	3.5220	.74588	500
Job satisfaction	1	3.2540	.57299	388
	2	2.6875	.84530	112
	Total	3.1271	.68518	500
Life satisfaction	1	3.6192	.84648	388
	2	2.8638	1.19302	112

	Socio-economic conditions groups using cluster analysis	Mean	Std. Deviation	N
	Total	3.4500	.98575	500
Family satisfaction	1	3.5825	.69290	388
	2	2.7857	.89027	112
	Total	3.4040	.81193	500
Career satisfaction	1	3.6294	.73415	388
	2	2.8536	.91945	112
	Total	3.4556	.84314	500
Supervisor support	1	3.8824	.62708	388
	2	2.9944	.99398	112
	Total	3.6835	.81369	500
Social support from co-workers	1	3.6050	.68772	388
	2	2.5893	.88331	112
	Total	3.3775	.84856	500

Source: Computed from primary data.

The above Table shows that the women workers of the textile units were classified into two clusters, namely, high socio-economic condition and lower socio-economic condition. In this segmentation, 388 women workers belong to higher socio-economic condition cluster and 112 women workers belongs to lower socio-economic condition cluster. The descriptive statistics shows that the supervisor support has highest mean value of 3.8824 in the women's belongs to higher socio-economic condition and also the lower socio-economic cluster women workers opined that supervisor support with highest mean value of 2.9944 influenced their work life balance.

I. TO STUDY THE INFLUENCE OF WORK PERSONAL LIFE BALANCE, PERSONAL LIFE TO WORK CONFLICT, WORK TO PERSONAL LIFE FACILITATION, PERSONAL LIFE TO WORK FACILITATION, CULTURE OF THE ORGANIZATION, SUPERVISOR SUPPORT AND SOCIAL SUPPORT FROM CO-WORKERS ON WORK LIFE BALANCE

This objective was examined by a test using Multiple Regression. Consonant with Parasuraman & Simmers (2001), the researcher decided to conduct multiple regression analysis for lower and higher socio-economic conditions separately, in addition to the overall respondents. This was done because it was found using MANOVA in Table 3.14, that lower and higher socio-economic conditions have significant main effects on the study variables. The work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, supervisor support and social support from co-workers entered the regression model as independent variables and work life balance variable entered as dependent variable respectively.

As mentioned earlier, multiple regression is conducted separately for lower and higher socio-economic condition clusters and for the overall respondents and the Enter Method is used to establish the relationship. The results of regression predicting work life balance by work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, supervisor support and social support from co-workers for higher socio-economic condition the result given in Tables 3.14 and 3.15. Table 3.14 shows the ANOVA for regression and 3.15 shows the multiple regression results.

TABLE 3.14
THE ANOVA RESULTS OF REGRESSION PREDICTING WORK LIFE BALANCE FOR HIGHER SOCIO-ECONOMIC CONDITIONS CLUSTERS

	Sum of Squares	Df	Mean Square	F	Sig.
Regression	13.458	7	1.923	14.402	.000
Residual	50.727	380	.133		
Total	64.185	387			

Source: Computed from primary data.

a. Predictors: (Constant), Social support from co-workers, Work personal life balance, Work to personal life facilitation, Culture of the organisation, Personal life to work conflict, Personal life to work facilitation, Supervisor support

b. Dependent Variable: Work life balance

On examination of ANOVA in Table 3.14, it is seen that F value (=14.402; p = 0.00).is significant at 0.05% level. This suggests that the regression model is fit. R2 Values and standardized beta coefficients are in Table 3.15.

TABLE 3.15

THE MULTIPLE REGRESSIONS PREDICTING WORK LIFE BALANCE FOR HIGHER SOCIO-ECONOMIC CONDITIONS CLUSTERS

Variables	Standardized Coefficients Beta	Sig.
Work personal life balance	.089	.079
Personal life to work conflict	.056	.338
Work to personal life facilitation	.005	.937
Personal life to work facilitation	-.040	.522
Culture of the organization	.239	.000
Supervisor support	-.013	.842
Social support from co-workers	.264	.000

Source: Computed from primary data.

Dependent Variable: Work life balance; Adjusted R² = 0.195; F = 14.402; p = 0.00

From Table 3.14 which shows the multiple regression results predicting work life balance of higher socio-economic condition of women workers in textiles by other study variables, it is seen that adjusted R² is 0.195. This indicates that 19.5% of the variance in work life balance is predicted by work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, supervisor support and social support from co-workers.

