



An Empirical Analysis of Work-Life Harmony Among Migrant Female Workforce in the Textile Sector: Focus on Tirupur District

T. Chandrika, Ph.D Research Scholar, Department of Corporate Secretaryship,
Erode Arts And Science College (Autonomous), Erode, Tamil Nadu.

Dr. M. Devarajan, Assistant Professor & Head, Department of Corporate Secretaryship,
Erode Arts And Science College (Autonomous), Erode, Tamil Nadu.

How to Cite this Article:

Chandrika, T. (2026). An Empirical Analysis of Work-Life Harmony Among Migrant Female Workforce in the Textile Sector: Focus on Tirupur District. International Journal of Creative and Open Research in Engineering and Management, 2(10), 1-9.
<https://doi.org/10.55041/ijcope.v2i10.144>

License:

This article is published under the terms of the Creative Commons Attribution 4.0 International License (CC BY 4.0), which permits unrestricted use, distribution, and reproduction in any medium, provided the original author(s) and the source are credited.

© The Author(s). Published by International Journal of Creative and Open Research in Engineering and Management.



<https://doi.org/10.55041/ijcope.v2i10.144>

Abstract : This research investigates the determinants shaping work-life equilibrium among female migrant labourers in the Tirupur textile sector, emphasizing workplace, socio-cultural, and domestic dimensions. Migrant women workers encounter persistent obstacles—including extended shifts, rigid schedules, and domestic obligations—that hinder their capacity to harmonize professional and personal obligations. The investigation evaluates how institutional variables (such as employment stability, corporate policies, and managerial assistance) and family/socio-cultural dynamics (such as caretaking responsibilities) affect work-life integration. Employing a descriptive research framework and purposive sampling, data was gathered from 143 female migrant workers across Tirupur textiling units. Statistical evaluation through ANOVA, Correlation Analysis, and Multiple Linear Regression indicates that while workplace conditions positively influence work-life balance, socio-cultural and domestic factors—especially family encouragement—exert a more pronounced effect. Furthermore, demographics such as age, marital status, and job tenure significantly correspond with work-life balance outcomes. Consequently, enterprises should strengthen job tenure confidence, schedule adaptability, and family care assistance to foster better work-life harmony. Mitigating socio-cultural burdens via familial support networks and community awareness can further alleviate strains on female migrant workers. Ultimately, the inquiry confirms that domestic and socio-cultural factors play a more decisive role in determining work-life balance than organizational mechanisms.

Keywords: *Work-Life Balance, Migrant Women, Textile Industry, Organizational Factors, Socio-Cultural Influences, Family Responsibilities, Job Security*

I. Introduction

The textile sector in Tirupur, Tamil Nadu, serves as a vital economic driver for India and a primary centre for apparel exports. Employing more than 600,000 individuals within the garment trade, this sector depends heavily on migrant workforce, especially female workers migrating from regions such as Odisha, Bihar, West Bengal, and Uttar Pradesh (Ghosal, 2026). Nevertheless, migrant female workers encounter widespread obstacles that complicate their efforts to reconcile career demands with personal living. These difficulties originate from organizational elements—such as enterprise regulations and employment stability—as well as socio-cultural dynamics, including domestic obligations and gender-role expectations.

Workplace abuse represents one of the most critical challenges confronting female migrant personnel in Tirupur's textile factories. As noted by Saravanan (2026), vast numbers of women working in apparel production plants and spinning units face verbal hostility, physical mistreatment, and non-verbal misconduct. Although Internal Complaints Committees (ICCs) have been instituted across manufacturing sites to handle grievances, the reactions from plant management and labor unions remain deficient, driving numerous workers to endure ongoing mistreatment or resign. Illustrating this issue, Pooja, a migrant worker from Bihar, detailed how her supervisor subjected her to harassment; upon lodging a complaint, leadership disregarded her allegations and issued threats against her, compelling her to relinquish her position (Saravanan,



2026). This scenario underscores the precarious position of migrant female staff, who frequently struggle to safeguard their workplace rights owing to linguistic hurdles and an absence of advocacy networks.

These hardships are further compounded by the socio-cultural dynamics surrounding these female workers. Migrant women employees are regularly expected to shoulder caretaking obligations for their households while concurrently handling their job duties. This duality creates a sharp tension between their professional duties and private lives, severely hindering their ability to achieve a healthy work-life balance. Linguistic differences present another formidable barrier; speaking mostly Hindi, Odia, or Bhojpuri, these workers struggle to voice complaints or request assistance in a district where Tamil predominates (Saravanan, 2026). The absence of effective communication avenues frequently results in social isolation, leaving many without a reliance network and compelling them to relocate back to their home states, thereby worsening the regional manpower deficit.

