# A Study on Factors Influencing the Work Interference with Family and Family Interference with the Work of Selected Cement Industry Workers

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**ABSTRACT**

　　　　**Every individual plans his/her schedule for a day based on their work agenda. Things are not the same as they were before twenty five years. Quality of work life is something that each and every individual expects from their work in their life, from small job worker to a chief executive officer of a reputed organization. The benefits of quality of work life initiatives go to both employees and employers. The presence of quality of work life initiatives makes the employees feel safe, relatively well satisfied and provides them the opportunities to grow. Largely, it appears that the main concerns of an effective quality of work life program are improved working conditions mainly from the employee's perspective and greater organizational effectiveness mainly from the employer's perspective　Considering how important quality of work life is for the employees as well as the employers, an attempt is made to measure the quality of work life measures in a leading and more vital sector in India which contributes significantly to the economical development of the country. Hence, the quality of work life and work life balance of cement industry workers the present study analyses factors influencing the work interference with family and family interference with the work　of selected cement industry workers in selected industries.**

*Keywords--* Quality of work life, Chief executive officer, Economical development, Cement industry, Work interference with family, Family interference with the work

## I. INTRODUCTION

　　　　Human resource is a term with which many organizations describe the combination of traditionally administrative personnel functions with performance, Employee Relations and resource planning. Human resources may be defined as the total knowledge, skills, creative abilities, talents and aptitudes of an organization's workforce, as well as the values, attitudes, approaches and beliefs of the individuals involved in the affairs of the organization. Human Resource Management has come to be recognized as an inherent part of management, which is concerned with the human resources of an organization. Its objective is the maintenance of better human relations in the organization by the development, application and evaluation of policies, procedures and programmes relating to human resources to optimize their contribution towards the realization of organizational objectives.

　　　　Human resource management (HRM) is the strategic and coherent approach to the management of an organization's most valued assets - the people working there who individually and collectively contribute to the achievement of the objectives of the business. The terms "human resource management" and "human resources" (HR) have largely replaced the term "personnel management" as a description of the processes involved in managing people in organizations. Human Resource management is evolving rapidly. Human resource management is both an academic theory and a business practice that addresses the theoretical and practical techniques of managing a workforce. The main features of HRM includes: Personnel administration Personnel management Manpower management Industrial management and it plays a vital role for the existence and survival of any organization. The success or the failure depends on the perception, attitudes, values of the employees, which they have about their organization. Furthermore, it also depends upon the recruitment, selection training and development programme carried out in the organization. Today organizations are existing in a stiff competition and the organizations are facing problems in the areas of technological advancement, shortage of resources power, energy etc.

## II.     NATURE OF INDIAN CEMENT INDUSTRY

Cement industry was originated in India when the first plant commenced its production in the year l9l4 in Porbander, Gujarat. The industry has since been growing at a steady pace, but in the initial stage, particularly during the pre-independence, the growth had been very slow. Since indigenous production was not sufficient to meet the entire domestic demand, the Government had to control its price and distribution statutorily. Indian cement industry has thus been one of the pioneering industries in introducing policy reforms. The sector has evolved significantly in the last two decades after passing through all the phases of a typical cycle. After having gone through a period of excess supply and phase of massive capacity additions in the latter half of the previous decade, the industry is currently attained a consolidation phase with capacity additions coming up to cater to increase demand. Demand has been driven by a booming housing sector and increased activity in infrastructure, such as state and national highways. While the demand is growing at a robust pace of 8 percent to 10 percent annually, the capacity of major capacity addition is putting upwards pressure on the cement prices.

## III.     REVIEW OF LITERATURE

**Lewis, S (2000)**, The concept of work-life balance is based on the notion that paid work and personal life should be seen less as competing priorities than as complementary elements of a full life. The way to achieve this is to adopt an approach that is "conceptualised as a two way process involving a consideration of the needs of employees as well as those of employers". In order to engage employers in this process, it is important to demonstrate the benefits that can be derived from employment policies and practices that support work-life balance, and the scope that exists for mitigating their negative effects on the management of the business.

**Herta Toth (2005),** analyzed the gendered nature of work-life balance dilemmas based on in Hungary. The results reveal that men and female have different perceptions of work-life balance and adopt different coping strategies to manage work and family commitments. Overall it is found that work-life balance is constructed as an individual, rather than a corporate responsibility and this also creates gendered inequalities and it suggests ways in which family- friendly initiatives can be introduced within the Hungarian organizational context.

