

Work Life Conflict in MSME Industries

V.Pradip, S.Venkatachalam



Abstract: Today the work life balance of all corporate industries are very pleasing and if there is no Job fulfilment and flexibility in life, it can create an asperity among the employees. Work-life stability involves balance among qualified employment and individual work, thus it trims down abrasion among official and family life. In this paper attempts to investigate some factors of employee's policies, working hours, career prospect and counselling programs. These factors can be associated to Job fulfilment or family or both. Certain Statistical analyses are used to determine the work life collision in MSME Industries. The five interrelated variables questions are considered in this study. The inquiries are, Whether the work allocated is as per your inclination and skills? Whether the workers are happy with the approaches of best administration in the organization? Whether corporeal working condition and working hours are acceptable in the organization? Whether the organization has great vocation prospect for its workers? Whether guiding projects for the workers are sorted out by the organization frequently, the above questions are resolve with the help of following objectives to study the work assignments in light of the worker's inclination and skill. To consider the worker's fulfilment with the strategies of best administration in MSME Industries. To study the physical working condition and working hours in MSME ventures and its activity fulfilment. To study the MSME enterprises great profession prospect for their workers. To ponder result of the consistent advising programs sorted out by the organization for the employees.

Keywords: Family, Employee's fulfilment, employee's policies, working hours, career prospect, counselling programme.

I. INTRODUCTION

In India, the snare on work-life management is continuously turning into a regular subject particularly on women employees. Work-life composure is a condition of harmony in which the interest for both professional and individual life is equivalent. Every part comprises diverse arrangement of requests and when such parts demands overlie, numerous issues are to be confronted. In all actuality, life and work overlie and associate.

While building the work life strategies, the employer should believe that lone the dedication of employees can have the effect between the organizations which contend at the market and those which can't. A standard life for women is one where they spread their vitality and exertion on the key territories of significance.

Manuscript published on 30 September 2019.

*Correspondence Author(s)

V.Pradip Ph.D Scholar, Department of Management, Karpagam Academy of Higher Education, Coimbatore, India.

Dr.S.Venkatachalam, Associate Professor, Department of Management, Karpagam Academy of Higher Education, Coimbatore, India

© The Authors. Published by Blue Eyes Intelligence Engineering and Sciences Publication (BEIESP). This is an [open access](https://creativecommons.org/licenses/by-nc-nd/4.0/) article under the CC-BY-NC-ND license <http://creativecommons.org/licenses/by-nc-nd/4.0/>.

Occupation Satisfaction manufactures inventive thoughts among the employee with the goal that the people may turn out to be more faithful in the direction of the company. Employees will be further fulfilled if they acquire what they anticipated through proficient work life stability. This paper uncovered the elements influencing work life stability and work satisfaction intensity of MSME Industries in Coimbatore, Tamil Nadu.

II. WORK LIFE BALANCE AND JOB FULFILMENT IN MSME EMPLOYEES

The working circle of employees in India is varying at unfathomable pace because of dynamic lessening in trade boundaries, present day development in technologies, all-inclusive interconnected commercial centre, ferocious rivalry and business competition and changing family and populace designs. These variables bring out tense competition in the life of the women and after that it is amplified ordinarily because of the spouse-wife working and circumstance offspring of developing age and senior citizens. This consistent stress expedites scatter the mental solace of the women because of a sentiment decreased control over one's life and a sad discernment that there isn't sufficient time to have a sensible solidness and adjust throughout everyday life. There is an assortment of components that make a woman worker to feel positive or negative about their activity, which brings about:

- 1) Reduced Job fulfilment
- 2) Increased Managerial Stress
- 3) Destruction of Family and Social relationship

A positive and solid representative situated culture means have expanded occupation satisfaction and efficiency while work life awkwardness causes relationship corruption and occupation disappointment for women workers since working excessively may make worker miss family collaborations and furthermore essential occasions. Family relationships require sustaining, time and on-going consideration. When harm is done, it is more troublesome and tedious to repair [6, 13 and 15].

III.EFFECTS OF WORK LIFE BALANCE AND JOB FULFILMENT

1.Workers promptness, cooperation, Customer benefit, work management obligation, amass conduct, peer communication and administration activity by specialists are lessened.

2.Credit is the piece of occupation satisfaction. It is a demonstration of thought, acclaim, or accuse slanted by at least one bosses, peer, partner, administration individual, customer, as well as the overall population. Disappointment in getting acknowledgment prompts poor occupation satisfaction.