The Tirupur Exporters Association (TEA) has recognized this outflow of migrant staff, an emigration trend that accelerated following the consecration of the Ram Mandir in Ayodhya. Tens of thousands of workers—predominantly from Uttar Pradesh—have repatriated due to expanding employment prospects and enhanced quality of life in their home states (Ghosal, 2026). Roughly 60,000 personnel have departed from Tirupur, representing a substantial 20% reduction in the migrant labour supply. In light of this, the TEA has launched measures to upgrade housing, medical care, and pay scales to curb ongoing staff turnover (Ghosal, 2026). Nevertheless, the lax implementation of labour protections and insufficient support networks for female migrant workers remain critical barriers to long-term stability.

Female migrant workers in Tirupur's garment sector confront a range of interconnected challenges. Workplace determinants—including employment stability, organizational regulations, and insufficient managerial backing—exert a direct impact on their capacity to sustain work-life equilibrium. As noted by Saravanan (2026), although committees have been established to handle harassment complaints, the lack of decisive intervention by management frequently compels female personnel to tolerate mistreatment or abandon their jobs. Simultaneously, socio-cultural demands, particularly household caregiving obligations and the imperative to provide financial support, impose further burdens on these workers, hindering their ability to fulfill their career roles effectively.

This research evaluates how organizational variables—specifically corporate policies, job continuity, and workplace harassment—affect the work-life balance of female migrant staff in Tirupur's textile sector. Furthermore, it examines the role of socio-cultural and domestic dynamics, such as linguistic barriers, family care obligations, and societal expectations, in shaping their personal and professional harmony. Uncovering these factors is essential for formulating interventions that enhance the work-life integration, health, and operational productivity of migrant female personnel.

Ultimately, these findings will shed light on the hardships experienced by this vulnerable demographic and offer actionable guidance for fostering an equitable and supportive workplace environment.

II. STATEMENT OF THE PROBLEM

Over recent years, Tirupur's textile sector has expanded rapidly, resulting in a growing dependence on migrant personnel, particularly female workers. These migrant women encounter distinct obstacles as they attempt to reconcile demanding work shifts, extended hours, and rigid occupational conditions, all of which severely strain their capacity to achieve work-life equilibrium. Institutional variables—such as employment stability, corporate regulations, supervisory backing, and access to workplace amenities—play a pivotal role in dictating how these women manage their dual obligations across professional and domestic spheres. Nevertheless, the precise degree to which these workplace dynamics affect their overall health and personal-professional balance remains insufficiently investigated.

Beyond occupational challenges, socio-cultural and domestic dynamics exert a major influence on the work-life integration of female migrant staff. Cultural norms, household commitments, and caretaking duties frequently place extra burdens on these workers, complicating their ability to fulfill both employment and personal obligations. Absent adequate domestic encouragement or local community networks, many female employees struggle to attain a sustainable work-life harmony. This research explores how these interconnected institutional and socio-cultural forces impact the work-life balance of migrant female workers in Tirupur's apparel industry, providing a clearer understanding of their struggles alongside potential interventions to mitigate these hardships.

III OBJECTIVES OF THE STUDY

1. To analyze the effect of workplace and organizational determinants on the work-life equilibrium of female migrant workers in Tirupur's textile sector.
2. To examine how socio-cultural and domestic variables influence the work-life harmony of female migrant workers in Tirupur's textile sector.



IV REVIEW OF LITERATURE

Abisri and Chinnu (2026) surveyed the performance of the Factories Act in the jurisdiction of Tirupur textile industries. It addressed the gap between strong legal protection and unsafe conditions, weak welfare and long hours. A descriptive and analytical design gathered 129 respondents across selected units through questionnaires and informal discussions, analysed using simple statistical tools. Findings showed that nearly half remained neutral about whether working-hour rules were followed, that 83.72% confirmed clean rest or canteen facilities, that 27.55% reported non-compliance with double overtime wages, and that migrant workers from lower castes stayed silent about violations for fear of job loss. It urged regular surprise inspections, inspector interaction with workers, awareness programmes, strict monitoring of hours and welfare committees. It inferred that implementation in Tirupur was inconsistent, signalling that the practical performance of labour law warranted field-based study, especially for migrants.

Durgadevi and Deva (2025) scrutinised the plight of unorganised women workers in the textile industry of Tirupur district. It addressed the low wages, unsafe environments and absent union representation that left women vulnerable to exploitation. A descriptive and quantitative design used stratified random sampling to gather 150 workers through structured questionnaires, analysed using chi-square tests and descriptive statistics. Findings showed that 53.3% earned below 5,000 rupees monthly, that 40% were illiterate, that the workforce was youthful and mostly married, and that age significantly shaped perceptions of working hours, safety and skill development, while education and income did not. The work recommended training programmes, wage reform, regular safety inspections, legal awareness and NGO-government collaboration.