On examination of the standardized beta coefficient, it is seen that variables such as of the organization and social support from co-workers predict work life balance. On the strength of the prediction, it is seen that social support from co-workers ($\beta = .264$) is the strongest predictor followed by culture of the organization. Hence, alternative hypothesis is accepted for culture of the organization and social support from co-workers and null hypothesis is accepted for other variable.

The researcher then studied the influence of work life balance by work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work

facilitation, culture of the organization, supervisor support and social support from co-workers on work life balance across the lower socio – economic conditions cluster. These results are given in Tables 3.16 and 3.17. Table 3.16 shows the ANOVA for regression and 3.17 shows the multiple regression results.

TABLE 3.16

THE ANOVA RESULT OF REGRESSION PREDICTING WORK LIFE BALANCE FOR LOWER SOCIO-ECONOMIC CONDITION CLUSTERS

	Sum of Squares	Df	Mean Square	F	Sig.
Regression	24.143	7	3.449	43.027	.000
Residual	8.336	104	.080		
Total	32.479	111			

Source: Computed from primary data.

a. Predictors: (Constant), Social support from co-workers, Work to personal life facilitation, Work personal life balance, Personal life to work facilitation, Personal life to work conflict, Culture of the organisation, Supervisor support

b. Dependent Variable: Work life balance

On examination of Table 5.10, it is found that F value (=43.027; p = 0.00).is significant at 0.05 level. This suggests that the regression model is fit. The researcher studied the prediction of work life balance by work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, supervisor support and social support from co-workers for lower socio economic conditions using multiple regression. The results are given in Table 3.16.

TABLE 3.17

THE MULTIPLE REGRESSION PREDICTING WORK LIFE BALANCE FOR LOWER SOCIO-ECONOMIC CONDITIONS CLUSTERS

Variables	Standardized Coefficients Beta	Sig.
Work personal life balance	.388	.000
Personal life to work conflict	-.071	.420
Work to personal life facilitation	.100	.254

Personal life to work facilitation	.147	.057
Culture of the organization	-.065	.532
Supervisor support	.416	.000
Social support from co-workers	.078	.370

Source: Computed from primary data.

Dependent Variable: work life balance; Adjusted $R^2 = 0.726$.

From Table 3.17, which shows the multiple regression results predicting work life balance of lower socio-economic condition of women workers in textiles by other study variables, it is seen that adjusted R^2 is 0.726. This indicates that 72.6% of the variance in work life balance is predicted by work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, supervisor support and social support from co-workers.

On examination of the standardized beta coefficient, it is seen that variables such as work personal life balance, and supervisor support predict work life balance at 0.05 level of significance and personal life to work facilitation predict work life balance at 0.1 level of significance. On the strength of the prediction, it is seen that supervisor support ($\beta = .416$) is the strongest predictor followed by work personal life balance ($\beta = .388$) and personal life to work facilitation ($\beta = .147$). Hence, alternative hypothesis is accepted for work personal life balance, and supervisor support predicts work life balance at 0.05 level of significance and personal life to work facilitation predicts work life balance at 0.1 level of significance and for other variables null hypothesis is accepted.

The researcher has regressed work life balance for all the respondents. The results are given in Tables 3.18 and 3.19. Table 3.18 shows the ANOVA for regression and 3.19 shows the multiple regression results.

TABLE 3.18
THE ANOVA RESULTS OF REGRESSION PREDICTING WORK LIFE BALANCE
FOR ALL THE RESPONDENTS

Source	Sum of Squares	df	Mean Square	F	Sig.
Regression	103.306	7	14.758	78.409	.000
Residual	92.603	492	.188		

Total	195.909	499			
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Source: Computed from primary data.

a. Predictors: (Constant), Social support from co-workers, Work to personal life facilitation, Work personal life balance, Personal life to work conflict, Personal life to work facilitation, Culture of the organisation, Supervisor support

b. Dependent Variable: Work life balance

Table 3.18 shows the ANOVA results of the regression analysis. It is seen that F value = 78.409 significant at 0.05 level. It suggests that the regression model is a fit model. Therefore, work personal life balance, personal life to work conflict, work to personal life facilitation, supervisor support, culture of the organization and social support from co-workers are the variables that predict overall work life balance. Using multiple regressions the result is given in Table 3.18.