3.Creativity, new occupation ability learning and development of labourer are horribly harmed because of bringing down of business related excitement among specialists.

4.Seniority requests promotion and advancement encourages mental fulfilment. It assigns a real alter in upward course of occupation grade. The advancement to subsequent height will bring about positive changes, for example, pay, self-rule and supervision and so on.

5.Corporeal working conditions and offices are similarly substantial for work satisfaction of women workers. Aside from this company order,the organization assumes main part in fulfilment. These ought to be encircled in keeping the perspective of worker's needs and want [5,7,9].

IV.RESEARCH DESIGN

The study is a descriptive study based on surveys. Essential data are gathered through self-organized questionnaire the chi-square analysis is connected in this paper to check the legitimacy of information and impacts of variable to each other given by the respondents of MSME ventures in Coimbatore District, Tamil Nadu, India. The last questionnaire comprises of 23 question, each with four alternatives. The five interrelated variables questions are considered in this study. The inquiries are,

1. Whether the work allocated is as per your inclination and skills?
2. Whether the workers are happy with the approaches of best administration in the organization?
3. Whether corporeal working condition and working hours are acceptable in the organization?
4. Whether the organization has great vocation prospect for its workers?
5. Whether guiding projects for the workers are sorted out by the organization frequently?

5.1 Sample Unit

This research gives towards modern issue of human resource management that is work life inconsistency in

MSME Industries, Coimbatore District, Tamil Nadu, India. The study investigates the variables identified with work life struggle and its effect on work satisfaction.

5.2 Sample Size

The 152 samples are taken from MSME workers in Coimbatore District, Tamil Nadu, India.

V. OBJECTIVES OF THE STUDY

- To study the work assignments in light of the worker's inclination and skill.
- To consider the worker's fulfilment with the strategies of best administration in MSME Industries.
- To study the physical working condition and working hours in MSME ventures and its activity fulfilment.
- To study the MSME enterprises great profession prospect for their workers.
- To ponder result of the consistent advising programs sorted out by the organization for the employees.

VI. DATA PRESENTATION, INTERPRETATION AND ANALYSIS

6.1 Hypothesis 1:

H10: The work distributions depend on the worker's inclination, skill and aptitude.

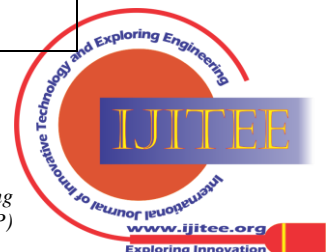
H11: The work distributions are not founded on the representative's inclination, skill and aptitude.

Table6.1.1: Data presentation for employee's preference and skill

S.No.	Factors	Strongly agree	Agree	Disagree	Strongly disagree
1.	Employees preference based on education	21	38	38	5
2.	Employees preference based on experience	28	50	50	6
3.	Employees skill based on education	13	66	66	66
4.	Employees skill based on experience	17	25	25	17

Table 6.1.2: Chi-square analysis for employee's preference and skill

Variables	Values	Df	Chi-square Test (2-sided)
Employee's preference	49	48	0.043
Employee's skill	30		
Total	152	29	0.026



The value of Chi-square test totally demonstrates that the MSME workers are more reliable in inclining the allocation of work done is as indicated by skills. Acknowledge, the null hypothesis of the work designations depend on the worker's inclination and skills.

6.2 Hypothesis 2:

H20: The Employees are happy with the approaches of best administration in MSME Industries.

H21: The Employees are not happy with the approaches of best administration in MSME Industries.

Table 6.2.1: Data presentation for policies of top management

S.No	Factors	Strongly agree	Agree	Disagree	Strongly disagree
1.	Employees are satisfied with the policies	25	38	38	5
2.	Job fulfilment	28	50	30	6

Table 6.2.2: Chi-square analysis for policies of top management

Variables	Values	Df	Chi-square Test (2-sided)
Satisfied with the policies	25	24	0.0713
Total	152		

The value of Chi-square test profoundly demonstrates that the MSME workers are happy with the arrangements of best administration. Acknowledge, the null hypothesis of the workers are happy with the arrangements of best administration in MSME businesses.

Hypothesis 6.3:

H30: The physical working condition and working hours in MSME Industries have great job satisfaction.

H31: The physical working condition and working hours in MSME enterprises don't have great job satisfaction.

