



A WORK LIFE CONFLICT AMONG THE TEXTILE EMPLOYEES

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Abstract

The study entitled a work life conflict among the textile employees aim to know the women employees attitude about their work life balance in and the strategies employed towards work life balance at work and family the study carried out in textiles industry karur. Both primary and secondary data collecting the information. A structure questionnaire is used for primary data and secondary data was obtained through some textiles records, Journals, Magazines and Websites. Satisfied sampling used is used in selecting sample. Total population approximately 50000. Sample size used 75. The data analysis is done using percentage analysis and Chi square method is applied to know whether job satisfaction by the industries has got any influence on the work balance of women employees. The result of the study gave a positive opinion on the variables selected.

Keywords: *Work Conflict, Textile Employees, Textiles Industry and Human Resource Management.*

Introduction

Introduction plays an important role in each and every research. Through proper introduction, research or title can be clearly explained. The research done under the title work conflict among the textile employees, with the objective to identify the conflict in the work place prevailing among the employees. Work Conflict is the result of divergent expectations from two or more people in the working environment. It exists when the expectations of a job are mutually different or opposite and the individual cannot meet one expectation without rejecting the other. Conflict produces stress and anxiety for those experiencing it. Since normal decision processes or activities are interrupted, it causes some level of discontent and frustration. Conflict threatens harmony and unity within social groups such as the family, club, school, etc., people in these groups are taught that it is important to get along with others and avoid conflicts.

Results of work conflict

An individual confronted with work conflict will experience psychological stress leading to emotional problems. The likely end result will be a decline in performance. Work conflict is inversely related to job satisfaction and directly related job tension and anxiety. Role conflicts can have a markedly adverse impact on satisfaction and even on mental or physical health. Sometimes for the focal person, the emotional costs of work conflict include job satisfaction, low confidence in the organization and high score on the multi-item index of tension. Organizations using participative management tend to minimize work conflict. Persuasion and group pressures can be exercised to bring subordinates goals closer to organizational goals.

Review of Literature

Review of literature looks into the previous studies carried out by researchers in the concerned field. Previous studies that are reviewed in order to gain an insight into the extent of research done and to access what impact it will have on the study. The review of literature is comprised of Work conflict.

James Dawson (2005) in his study “**Work it out - An excellent article on Conflict Management**” states that "To manage conflict effectively you have to understand the function, norms and process of conflict." In short, SAFE provides a framework for productive conversations through a series of 4 behaviors.

1. Solicit and be open to solutions.
2. Attend mentally as well as physically.
3. Focus on what's important.
4. Encourage honest communication, not blame or judgments.

"Conflict in a team environment is almost inevitable, but it doesn't have to be destructive. In fact, it can be a positive factor in project success. Here is a primer on conflict resolution, including four communicative behaviors that can help project leaders turn differences into dividends."

Sonya Moring (2008), in his study on “**Workplace Conflict**” discussed that Workplace conflict can take many forms, including:

1. Miscommunication that gets in the way of relationships and creates a bad atmosphere in the workplace.



2. Cultural clashes, where each person is coming from their own point of view and unwilling or unable to look at the viewpoint of another.
3. Unspoken conflict, when a situation is not addressed and becomes the "elephant in the room," that everyone sees but no one discusses.

Conflict coaching is a powerful intervention that can support both parties involved, by addressing not just the conflict, but the underlying relationships. Coaching provides a safe and confidential environment for people to work through their differences.

Objectives of the Study

Primary Objectives: To study the perceived the conflict level in the work place among the textile employees in Karur town, Tamilnadu.

Secondary Objectives

1. To analyze the relationship between the personal factors and the perceived work conflict.
2. To analyze the reason for arise the conflict with employees in work place.
3. To find out how the employees are working with conflict.
4. To know about the employee performance with conflict.

Scope of the Study

The work conflict has been studied along with organizational climate as it had an impact over the productivity and all functional activities of the organization. This study has been taken to know the organizational climate, as it was perceived by the respondents.

1. The researcher could understand the working environment provided by the organization to the employees and various reasons that conflict may arise among the employees.
2. The study helps to evaluate the expectation level of employees. It helps the organization to identify the type of conflict and expectations regarding the environment of employees and examine their relation to their work. It helps the management to deal with employees according to their views.
3. It helps the respondents to know their level of conflict they perceive and understand them in a better manner. It helps them to openly express their feelings and views.

Limitation of the Study

1. The study is applicable to this organization only and it cannot be generalized.
2. Reluctance of the employees to answer vital questions even though confidentiality was provided with.
3. The limitations of statistical tools apply.
4. As the production levels were high and peak the workers could not spare time with the researcher.

Research Methodology

Research Design

"A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure". **Descriptive type** of research method has been adopted for this study where in the participants were asked to fill in the questionnaire provided. The major emphasis of the study is to discover the ideas and insights of the employees regarding training and development in their organization.

Tools For Data Collection

The data were collected from both the primary and secondary sources.

1. **Primary data:** The primary data for the research study were collected through structured questionnaire.
2. **Secondary data:** Secondary data are those, which are already collected and recorded. Secondary data was collected from journals, magazines, newspapers, manuals of the company and websites.