Sagayaraj and Amala (2025) investigated the challenges and obstacles confronting migrant women workers in the Tirupur garment industries, employing roughly 600,000 workers. It addressed the low wages, insecurity and exploitation facing women outside the formal labour system. A descriptive design used simple random sampling to interview 100 single migrant women through a semi-structured schedule. Findings showed that most respondents were young Scheduled Caste women from Bihar, Uttar Pradesh and Odisha earning 10,000 to 14,000 rupees, that 78% worked eight to twelve hours amid gender wage disparity, and that 94% fell sick with back pain and respiratory complaints from cotton dust, while overcrowded, isolated housing prevailed.

V RESEARCH METHODOLOGY

The research design of this investigation is structured to evaluate the determinants influencing work-life equilibrium among female migrant personnel in Tirupur's textile sector. This framework encompasses the systematic collection, processing, and interpretation of empirical data to examine how institutional conditions and socio-cultural or family dynamics affect the work-life harmony of these female workers.

VI RESEARCH DESIGN

This inquiry utilizes a descriptive research strategy, which is well-suited for evaluating and delineating the relationships between institutional factors, domestic/socio-cultural dynamics, and work-life equilibrium. This framework allows the researcher to examine existing conditions systematically without manipulating the operational environment, thereby offering a comprehensive depiction of how various parameters impact work-life balance among female migrant personnel.

4.1 SAMPLING DESIGN AND TECHNIQUE

This inquiry adopts a non-probability sampling design, specifically utilizing purposive sampling. This strategy was selected to target a distinct demographic—female migrant personnel within Tirupur's textile sector—who possess the relevant lived experiences to offer critical insights into the determinants of their work-life equilibrium. Consequently, this sampling strategy guarantees that the gathered data remains highly pertinent and directly aligned with the core objectives of the study.

4.2 SAMPLE SIZE

The study analysed a sample group of 143 female migrant workers across various textile enterprises in Tirupur. The cohort size deemed sufficient to yield robust and valid empirical finding when examining how workplace parameters and socio-cultural/family dynamics affect their work – life equilibrium.

4.3 TOOLS USED

The study uses a variety of statistical tools for data analysis, including Simple Percentage Analysis, Descriptive Statistics, ANOVA (Analysis of Variance), Correlation Analysis, and Multiple Linear Regression Analysis. These tools will allow for a detailed examination of the relationships between the independent variables (organizational and socio-cultural/family factors) and the dependent variable (work-life balance), and they will help in drawing meaningful conclusions from the data.



4.4 DATA COLLECTION

Primary data is collected through structured questionnaires distributed to migrant women employees working in the textile industry in Tirupur. The questionnaires are designed to capture information on organizational factors, socio-cultural and family influences, and their effects on work-life balance. This method ensures direct feedback from the respondents, allowing for an accurate assessment of the factors that contribute to or hinder their ability to achieve work-life balance.

Table No.1: Demographic Profile of the respondents

Demographic Factor	Options	No. of respondents	Percent	Total Percent
Age Group	Upto 25 years	39	27.3	100.0
	26 to 35 years	50	33.0	
	36 to 45 years	30	23.0	
	Above 45 years	24	16.8	
Marital Status	Single	38	26.6	100.0
	Married	62	45.4	
	Others	43	28.1	
Years of experience	Less than 1 year	59	41.3	100.0
	1 to 5 years	34	21.8	
	6 to 10 years	30	23.0	
	Above 10 years	20	14.0	

Source: computed from primary data

INTERPRETATION: Table No. 1 provides insights into the demographic profile of the respondents. The largest age group is 26 to 35 years, representing 33.0% of the respondents, followed by those up to 25 years old (27.3%). Respondents aged 36 to 45 years make up 23.0%, while 16.8% are above 45 years. In terms of marital status, the majority are married (45.4%), with 28.1% categorized as others (such as separated, divorced, or widowed), and 26.6% are single. Regarding years of experience, 41.3% of respondents have less than 1 year of experience in the textile industry, 21.8% have 1 to 5 years, 23.0% have 6 to 10 years, and only 14.0% have over 10 years of experience.