Table 6.3.1: Data presentation for physical working condition and working hours

S.No	Factors	Strongly agree	Agree	Disagree	Strongly disagree
1.	Physical working condition	24	34	32	5
2.	Working hours	29	48	30	6
3.	Job fulfilment	27	41	33	4

Table 6.3.2: Chi-square analysis for physical working condition and working hours

Variables	Values	df	Chi-square Test (2-sided)

Physical working condition.	24	23	0.0613
Working hours.	29	28	0.0504
Total	152		

The value of Chi-square test drastically demonstrates that the MSME employees are happy with the Physical working condition and working hours. Acknowledge, the null hypothesis of the physical working condition and working hours in MSME ventures have great job satisfaction.

Hypothesis 6.4:

H40: The MSME Industries have great profession prospect for their employees.

H41: The MSME Industries don't have great profession prospect for their employees.

Table 6.4.1: Data presentation for career prospect

S.No	Factors	Strongly agree	Agree	Disagree	Strongly disagree
1.	Career prospect	37	29	37	9
2.	Job fulfilment	34	32	41	11

Table 6.4.2: Chi-square analysis for career prospect

Variables	Values	df	Chi-square Test (2-sided)
Career prospect	37	36	2.0913
Total	152		

The value of Chi-square test fundamentally demonstrates that the MSME workers are happy with the vocation prospect. Reject, the null hypothesis of the MSME enterprises which don't have great vocation prospect for their workers.

Hypothesis 6.5:

H50: The counselling sessions programs for the workers are composed by the organization routinely.

H51: The counselling sessions for the workers are not composed by the association routinely.

Table 6.5.1: Data presentation for counselling programs organizations

S.No.	Factors	Strongly agree	Agree	Disagree	Strongly disagree
1.	Counselling programs organization	31	38	39	11
2.	Job fulfilment	22	45	37	15



Table 6.5.2: Chi-square analysis for counselling programs organizations

Variables	Values	Df	Chi-square Test (2-sided)
Counselling programs organization	31	30	0.0902
Total	152		

The value of Chi-square test completely demonstrates that the MSME workers are taken a different counselling sessions and projects given by the organization. Acknowledge, the null hypothesis of the counselling sessions for the workers are sorted out by the organization consistently and MSME businesses are arranging counselling sessions inside customary time interim.

VII. FINDINGS

1. Overall the MSME employees are very fulfilled and view that they look instruction based associations are great place to repeat work aptitude in MSME Industries.
2. Workers of both the division report a normal level of work life adjust and are for the most part content with their working courses of action.
3. Most of the working employees are found of participative condition in the instruction than the aptitude.
4. Job satisfaction influences worker confidence, turnover, non-appearance, and master social conduct, which can be vital for authoritative arrangements achievement.
5. There is an inclination that businesses are putting resources into work-life adjust, however the physical working condition offers are not generally perfect with worker's working hours.
6. It is discovered that in MSME ventures that the vast majority of the employees concur that they are physically worried in their activity and a portion of the workers unequivocally concur that they are rationally pressurized in their activity.
7. In a few associations bosses don't satisfactorily and straightforwardly convey about work-life adjust so they require great advising programs.
8. Majority of the workers concur that their administration is more useful and agreeable which might be one reason for Job satisfaction.
9. WLB is a vital determinant of characteristic parts of Job satisfaction.
10. If the employees are offered flexibility to pick their own particular work routines; quality and profitability of the work increments. Due to this open door given to the worker will likewise bring duty regarding completing the work inside the predetermined due date.
11. Most of the employees in MSME enterprises concur that work distribution depends on abilities and capability.
12. Working hours are attractive however once in a while late working and working in night branches in MSME businesses intrude on work life adjust.

VIII. SUGGESTIONS

1. The labourer be aware of that the work-loads are not proportional between working associates, so proportional transference of workloads should be done to improve the satisfaction of delegates in the MSME organizations.