Sampling Design: Sampling is a process of obtaining the information about an entire population by examining only a part of it.

1. **Sampling Unit:** The sampling unit selected for the survey was the middle level employees of Sri Bhavani textiles processors (p) limited.
2. **Sample Size:** Total samples of 75 employees were chosen for the survey.

Sampling Techniques

Sampling technique used in this study is Non-probability sampling, which is also known as deliberate sampling or Convenience sampling. This type of sampling is very convenient and is relatively inexpensive.

Statistical Tools Used For The Study

The data has been mainly analyzed by using the following methods and tests.

1. Simple Percentage Analysis.
2. Chi – Square Test.
3. One way ANOVA Analysis.

Data Analysis and Interpretation

Take Initiative Better Place To Work

S.No	Particulars	No.of.Respondents	Percentage
1	Strongly agree	45	60
2	Agree	26	34.67
3	Neutral	4	5.33
4	Disagree	0	0
5	Strongly disagree	0	0
	Total	75	100

Interpretation

The above table shows that 60% of respondents are said strongly agree, 34.67 % of the respondents are told agree, 5.33 % of the respondents go with a neutral, and no one can say disagree and strongly disagree.

Family Issues Arising The Work Conflict

S.No	Particulars	No.of.Respondents	Percentage
1	Strongly agree	30	40
2	Agree	32	42.67
3	Neutral	13	17.33
4	Disagree	0	0
5	Strongly disagree	0	0
	Total	75	100

Interpretation

The above table shows that 40% of respondents are said strongly agree, 42.67 % of the respondents are told agree, 17.33 % of the respondents go with an neutral, and no one can say disagree and strongly disagree.

Chi-Square Analysis

Age And At Work Not Able To Be Myself

Null Hypothesis (Ho) : There is no significant relationship Between ages and at work not able to be myself.

Alternative Hypothesis (H1) : There is significant relationship between Age and at work not able to be myself.

S.No	Age	At Work Not Able To Be Myself					Total
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
1.	20 to 30 yrs	17(15.6)	17(17.3)	0	13(21.6)	0	47
2.	31 to 40 yrs	0	2(17.3)	3(5.2)	12(21.6)	1(1.7)	18
3.	41 to 50 yrs	0	1(2.4)	2(0.8)	3(3.8)	0	6
4.	51 to 60 yrs	1(1.7)	0	1(0.8)	1(3.8)	1(0.26)	4
Total		18	20	6	29	2	75

Degrees of freedom = (R-1) (C-1)
= (4-1) (5-1)
DF = 3 4= 12

Table value = **9.488**

Levels of significance = 5 %

Chi – square calculated value = 14.35

Calculation value (14.35) is > table value (9.488)

Inference

The calculated value is greater than the table value so null hypotheses is rejected; Alternative hypotheses is accepted, there is significant relationship between the Age and at work not able to be myself the textile employees.

Findings

The findings of the study “WORK CONFLICT AMONG THE TEXTILE EMPLOYEES” will help the management to know the expectations regarding level of conflict among the employees and their relation to the work.

Simple Percentage

1. The majority of 62.67% of the respondents are in the age group of 20-30years.
2. Nearly 53.33% of the respondents are male.
3. There are 37.33% of the respondents have 3 to 4 years of experience.
4. Majority of 37.33% of the respondents have their monthly income of 5001-10000.
5. Majority of 54.67% of the respondents were married.
6. Almost 25.33% of the respondents have an educational qualification of under graduate.
7. 7. 82.67% of the respondents are strongly agreed with their relationship between employees and employers.
8. 62.67% of the respondents are agreed with their working environment is conducive to work.
9. 60% of the employee initiative for better place to work in their office.
10. 54.6% of the employees agreed with would have conflict with person, if a person does something that irritates them.

Chi-Square Analysis

1. The employees have significance relationship between age and at work not able to be them.
2. The employees don't have significance relationship between experiences and have good control of work responsibilities.
3. The employees have significance relationship between marital status and family related strains.

One Way Anova Test

1. Good level of support from boss/ superior due to the marital status of the employees.
2. Dealing with conflict with employees not based on the experience.

Suggestions

The level of conflict prevailing in the work place seems to be medium. As per the conflict of the employees, some of the suggestions are as follows:



1. To feel the job interesting, employees shall be given cross training because they want to better place to work in their office.
2. The complete request policies and guidelines are shall be given to the employees.
3. Expansion of resource methods are shall be provided to the employees for assignments work.
4. The company shall be arranging the meditations program to the Employees for reducing the family related strains.

Conclusion

The study on “work conflict among the textile employees in karur town, Tamil Nadu is to analyze the conflict in the work place of the employees. Work conflict thus puts the employee or worker in such a situation where the person becomes unaware of his role and responsibilities. However, the study highlights the relationship between various factors affecting the workers’ age, marital status, and performance; acquire knowledge and skills with the work conflict. Likewise the study concentrates on the effect of these factors with the concept ‘work conflict’. Hence, the study emphasized the point that work conflict if maintained effectively can reduce the evil effects of work conflict.

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