Table No. 2: Organizational Factors

Factors	Mean	Std. Deviation
Job security is stable and reliable	3.576	1.26
Workplace policies are clear and fair	3.124	1.36
Work hours are manageable	3.000	1.45
The company provides adequate resources	3.396	1.35
Supervisors are supportive	3.196	1.44
There is room for career advancement	2.972	1.41
Workplace safety measures are sufficient	2.944	1.43
Workplace culture is inclusive and respectful	3.150	1.35
The workload is evenly distributed	3.077	1.41
The company encourages work-life balance	3.045	1.38
Pay is fair and competitive	3.014	1.38
Training and development opportunities are provided	2.979	1.46
Communication within the organization is effective	2.986	1.48
Feedback from superiors is constructive	2.909	1.38
There is flexibility in managing work schedules	3.000	1.40

Source : Computed from Primary data



INFERENCE : From Table No. 2, the descriptive statistics for the Organizational Factors are ranked as follows: 'Job security is stable and reliable' ranked first with the highest mean score of 3.576, followed by 'Workplace policies are clear and fair' in second with a mean score of 3.124. Both 'The company provides adequate resources' and 'Supervisors are supportive' share third place with a mean score of 3.396. 'Workplace culture is inclusive and respectful' ranked fourth with 3.150, and 'The workload is evenly distributed' ranked fifth with 3.077. 'The company encourages work-life balance' placed sixth with 3.045, followed by 'Pay is fair and competitive' in seventh with 3.014. Both 'Work hours are manageable' and 'There is flexibility in managing work schedules' share eighth place with 3.000. 'Communication within the organization is effective' is ranked ninth with 2.986, and 'Training and development opportunities are provided' ranked tenth with 2.979. 'There is room for career advancement' stood eleventh with 2.972, 'Workplace safety measures are sufficient' ranked twelfth with 2.944, and lastly, 'Feedback from superiors is constructive' ranked thirteenth with a mean score of 2.909.

Table No. 3 Socio- Cultural and Family Factors

Factors	Mean	Std. Deviation
Family responsibilities are manageable	3.601	1.26
There is adequate support from family for my job	3.650	1.24
Cultural expectations align with my work role	3.580	1.25
Social expectations do not interfere with work responsibilities	3.462	1.30
I have time to fulfill caregiving duties	3.715	1.22
Extended family is supportive in balancing work-life demands	3.462	1.29
Community support is available when needed	3.608	1.27
Family members understand the demands of my job	3.580	1.24
I have access to childcare support	3.510	1.26
There are social pressures to prioritize family over work	3.615	1.23
I can rely on my social network in times of need	3.567	1.27
Family responsibilities do not cause job-related stress	3.538	1.27
Cultural norms do not restrict my job participation	3.538	1.30
I am able to attend important family functions despite work	3.538	1.28
Social events do not interfere with my work responsibilities	3.515	1.27

Source : Computed from Primary data

INFERENCE: From Table no.3, the descriptive statistics for the Socio-Cultural and Family Factors are ranked as follows: 'There is adequate support from family for my job' ranked first with the highest mean score of 3.650. Both 'I have time to fulfill caregiving duties' and 'There are social pressures to prioritize family over work' share second place with a mean score of 3.715. 'Community support is available when needed' ranked third with 3.608, followed by 'Family responsibilities are manageable' in fourth with 3.601. Both 'Family members understand the demands of my job' and 'Cultural expectations align with my work role' share fifth place with 3.580. 'I can rely on my social network in times of need' ranked sixth with 3.567. 'Family responsibilities do not cause job-related stress,' 'Cultural norms do not restrict my job participation,' and 'I am able to attend important family functions despite work' all ranked seventh with 3.538. Both 'Social events do not interfere with my work responsibilities' and 'I have access to childcare support' share eighth place with 3.515.

Table No.4: Work-Life Balance Factor

Factors	Mean	Std. Deviation
I can manage work and personal life effectively	3.650	1.21
I have enough time for family after work	3.643	1.19
I feel satisfied with the time I spend with family	3.622	1.24
My job allows flexibility for personal needs	3.643	1.21
I can disconnect from work during personal time	3.545	1.29



I feel stressed trying to balance work and life	3.559	1.25
My work does not interfere with family responsibilities	3.517	1.29
I have time for self-care and relaxation	3.517	1.30
I rarely take work stress home with me	3.587	1.25
I can pursue personal interests outside of work	3.573	1.23
I am able to attend to family emergencies without conflict	3.538	1.27
I can maintain social relationships despite work demands	3.531	1.24
I feel I have control over my work schedule	3.629	1.23
My work leaves me with energy for personal activities	3.483	1.29
I am satisfied with my overall work-life balance	3.497	1.27