TABLE 3.19
THE MULTIPLE REGRESSION PREDICTING WORK LIFE BALANCES FOR ALL THE RESPONDENTS

Variables	Standardized Coefficients Beta	Sig.
Work personal life balance	.156	.000
Personal life to work conflict	.047	.276
Work to personal life facilitation	.055	.230
Personal life to work facilitation	-.021	.641
Culture of the organization	.175	.001
Supervisor support	.156	.004
Social support from co-workers	.327	.000

Source: Computed from primary data

Dependent Variable: Work life balance; adjusted R² = .521

Table 3.19 shows the multiple regression results predicting work life balance of all the respondents by other study variables. It is seen that adjusted R² is .521. This indicates that

52.1% of the variance in work life balance is predicted by work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, supervisor support and social support from co-workers.

On examination of the standardized beta coefficient, it is seen that variables such as work personal life balance, culture of the organization, supervisor support and social support from co-workers predict work life balance at 0.05 level of significance. On the strength of the prediction, it is seen that social support from co-workers is seem to be the strongest predictor ($\beta = .327$) followed by culture of the organization ($\beta = .175$) and equal contribution by supervisor support and work personal life balance ($\beta = .156$). Hence, alternative hypothesis is accepted for variables such as work personal life balance; culture of the organization, supervisor support and social support from co-workers predict work life balance and for other null hypothesis is accepted.

4. SUMMARY OF FINDINGS AND SUGGESTIONS

4.1 MAJOR FINDINGS

4.1.1 OBJECTIVE – 1

- 38.6% of the sample respondents are in the age group of between 25 and 4 years.
- 33.2% of the sample respondents have completed only primary school education.
- 66% of the sample respondents draw salary of below Rs.5,000.
- 55.2% of the sample respondents live in own house.
- 89.4% of the sample respondents are from the state of Tamil Nadu.
- 86.6% of the sample respondents are from Hindu religion.
- 49.8% of the sample respondents have migrated from the rural areas.

4.1.2 OBJECTIVE – 2

The standard deviations and the inter-correlations of the study variables. It is found that the means range from a moderate (3.8 for Job satisfaction) to a high score (of 3.5220 for Culture of the organization). The standard deviations of the variables which were measured on a 5-point scale appear to be slightly higher for factors such as Life satisfaction which was reporting

0.98575. The inter-correlations range from low (e.g., .173 between Personal life to work facilitation and (career satisfaction) to high values (e.g., 0.877 between socio-economic condition and work life balance). Theoretically, there is no evidence of multicollinearity. However, although the correlated value of 0.877 is close to multi-collinearity condition (correlation ≥ 0.90), it does not affect the study as the associated variables are not tested for statistical significance in hypotheses testing. Correlations are meaningful within the conceptual framework of the study, reaching statistical significance for all the variables. The sign of the coefficients are in the direction expected and provide support for the suggested linkages between the independent variables and work life balance and its outcome variables that capture satisfaction when viewed as simple associations. However, the results of the MANOVA multiple regression analyses is taken for discussing the hypotheses in the next section of this chapter because of its advantage over correlation in explaining the simultaneous effects of two or more variables in the model.

On application of K-means cluster analysis with a predetermined 2 cluster model on the socio – economic condition, the researcher found that 388 textile workers fell in cluster 1 and 112 in cluster 2. It was found that the women workers in textiles in cluster 1 have a homogenous socio-economic condition and those in cluster 2 have homogenous socio-economic condition within the clusters. The women workers in cluster 1 make up 77.6% of the total and cluster 2 make up 22.4% of the total women workers in textiles. The textile women in cluster 1 enjoy a higher socio-economic condition and those in cluster 2 a lower socio-economic condition. It implies that the women workers textile in cluster 1 have better opportunities to avail loans, fulfill basic needs, buy goods on credit, improve standard of living, spend independently, earn respect from family members and relatives, get chance to mingle with other, have chance to spend time useful ways, have opportunities to take part in the affairs of the organization, gain opportunities for improving personal skills and have opportunities for attaining their ambition.

On examination of the descriptive statistics, the researcher found that there is a moderate level of work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, supervisor support, social support from co-workers and socio-economic conditions. This is indicated by the mean values centered between 3 and 4.

