

Balancing Work And Life: The Influence On Organizational Commitment Among Female Manufacturing Employees In Chennai

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ABSTRACT

Work-life balancing for female employees refers to the practice of effectively managing the demands of both professional responsibilities and personal life commitments. It encompasses strategies and initiatives aimed at enabling women to maintain a harmonious equilibrium between their work roles and personal responsibilities, such as family, caregiving, and leisure activities. The aim of the study is to examine how balancing work and life impacts organizational commitment among female manufacturing employees in Chennai. The methodology employed both primary and secondary data collection techniques, utilizing descriptive and analytical methods. Primary data was gathered through a well-structured questionnaire distributed among 195 individuals in and around Chennai. Statistical tools such as frequency analysis, independent sample t-tests, and one-way ANOVA were used for analysis. The statistical analysis was facilitated by SPSS software. Addressing the unique challenges faced by female manufacturing employees in Chennai and implementing supportive policies can enhance work-life balance, leading to greater organizational commitment, satisfaction, and success in the sector.

Keywords: Work-life balance, female employees, organizational commitment, policies, satisfaction, awareness.

INTRODUCTION

In Chennai's vibrant manufacturing sector, female employees play a pivotal role in driving innovation and productivity. However, as these women navigate the demands of their professional and personal lives, achieving a harmonious balance between work and life becomes essential. This article explores how this balance influences organizational commitment among female manufacturing employees in Chennai.

THE SIGNIFICANCE OF WORK-LIFE BALANCE

Work-life balance is the delicate equilibrium between the demands of work and personal life. For female employees in Chennai's manufacturing industry, achieving this balance is not just about managing work hours but also about juggling family responsibilities, societal expectations, and personal aspirations.

Understanding Organizational Commitment

Organizational commitment refers to the extent to which employees align with the goals and values of their organization. It encompasses their dedication to their roles, willingness to exert effort, and loyalty to the company. For female manufacturing employees in Chennai, organizational commitment is vital for fostering motivation, engagement, and job satisfaction.

Challenges Faced by Female Manufacturing Employees

Women in Chennai's manufacturing industry encounter various challenges in balancing work and life. These may include long working hours, inflexible schedules, limited support for childcare or eldercare, and traditional gender roles that dictate domestic responsibilities.

The Impact of Work-Life Balance on Organizational Commitment

When female manufacturing employees experience a positive work-life balance, they are more likely to feel satisfied with their jobs and committed to their organization. A supportive work environment that offers flexibility, resources for managing personal responsibilities, and recognition of work-life integration enhances organizational commitment among women employees.

Strategies for Promoting Work-Life Balance and Organizational Commitment

Manufacturing companies in Chennai can implement several strategies to support work-life balance and foster organizational commitment among female employees. These may include offering flexible work arrangements, providing access to childcare facilities or wellness programs, promoting a culture of understanding and empathy, and investing in leadership development to ensure supportive management practices.

OBJECTIVE OF THE STUDY

- To examine the demographic composition of female manufacturing employees.
- To assess the association between employees' work schedule and their level of job satisfaction.
- To analyze the variance in awareness of policies and programs across various job positions.

HYPOTHESIS OF THE STUDY

- **(Ho):** There is no significant association between employees' work schedule and their level of job satisfaction.
- **(Ho):** There is no significant difference in awareness of policies and programs across various job positions.

LITERATURE REVIEW

Sharon and vijayalakshmi (2023), performed impact of work-life balance on women employee commitment in education sector. The study investigated how various aspects of work-life balance influence employee commitment within the education sector. The findings revealed that factors such as the work environment, decision-making autonomy, individual responsibilities, support at work, and interpersonal conflicts with colleagues significantly affect employee commitment in this field.

Namasivayam and zhao (2007), conducted investigation of the moderating effects of organizational commitment on the relationships between work-family conflict and job satisfaction among hospitality employees in India. The study delved into the dynamic relationship between work-family conflict, organizational commitment, and job satisfaction within the context of a hotel environment. It uncovered that employees' affective commitment acts as a moderator, alleviating the negative effects of family interference with work on job satisfaction. The author concluded by delineating implications for hospitality managers and proposing directions for future research in the field.

RESEARCH METHODOLOGY

The methodology of this study incorporated both primary and secondary data, employing descriptive and analytical techniques. Primary data collection involved distributing a well-structured questionnaire to 195 individuals in and around Chennai using non-probability convenient sampling. For secondary data, diverse sources such as magazines, books, and journals were consulted. The collected data underwent analysis using several statistical tools, including frequency analysis, independent sample t-tests, and ANOVA. SPSS software facilitated efficient data processing and interpretation during statistical analysis.

ANALYSIS

Objective – 1 To examine the demographic composition of female manufacturing employees.

Table -1 Demographic composition of female manufacturing employees

PROFILE	PARTICULARS	FREQUENCY	PERCENTAGE
Age	20 - 35 years	67	34.4
	36 - 45 years	48	24.6
	46 - 59 years	50	25.6
	60 years and above	30	15.4
Total		195	
Marital Status	Married	68	34.9
	Unmarried	127	65.1
Total		195	100.0
Qualification	School/Diploma	33	16.9

	UG/ PG	103	52.8
	Professional/Ph.D.	59	30.3
Total		195	100.0
Monthly Family Income	Up to Rs.50,000	97	49.7
	Rs.50,001 – Rs.1,00,000	48	24.6
	Above Rs.1,00,000	50	25.6
Total		195	100.0
Years of Service	1 - 5 years	79	40.5
	5 - 10 years	47	24.1
	10 - 15 years	40	20.5
	15 - 20 years	29	14.9
Total		195	100.0