Source : Computed from Primary data

INFERENCE : From Table no. 4, the descriptive statistics for the Work-Life Balance Factors are ranked as follows: 'I can manage work and personal life effectively' ranked first with the highest mean score of 3.650. Both 'I have enough time for family after work' and 'My job allows flexibility for personal needs' share second place with a mean score of 3.643. 'I feel I have control over my work schedule' ranked third with 3.629, followed by 'I feel satisfied with the time I spend with family' in fourth with 3.622. 'I rarely take work stress home with me' ranked fifth with 3.587, while 'I can pursue personal interests outside of work' ranked sixth with 3.573. 'I feel stressed trying to balance work and life' ranked seventh with 3.559, and 'I can disconnect from work during personal time' ranked eighth with 3.545. 'I am able to attend to family emergencies without conflict' ranked ninth with 3.538, and 'I can maintain social relationships despite work demands' ranked tenth with 3.531. Both 'My work does not interfere with family responsibilities' and 'I have time for self-care and relaxation' share eleventh place with 3.517. 'I am satisfied with my overall work-life balance' ranked twelfth with 3.497, and finally, 'My work leaves me with energy for personal activities' ranked thirteenth with a mean score of 3.483.

Hypothesis No.: 1

Null Hypothesis (H₀): There is no significant association between the age group and the determinants of Work-Life Balance

Alternative Hypothesis (H_a): There is a significant association between the age group and the determinants of Work-Life Balance

Table No.5: ANOVA analysis between the age group and the determinants of Work-Life Balance

Source: computed from primary data

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Organizational Factors	Between Groups	282.411	3	94.137	3.178	.026
	Within Groups	4116.890	139	29.618		
	Total	4399.301	142			
Socio-Cultural and Family Factors	Between Groups	1172.747	3	390.916	6.025	.001
	Within Groups	9018.861	139	64.884		
	Total	10191.608	142			
Work-Life Balance Factors	Between Groups	1191.317	3	397.106	5.404	.002
	Within Groups	10214.222	139	73.484		
	Total	11405.538	142			

INFERENCE : Table No. 5 presents the ANOVA analysis, showing a significant association between the age group and the determinants of Work-Life Balance across all examined dimensions. For Organizational Factors, the F-



value is 3.178 with a significance level of .026, indicating a meaningful relationship. Socio-Cultural and Family Factors exhibit an even stronger association, with an F-value of 6.025 and a p-value of .001. Similarly, Work-Life Balance Factors show a significant association, with an F-value of 5.404 and a p-value of .002. These results lead to the rejection of the Null Hypothesis, confirming that different age groups perceive the determinants of work-life balance differently.

Hypothesis No.: 2

Null Hypothesis (H₀): There is no significant association between the marital status and the determinants of Work-Life Balance

Alternative Hypothesis (H_a): There is a significant association between the marital status and the determinants of Work-Life Balance.

Table No.6: ANOVA analysis between the marital status and the determinants of Work-Life Balance

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Organizational Factors	Between Groups	284.870	2	142.435	4.847	.009
	Within Groups	4114.431	140	29.389		
	Total	4399.301	142			
Socio-Cultural and Family Factors	Between Groups	929.950	2	464.975	7.029	.001
	Within Groups	9261.658	140	66.155		
	Total	10191.608	142			
Work-Life Balance Factors	Between Groups	905.246	2	452.623	6.035	.003
	Within Groups	10500.293	140	75.002		
	Total	11405.538	142			

Source : Computed From Primary Data

INFERENCE : Table No. 6 presents the ANOVA analysis, showing a significant association between marital status and the determinants of Work-Life Balance, supporting the Alternative Hypothesis. For Organizational Factors, the F-value is 4.847 with a significance level of .009, indicating a meaningful relationship. Socio-Cultural and Family Factors show an even stronger association, with an F-value of 7.029 and a p-value of .001. Similarly, Work-Life Balance Factors demonstrate a significant association, with an F-value of 6.035 and a p-value of .003. These results lead to the rejection of the Null Hypothesis, confirming that marital status significantly influences the perception of the determinants of work-life balance.