Similarly, Table 3.9 shows that socio-economic condition has significant main effect across work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, supervisor support and social support from co-workers. The subsequent examination of the results in Tables 3.10 and 3.11 shows that work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, supervisor support and social support from co-workers are statistically significant with women workers textile in cluster 1 reporting more work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, supervisor support and social support from co-workers than the workers in cluster 2. Hence, an alternative hypothesis is accepted. There is significant difference across socio-economic conditions on the study variables such as work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, support from supervisor and social support from co-workers. A notable finding is that though there is a significant difference across all the study variables, the level of study variables range between 3 and 4.

It was found using regression analyses that there existed model fitness for all regression models done separately for women workers in textiles belonging to higher socio-economic conditions, lower socio-economic conditions and for the overall respondents. The model fitness was indicated by the ANOVA Tables. While the amount of variance explained by the independent variables on the dependent variable as found by R^2 is low value for lower socio-economic condition is high and for the overall respondents it is moderate.

On examination of the beta coefficients, it is found that culture of the organization and social support from co-workers are the predictors of work life balance. Social support from co-workers is the strongest predictor followed by culture of the organization. Hence, an alternative hypothesis is accepted for culture of the organization and social support form co-workers. Similarly, for lower socio-economic conditions, work personal life balance and supervisor support predict work life balance. Supervisor support is the strongest predictor followed by

work personal life balance. Hence, alternative hypothesis is accepted for supervisor support and work personal life balance. For overall women workers in textiles, work personal life balance, culture of the organization, supervisor support and social support from co-workers are the predictors of work life balance. Social support from co-workers is the strongest predictor followed by culture of the organization, work personal life balance and supervisor support. Hence, alternative hypothesis is accepted for work personal life balance, culture of the organization, supervisor support and social support from co-workers. It is noted that the factors that predict work life balance of women workers in textile having higher socio-economic condition does not predict the work life balance of women workers in textiles with lower socio-economic conditions. Hence, the perception of work life balance of the textile workers belonging to the higher socio-economic conditions and lower socio-economic conditions is not the same

The results of regression predicting job satisfaction suggests that the amount of variance explained by the independent variables such as work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, supervisor support, social support from co-workers and work life balance is slightly lower for higher socio-economic condition clusters and moderate for lower socio-economic conditions and the overall women workers in textiles. The regression model developed for the higher and lower socio-economic conditions and all the respondents is fit.

On examination of the beta coefficients, it is found that work life balance, work personal life balance, personal life to work conflict, culture of the organization and supervisor support predict job satisfaction for the women workers in textiles belonging to higher socio-economic condition. The strongest predictor is the supervisor support followed by culture of the organization, personal life to work conflict, work life balance and work personal life balance. Hence, alternative hypothesis is supported for work life balance, work personal life balance, personal life to work conflict, culture of the organization and supervisor support. Similarly, for the lower socio-economic condition cluster, work personal life balance and supervisor support are the predictors of job satisfaction. While supervisor support is the strongest predictor, work personal life balance is the next strongest predictor. Hence, alternative hypothesis is supported for work personal life balance and supervisor support. For the overall respondents, work life balance, personal life to work conflict, personal life to work facilitation, culture of the organization and supervisor support are the predictors of job satisfaction for all the respondents. Hence, alternative

hypothesis is supported for work life balance, personal life to work conflict, personal life to work facilitation, culture of the organization and supervisor support.

The regression results predicting family satisfaction by work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, work life balance culture of the organization, supervisor support, social support from co-workers and work life balance shows that the amount of variance explained by the independent variables on the dependent variable family satisfaction as suggested by R^2 is slightly lower for higher socio-economic condition clusters and moderate for lower socio-economic condition. The regression model for all three analysis is fit.

4.2 SUGGESTIONS

This study reveals that the spinning mills must be co-operate with worker especially women workers to succeed in their objective, where win – win strategy workout for liner development in work and personal life of women worker. The following area is considered for further development of work life balance of women worker in spinning mills.

- Training to the Supervisor
- Role of Social Support
- Co-Worker support
- Managerial Support
- Work life balance planning
- Training and Development program to the employee
- Have fun at work place
- Creating feasible work place

4.5 CONCLUSION

The analysis of the study shows that socio-economic condition has significant effect across work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life satisfaction, family satisfaction, career satisfaction, supervisor support and social support from co-workers. On examination of the results the researcher found that there is a moderate level of work life balance, work personal life balance, personal life to work conflict, work to personal life facilitation, personal life to work facilitation, culture of the organization, job satisfaction, life

satisfaction, family satisfaction, career satisfaction, supervisor support, social support from co-workers and socio-economic conditions.

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