Source: Primary & Computed Data

INTERPRETATION

The table -1 data reveals that 34.4% of the surveyed individuals fall within the 20 to 35 age, making it the largest group, followed by those aged 46 to 59 at 25.6%. The majority, accounting for 65.1%, are unmarried, while 34.9% are married. In terms of education, 52.8% hold undergraduate or postgraduate degrees, with 30.3% having professional or Ph.D. qualifications, and 16.9% completing school or diploma courses. Additionally, nearly half of the respondents (49.7%) report monthly family incomes up to Rs. 50,000, with 24.6% falling within the range of Rs. 50,001 to Rs. 1,00,000, and 25.6% earning above Rs. 1,00,000. Furthermore, the majority (40.5%) have worked for 1 to 5 years, with fewer individuals having longer tenures.

Objective – 2 To assess the association between employees' work schedule and their level of job satisfaction.

(Ho): There is no significant association between employees' work schedule and their level of job satisfaction.

Table – 2 Employees' work schedule and their level of job satisfaction.
INDEPENDENT SAMPLE T-TEST

FACTORS	Employees' work schedule		T-VALUE	P-VALUE
	REGULAR 9-5 SCHEDULE	FLEXIBLE HOURS		
	N = 68	N = 127		
	MEAN	MEAN		
	(SD)	(SD)		
Level of job satisfaction	14.3088	4.45963	-1.324	.187
	15.2205	4.64607		

* = 5% Level of Significance Source: Primary & Computed Data

INTERPRETATION

The above the table reveals that employees with flexible hours report a significantly higher level of job satisfaction (mean = 15.2205, SD = 4.64607) compared to those on a regular 9-5 schedule (mean = 14.3088, SD = 4.45963). This difference is statistically significant with a t-value of -1.324 and a p-value of .187, calculated at a 5% level of significance. Since the p-value is greater than 0.05, Therefore, based on the statistical analysis, accept the null hypothesis. Hence suggests that offering flexible working hours may positively impact employees' job satisfaction levels.

Objective – 3 To analyze the variance in awareness of policies and programs across various job positions.

(Ho): There is no significant difference in awareness of policies and programs across various job positions.

One way ANOVA

Factors	Job positions					
Employees awareness factor	Production Operator	Technician	Supervisor	Manager	F – value	Sig. Value
	N = 78	N = 47	N = 40	N = 30	96, 2	
Level of awareness policies and programs	Mean	Mean	Mean	Mean	.461	.805
	(SD)	(SD)	(SD)	(SD)		
	15.1923	14.7447	14.6500	15.5556		
	4.34265	3.54761	4.79610	3.09259		

* = 5% Level of Significance Source: Primary & Computed Data

INTERPRETATION

The above the table analysis on employees' awareness of policies and programs across different job positions, Production Operator, Technician, Supervisor, and Manager yielded a non-significant F-value of 0.461 with a p-value of 0.80 calculated at a 5. % level of significance. Since the p-value is greater than 0.05, Therefore, based on the statistical analysis, accept the null hypothesis. This suggests no notable differences in awareness levels among these roles. Mean awareness scores ranged from 14.6500 to 15.5556, with relatively low standard deviations, indicating consistency within each group. These findings imply uniform effectiveness in communication and training efforts across job positions, advocating for a holistic approach to maintaining organizational awareness.

FINDING

- Demographic analysis: Majority aged 20-35 (34.4%), most unmarried (65.1%), 52.8% have undergraduate/postgraduate degrees, 49.7% report monthly family incomes up to Rs. 50,000, and 40.5% have worked for 1-5 years.
- Flexible hours lead to significantly higher job satisfaction (mean = 15.2205, SD = 4.64607) compared to 9-5 schedule (mean = 14.3088, SD = 4.45963), accepting null hypothesis ($p = .187$).
- Awareness of policies and programs shows no significant difference across job positions ($p = 0.805$), suggesting uniform effectiveness in communication and training efforts.

SUGGESTION

Based on the statistical analysis, although offering flexible working hours may positively impact job satisfaction levels, the observed difference between flexible and regular schedules was not statistically significant. Thus, while flexible arrangements can contribute to employee satisfaction, organizations should consider other factors influencing job satisfaction, such as workload and workplace culture. Additionally, the analysis found no notable differences in awareness levels of organizational policies across job positions, suggesting effective communication efforts. To maintain consistency, organizations should continue implementing comprehensive communication strategies that cater to diverse employee needs. Overall, fostering a culture of flexibility, transparency, and continuous learning can enhance employee satisfaction and organizational effectiveness.

CONCLUSION

In conclusion, the data presented sheds light on the demographic profile and key factors influencing job satisfaction and organizational awareness among female manufacturing employees in Chennai. While offering flexible working hours may positively impact job satisfaction levels, the observed difference between flexible and regular schedules was not statistically significant. This suggests that while flexibility is important, other factors such as workload and workplace culture also play significant roles in shaping job satisfaction. Furthermore, the analysis revealed no notable differences in awareness levels of organizational policies across different job positions, indicating effective communication efforts within the organization. This underscores the importance of maintaining consistent and comprehensive communication strategies that cater to the diverse needs of employees at all levels.

Overall, achieving a healthy work-life balance is crucial for female manufacturing employees in Chennai. By addressing the unique challenges, they face and implementing supportive policies and practices, manufacturing companies can create an environment that enhances work-life balance and organizational commitment. This, in turn, leads to greater employee satisfaction, retention, and overall success in the manufacturing sector.

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