Hypothesis No.: 3

Null Hypothesis (H₀): There is no significant association between the years of experience and the determinants of Work-Life Balance

Alternative Hypothesis (H_a): There is a significant association between the years of experience and the determinants of Work-Life Balance



Table No.7: ANOVA analysis between the years of experience and the determinants of Work-Life Balance

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Organizational Factors	Between Groups	425.276	3	141.759	4.958	.003
	Within Groups	3974.024	139	28.590		
	Total	4399.301	142			
Socio-Cultural and Family Factors	Between Groups	1680.519	3	560.173	9.149	.000
	Within Groups	8511.089	139	61.231		
	Total	10191.608	142			
Work-Life Balance Factors	Between Groups	2050.020	3	683.340	10.153	.000
	Within Groups	9355.519	139	67.306		
	Total	11405.538	142			

Source : Computed from Primary data

INFERENCE : Table No. 7 presents the ANOVA analysis, showing a significant association between years of experience and the determinants of Work-Life Balance, supporting the Alternative Hypothesis. For Organizational Factors, the F-value is 4.958 with a significance level of .003, indicating a significant relationship. Socio-Cultural and Family Factors exhibit a stronger association, with an F-value of 9.149 and a p-value of .000. Similarly, Work-Life Balance Factors show a highly significant association, with an F-value of 10.153 and a p-value of .000. These results lead to the rejection of the Null Hypothesis, confirming that years of experience significantly influence the perception of the determinants of work-life balance.

Hypothesis No.: 4

Null Hypothesis (H0): There is no significant linear relationship between Organizational Factors, Socio-Cultural and Family Factors, and Work-Life Balance Factors

Alternative Hypothesis (Ha): There is a significant linear relationship between Organizational Factors, Socio-Cultural and Family Factors, and Work-Life Balance Factors

Table No.8: Model Summary and ANOVA analysis between Organizational Factors, Socio- Cultural and Family Factors, and Work-Life Balance Factors

Model Summary						
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson	
1	.653 ^a	.426	.418	6.83877	1.794	
a. Predictors: (Constant), Socio-Cultural and Family Factors, Organizational Factors						
b. Dependent Variable: Work-Life Balance Factors						
ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.



1	Regression	4857.915	2	2428.957	51.935	.000 ^b
	Residual	6547.624	140	46.769		
	Total	11405.538	142			
a. Dependent Variable: Work-Life Balance Factors						
b. Predictors: (Constant), Socio-Cultural and Family Factors, Organizational Factors						

Source : Computed from Primary data

INFERENCE: Table No. 8 reveals that the model summary reports an R square of .426, indicating that Organizational Factors and Socio-Cultural and Family Factors explain approximately 42.6% of the variance in Work-Life Balance Factors. The ANOVA results further support this with an F-value of 51.935 and a significant p-value of .000, confirming that there is a significant linear relationship between Organizational Factors, Socio-Cultural and Family Factors, and Work-Life Balance Factors. These findings support the Alternative Hypothesis (H_a), indicating that these factors have a substantial impact on work-life balance among migrant women in the textile industry.

Table No.9: Coefficients between Organizational Factors, Socio-Cultural and Family Factors, and Work-Life Balance Factors

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.045	5.167		1.750	.082
	Organizational Factors	.265	.112	.165	2.373	.019
	Socio-Cultural and Family Factors	.604	.073	.571	8.229	.000
a. Dependent Variable: Work-Life Balance Factors						

Source : Computed from Primary data

INFERENCE: Table No. 9 reveals that both Organizational Factors and Socio-Cultural and Family Factors significantly contribute to Work-Life Balance Factors. The coefficient for Organizational Factors is .265 with a t-value of 2.373 and a p-value of .019, indicating a significant positive contribution. The coefficient for Socio-Cultural and Family Factors is .604 with a t-value of 8.229 and a p-value of .000, suggesting a stronger and highly significant impact. These results indicate that both factors play a key role in influencing work-life balance, with Socio-Cultural and Family Factors having a more substantial effect.

Table No.10: Residuals Statistics between Organizational Factors, Socio-Cultural and Family Factors, and Work-Life Balance Factors

