

Work–Life Balance of Employees in Mannan Tex Manufacturing, Tirupur

Aswini K (Student)


MBA, Rathinam Technical Campus Coimbatore.

Mr. Thanush N (Assistant Professor)



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Abstract

Work-life balance (WLB) has become a major concern in labor-intensive industries where employees experience demanding working conditions and long working hours. This study examines the work-life balance of employees in Mannan Tex Manufacturing, Tirupur, from a Human Resource Management perspective. The study focuses on understanding the impact of working conditions, workload, job security, wages, and stress on employees' professional and personal lives. Primary data were collected from all 59 employees using a structured questionnaire through census sampling. Percentage analysis, tabulation, Likert scale analysis, and descriptive methods were used. Findings indicate high levels of stress, job insecurity, physical fatigue, and dissatisfaction with work-life balance. The study recommends employee-centered HR strategies such as improved scheduling, structured rest periods, health initiatives, and welfare policies.

1. Introduction

Work-life balance has become an important concern in modern organizations as it directly influences employee well-being, job satisfaction, and organizational performance. Employees today face increasing work responsibilities while also managing personal and family commitments. Maintaining a balance between professional and personal life has become difficult, especially in labour-intensive industries.

Work-life balance refers to the ability of employees to effectively manage work responsibilities and personal life without conflict. A healthy work-life balance helps improve physical and mental well-being, while poor balance can lead to stress, fatigue, dissatisfaction, and reduced productivity.

The textile industry is one of the major employment-generating sectors, but employees often experience challenges such as long working hours, overtime work, physical strain, and job insecurity. These factors can negatively affect employee well-being and overall quality of life.

This study focuses on analysing the work-life balance of employees in Mannan Tex Manufacturing, Tirupur, from a Human Resource Management perspective. The study aims to identify the factors affecting employee work-life balance and provide suggestions to improve employee welfare and organizational effectiveness.

2. Literature Review

Several researchers have studied work-life balance and employee well-being. Kumar and Sundar (2012) reported that long working hours and work pressure negatively influence textile workers. Ramesh (2013) observed that daily wage

workers experience higher stress due to financial instability. Sharma and Jain (2014) found a positive relationship between work-life balance and job satisfaction. Prasad (2018) highlighted poor working conditions as causes of physical and mental strain. Gangwani et al. (2020) observed that inadequate workplace conditions reduce employee satisfaction. Recent studies also emphasize sustainability practices and employee welfare as drivers of organizational performance.

Research Gap

Most studies focus on large organizations and service sectors. Limited studies address medium-scale textile units and daily wage workers. Hence this research addresses that gap.

3. Objectives

The present study aims to understand the work–life balance of employees working in Mannan Tex Manufacturing, Tirupur, and to examine various organizational and personal factors influencing employee well-being and job satisfaction.

General Objective

To analyze the work–life balance of employees in Mannan Tex Manufacturing, Tirupur, and evaluate its impact on employee well-being and organizational performance.

Specific Objectives

1. To study the demographic profile of employees working in Mannan Tex Manufacturing.
2. To examine the nature of employment and working conditions of employees.
3. To analyze employees' working hours and workload levels.
4. To identify major factors affecting employee work–life balance.
5. To study the impact of overtime work on employee stress and fatigue.
6. To examine the relationship between work responsibilities and personal life commitments.
7. To evaluate employee satisfaction regarding salary, workplace conditions, and welfare facilities.
8. To assess employee perceptions regarding work schedules and flexibility.
9. To identify the influence of work pressure on employee health and well-being.
10. To examine the level of job security experienced by employees.
11. To analyze employee stress levels associated with work conditions.
12. To study employees' satisfaction with existing Human Resource practices.
13. To identify challenges faced by daily wage workers in maintaining work-life balance.
14. To evaluate the impact of work-life balance on employee motivation and productivity.
15. To understand employee opinions regarding leave facilities and rest periods.

16. To identify organizational factors responsible for employee dissatisfaction.
17. To study the effect of workplace environment on employee morale.
18. To examine the relationship between family responsibilities and work-life balance.
19. To suggest suitable HR interventions for improving employee well-being.
20. To provide practical recommendations for enhancing work-life balance and organizational effectiveness.

4. Methodology

The study adopted a descriptive research design. Census sampling was used because the employee population consisted of only 59 workers. Data were collected using a structured questionnaire and supported through personal interaction.

Population: 59 employees Sampling: Census method

Tools: Percentage analysis, tabulation, Likert scale and descriptive analysis Study period: Three months

5. Results and Discussion

The demographic analysis revealed that employees aged 25–35 constituted 46% of the workforce. Female employees represented 58%, while 64% were married. Daily wage employees constituted 76% of respondents.

Approximately 71% worked more than eight hours daily and 63% performed overtime work. Around 67% stated that work affected personal life and 52% reported insufficient family time. Physical fatigue affected 68% of employees, while 71% experienced job insecurity.

Salary dissatisfaction affected 53% of employees and overall work-life dissatisfaction affected 45%. Results indicate that long working hours, low flexibility, and job insecurity contribute significantly to work-life imbalance.

From an HR perspective, these findings suggest a need for structured welfare interventions. Employees experiencing poor work-life balance often demonstrate lower motivation and reduced productivity.

6. Recommendations

The study recommends micro-shift work schedules, structured rest breaks, improved health monitoring, flexible attendance systems, employee recognition initiatives, and supervisor training.

Additional recommendations include family-friendly policies, improved workplace safety, fatigue management systems, and support for skill development. HR departments should monitor stress indicators and adopt employee-centered management approaches.

7. Conclusion

The study concludes that work-life balance among employees in Mannan Tex Manufacturing is moderate to poor. Long working hours, overtime, physical strain, and job insecurity significantly influence employee well-being. Organizations that invest in employee welfare and supportive HR systems can improve productivity and sustainability. Work-life balance should therefore be treated as a strategic organizational objective rather than merely a welfare activity.



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