2. Even though the female labourers agreed with WLB procedures anyway they couldn't resist negating general plans of WLB. Consequently, the female labourers should be given the workplaces like versatile time, work sharing, crèche and basic breaks with the objective that the company is helping them in arranging the family atmosphere.
3. A flawless work culture in work slant can be made to achieve work fulfilment. To upgrade the work environment following considerations should be grasped: More earnest colleagues, more cohesiveness between workplaces, trust and open correspondence, having a lighter workload, less custom, all the all the more getting ready open entryways, having better office and wash locale workplaces, less difficult access to new development et cetera.
4. WLB improves the effectiveness and take out occupation extend, organizations can similarly try attempts to know the workload, working hours and business requests.
5. Open the lines of correspondence between Administration, Board individuals, Trade association, and Employees as they all should be enthused about the mutual target improve proficiency and execution of the affiliation.
6. It is moreover recommended that the organization confers the arrangements and strategies for the organization, they be supposed to draw closer all the way through as direct, constructive and confident.
7. Since, joint effort impacts decidedly in achieving the targets and the mission of the affiliation so the suitable idea should be given on individual and gathering.
8. Ensure sensibility and reliability in the way approaches that assistance work-life alter are executed.
9. Reward and affirmation system should be sensible and direct to be changed in accordance with each and every representative in the company in both the regions.

IX. CONCLUSIONS

Work life adjustments and Job satisfaction are not the issues to be rectified. These are on-going issues to be overseen. These two can be certainly feasible, but rather it takes some steady exertion and revaluation on an on-going premise. Work can command your life. Perceiving what is imperative and essential and taking a stab at the most profitable object will influence a work-life to adjust doable. Using managing abilities will empower you to have a Job satisfaction and harmony amongst employment and home life. There are numerous reasons for worry in the work environment and the likelihood for disposing of every one of them is incomprehensible. It additionally might be hurtful. In some cases, pressure gives positive results. Stress can once in a while rouse and revive and empower individuals to accomplish more; the key shows up how people can adapt to it. MSME businesses must be executing hierarchical systems to control or decrease a portion of the real reasons for pressure. One might say that with the difference in fulfilment determinants, level of Job satisfaction likewise shifts. For the businesses, Work-life adjustments and Job satisfaction of the labourers will be a vital contribution to outline the proper approaches for labourers to tackle work - life stability and Job contentment issues



REFERENCES

1. Dr.S. Venkatachalam and Joshua Roy “Antecedents of Teachers Affective, Normative and Continuance Commitment at Work Place” Journal of Advanced Research in Dynamical & Control Systems, Vol. 10, 05-Special Issue, 2018 , ISSN 1943-023X.
2. Dr.S. Venkatachalam and Ms.D.MinervaSilviya, “A Study on Labour Conflict in Garment Industries in Tirupur Tamilnadu” Intercontinental Journal of Human Resources Review, Volume 3, issue 3, Impact Factor: 0.875 ISSN: 2320 – 9704. (p.no:19-24) March 2015.
3. Rajesh K. Yadav, Nishant Dabhade, *International Letters of Social and Humanistic Sciences* 5 (2014) 44-62.
4. Dr.S.Venkatachalam, Ms.Minerva Silviya and Dr.P.Palanivelu “Study on Employee Welfare In The Paper Manufacturing Units In Coimbatore District” Intercontinental Journal of Human Resource Research Review, Volume -2, Issue -6 (June, 2014) ISSN PRINT: (2347-1662) ISSN Online: (2320-9704), Impact Factor 0.0615.
5. M. Shoukat Malik, Muhammad Nadeem, *International Letters of Social and Humanistic Sciences* 10(1) (2014) 9-19.
6. Nadeem Iqbal, Naveed Ahmad, ZeeshanRiaz, *International Letters of Social and Humanistic Sciences* 9 (2014) 14-25.
7. Dr.S.Venkatachalam and Ms.Minerva Silviya, “An Organization Culture and Employee Behavior in the IT and ITES Sectors in Coimbatore” International Journal of Scientific Research” Vol. No 3, Issue No3, March 2014, ISSN- 2277-8179, Impact Factor 0.3371.
8. Sageer A., Rafat S., Agarwal P. (2012). “Identification of Variables Affecting Employee Satisfaction and Their Impact on the Organization”, *IOSR Journal of Business and Management*, Volume 5, Issue 1, pp: 32-39.

AUTHORE PROFILE



V.Pradip , B.E. (CSE), M.B.A. Ph.D. Scholar, Department of Management, Karpagam Academy of Higher, Education, Coimbatore, India



Dr.S. Venkatachalam, is presently working as an Associate Professor in the Department of Management, Karpagam Academy of Higher Education, Coimbatore. He has produced one Ph.D. candidate in Management. Presently he is guiding Six Ph.D Research Scholars in Management. He has published 34 research papers in indexed Journals out of which Eight in Scopus indexed Journals.