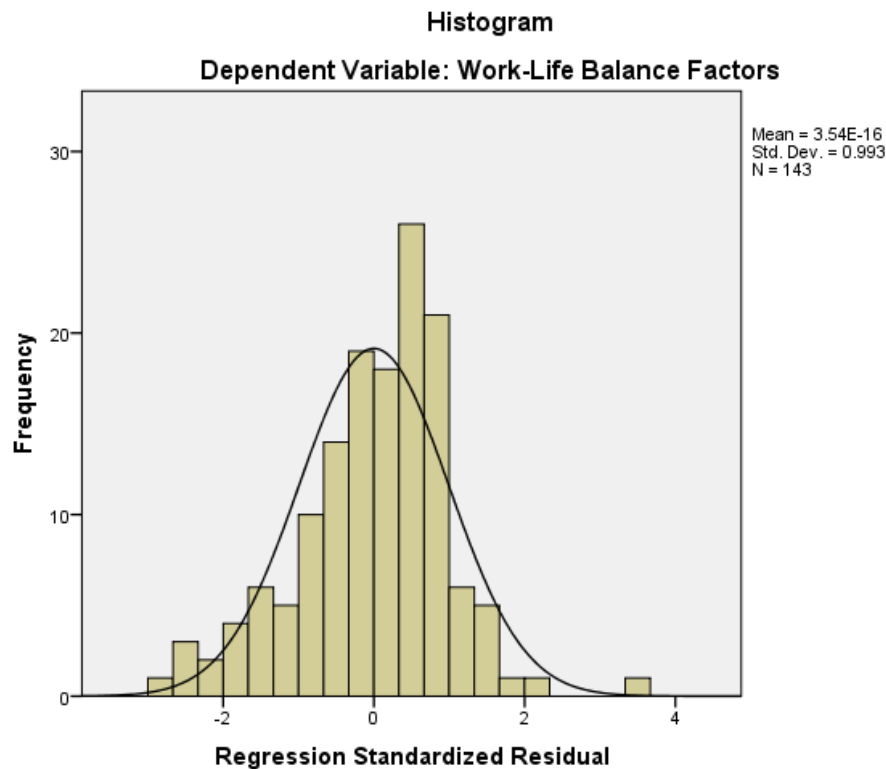
Residuals Statistics					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	40.8745	65.5133	53.5385	5.84899	143
Residual	-20.00243	24.12552	.00000	6.79044	143
Std. Predicted Value	-2.165	2.047	.000	1.000	143
Std. Residual	-2.925	3.528	.000	.993	143
a. Dependent Variable: Work-Life Balance Factors					

Source : Computed from Primary data



INFERENCE: Table No. 10 residuals statistics indicate that the predicted values of Work-Life Balance Factors range from 40.87 to 65.51, with a mean of 53.54 and a standard deviation of 5.85, suggesting consistent estimations across the data. The residuals, representing the differences between observed and predicted values, range from -20.00 to 24.13, with a mean of 0 and a standard deviation of 6.79. This indicates a good model fit, as the residuals are centered around zero, showing no significant systematic errors in the prediction of work-life balance factors.

Chart No.1 Histogram between Organizational Factors, Socio-Cultural and Family Factors, and Work-Life Balance Factors



VI. FINDINGS OF THE STUDY

1. The majority of respondents (35.0%) fall within the 26 to 35 years age group, followed by 27.3% who are up to 25 years old.
2. Most respondents (43.4%) are married, while 41.3% have less than one year of experience in the textile industry.
3. 'Job security is stable and reliable' ranked highest among organizational factors with a mean score of 3.476.
4. Both 'The company provides adequate resources' and 'Supervisors are supportive' share the third rank with a mean score of 3.196.
5. 'There is adequate support from family for my job' ranked first among socio-cultural factors with a mean score of 3.650.
6. Both 'I have time to fulfill caregiving duties' and 'There are social pressures to prioritize family over work' share the second rank with a mean score of 3.615.
7. 'I can manage work and personal life effectively' ranked highest among work-life balance factors with a mean score of 3.650.
8. The ANOVA results show a significant association between age group and work-life balance determinants, with p-values of .026, .001, and .002 for different factors.
9. Marital status significantly influences work-life balance, with the ANOVA results showing p-values of .009, .001, and .003.
10. Years of experience significantly impact work-life balance, with the ANOVA analysis yielding p-values of .003, .000, and .000.
11. A moderate positive correlation is observed between organizational factors and socio-cultural and family factors, with a Pearson correlation of .386.



12. The model explains 42.6% of the variance in work-life balance factors, confirmed by an F-value of 51.935 and a p-value of .000.
13. Both organizational and socio-cultural factors significantly contribute to work-life balance, with stronger influence from socio-cultural factors (coefficient = .604).
14. The residuals range from -20.00 to 24.13, with a mean of 0, indicating a good model fit with no significant errors.
15. Organizational factors (coefficient = .265) and socio-cultural factors (coefficient = .604) both positively contribute to work-life balance, with socio-cultural factors having a more substantial effect.

6.1 SUGGESTIONS

Based on the findings, it is recommended that organizations in the textile industry prioritize improving organizational factors that influence work-life balance. Enhancing job security, implementing fair workplace policies, and providing adequate resources will strengthen migrant women employees' satisfaction. Furthermore, companies should foster a supportive and inclusive workplace culture, as well as promote work-life balance initiatives, such as flexible work schedules. Providing opportunities for career advancement, effective communication, and constructive feedback will also help in maintaining a healthy work environment. Additionally, ensuring competitive pay and manageable workloads can contribute significantly to reducing work-related stress and improving employee morale.

On the socio-cultural side, it is essential to consider the impact of family responsibilities and societal expectations on the work-life balance of migrant women employees. Employers should create supportive policies that address caregiving duties and offer resources like childcare support. Encouraging a balance between family and work through flexible working hours and promoting community support networks can mitigate the challenges posed by socio-cultural pressures. As these factors have been shown to significantly affect work-life balance, organizations should actively involve families in awareness programs to better understand the demands placed on migrant women employees in the workforce. Overall, a holistic approach to improving both organizational and socio-cultural factors will lead to better work-life balance and enhanced productivity among migrant women employees in the textile sector.

6.2 CONCLUSION

This study has successfully assessed the impact of organizational and socio-cultural factors on the work-life balance of migrant women employees in Tirupur's textile industry. The findings reveal that organizational factors such as job security, availability of resources, and supportive supervisors play a crucial role in shaping the work-life balance of these migrant women employees. However, the study also shows that while organizational factors have a significant influence, socio-cultural and family factors, such as family support and the ability to fulfill caregiving duties, have a more substantial impact on work-life balance. This is reflected in the strong correlation and higher coefficient values associated with socio-cultural factors. Additionally, variables such as age, marital status, and years of experience were found to significantly affect how respondents perceive work-life balance, highlighting the complex interplay between personal and professional responsibilities.

In conclusion, the study confirms the importance of addressing both organizational and socio-cultural challenges to improve work-life balance among migrant women employees in the textile industry. It emphasizes the need for employers to adopt policies that enhance job security, foster supportive work environments, and offer flexible work schedules. On the socio-cultural front, providing support for family responsibilities, such as childcare, and addressing societal pressures through awareness programs can significantly improve work-life balance. By focusing on these areas, organizations can not only enhance employee well-being but also increase productivity and retention rates among migrant women employees in the industry, fulfilling the objectives of the study.

REFERENCES

1. Akhter, S., Rutherford, S., & Chu, C. (2019). Sewing shirts with injured fingers and tears: Exploring the experience of female garment workers' health problems in Bangladesh. *BMC International Health and Human Rights*, 19(1). Springer Science and Business Media LLC. <https://doi.org/10.1186/s12914-019-0188-4>
2. Dr. Kanakarathinam, R. (2017). Work-life balance in textile industry employees in Tirupur district. *GJRA - Global Journal for Research Analysis*, 6(3), 533-535.



3. Dr. Parvin Banu, S., & Dr. Ravikumar, G. (2021). A study on psychological trauma among the women workers of garment industry in Tirupur district, Tamil Nadu, India. *Turkish Online Journal of Qualitative Inquiry (TOJQI)*, 12(6), 5368-5380.
4. Dr. Rajini, R., & Mrs. Sujitha, G. (2024). Problems faced by the migrant workers in Tiruppur district of Tamil Nadu. *International Journal of Creative Research Thoughts (IJCRT)*, 12(5), 786-792.
5. Dr. Sreerekha, T. (2019). Integration of migrant women garment employees in Tirupur city. *International Journal for Research in Engineering Application & Management (IJREAM)*, 5(9), 239-243.
6. Ghosal, S. (2024). Tiruppur stares at labour crisis as UP migrant workers return home. *The Economic Times*. <https://economictimes.indiatimes.com/industry/cons-products/garments/-textiles/tiruppur-stare-at-labour-crisis-as-up-migrant-workers-return-home/articleshow/107362683.cms?from=mdr>
7. Indirania, J., & Subab, S. (2021). Livelihood challenges of migrant women home-based garment workers of Tiruppur in Tamil Nadu. *Journal of Language and Linguistic Studies*, 17(2), 1452-1457.
8. Muthulakshmi, V. (2017). Socio-economic status of the women migrant workers in Tirupur knitting industry. *Paripex - Indian Journal of Research*, 6(4), 593-595.
9. Sankarakarhikeyan, P., Raj, V., & Kumari, K. P. (2019). Socio-economic aspect: A study on migrated employee in Tirupur garment industries. *International Journal for Research Trends and Innovation*, 4(2), 31-34.
10. Saravanan, M. P. (2024, May 29). Migrant women in Tiruppur garment units endure harassment despite complaints. *The New Indian Express*. <https://www.newindianexpress.com/states/tamil-nadu/2024/May/29/migrant-women-in-tiruppur-garment-units-endure-harassment-despite-complaints#:~:text=TIRUPPUR%3A%20Thousands%20of%20women%20migrant,lone%20battle%20against%20their%20oppressors>
11. Syed, R. (2023). The challenges faced by the migrants in the textile sector in the Tiruppur district of Tamil Nadu. *European Chemical Bulletin*, 12, 4171-4190. <https://doi.org/10.48047/ecb/2023.12.5.312>