**Mohanasundaram (2011)** studied the current working life policies and practices of employees in Tamil Nadu News Print and Paper Limited at Karur. The factors considered for the study are safe and healthy working conditions, adequate and fair compensation, opportunities to use and develop human capacities, opportunities for career growth, social relevance of work, social integration in the work force, work and quality of life, constitutionalism in the work place organization and welfare measures. The study revealed that most of the employees are satisfied with the pay and future career prospects provided by their company than other aspects. This kind of studies is very essential in all sectors to make the organizations aware of their position and make them follow the necessary quality of work life measures to attain better performance.

**Manju Raisinghani, (2014**), has studied on the model of Work-Life Balance. The paper reviews about the increase in the proportion of dual earner families and the kind of life style. The paper tries to review few anticedents of Work-Life conflict and its consequences on both orgin and individual perspective. The proposed model focuses on the relationship between two domains work and family and their influence on work to family interference and family to work interference.

## IV.     SAMPLING DESIGN

For analysis the quality of work life of workers in selected cement industry the sample size confined at 1200 respondents using stratified random Sampling Technique. The workers were classified by their designation as Top level, Middle level and Floor level. For analysis the researcher has adopted both Primary data and Secondary data. The following is the list of companies selected for the study:

| SL.NO | NAME OF THE COMPANY | NUMBER OF SAMPLES SELECTED |
|---|---|---|
| 1 | Madhukkarai Cement Works | 150 |
| 2. | Chettinad Cement | 150 |
| 3. | Dalmia Cement (Bharat) Ltd | 150 |
| 4. | The India Cements Ltd- | 150 |
| 5 | Madras Cements Ltd | 150 |
| 6 | Tamil Nadu Cements Corpn. Ltd | 150 |
| 7 | UltraTech Cement Ltd | 150 |

| 8 | Zuari Cement Ltd.- Chennai | 150 |
|---|---|---|
| **TOTAL** | | **1200** |

Source: http://www.cmaindia.org/ and http://eaindustry.nic.in/

## V.      OBJECTIVE

The present study is conducted with the objective of analyzing the factors influencing the work interference with family and family interference with the work   of selected cement industry workers.

## VI.     TOOLS USED

The study uses reliability analysis and confirmatory factor analysis to group the factors .

## VII.    RELIABILITY ANALYSIS

The reliability of the items were measured by Cronbach's coefficient alpha. Cronbach's alpha value must be between 0 and 1 and there is actually no lower limit for the Cronbach's  coefficient. The internal consistency of the items in the scale are measure base on the said coefficient and the greater value shows greater coefficiency. The coefficient alpha values should be above the  minimum value  of .70. then it will have  good estimates of internal consistency reliability for the given value.

## VIII.   FACTOR ANALYSIS

Factor Analysis is a statistical technique which is used to find correlations between variables and reduces their numbers into fewer factors that explain the importance of much of the original data, more economically and efficiently. The subjective element of factor analysis can be reduced by decreasing the sample randomly into two and extracting factors separately.

**TABLE NO. 8.1**
**RELIABILITY FOR FACTORS RELATED TO THE WORK INTERFERENCE WITH FAMILY AND FAMILY INTERFERENCE WITH THE WORK   OF SELECTED CEMENT INDUTRY WORKERS**

| S.NO. | ITEMS | SCALE MEAN IF ITEM DELETED | CRONBACH'S ALPHA IF ITEM DELETED |
|---|---|---|---|
| 1 | The demand of my work interfere with my home and family life | 48.27 | .773 |
| 2 | The amount of time my job takes up makes it difficult to fulfill family responsibilities. | 48.38 | .763 |
| 3 | Things I want to do at home do not get done because of the demands my job puts on me. | 48.59 | .770 |
| 4 | Due to work-related duties, I have to make changes to my plans for family activities | 48.60 | .752 |
| 5 | The demands of my family or spouse interfere with work-related activities. | 48.68 | .752 |
| 6 | I have to put off doing things at work because of demands on my time at home. | 48.64 | .745 |
| 7 | Things I want to do at work don't get done because of the demands of my family or spouse. | 48.68 | .741 |
| 8 | My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime | 48.52 | .750 |

| 9 | Family-related strain interferes with my ability to perform job-related duties | 48.51 | .746 |
|---|---|---|---|
| 10 | If I come home late from office, my spouse understands the work pressure and tries to help me in whatever way he/she can. | 48.50 | .738 |
| 11 | My family is very cooperative and understands my work pressure | 48.51 | .740 |
| | MEAN | | 52.18 |
| | VARIANCE | | 34.78 |
| | STD. DEVIATION | | 5.554 |
| | CRONBACH'S ALPHA | | **0.751.8** |
| | NO. OF ITEMS | | 11 |

It reveals that all the ten measurement scale items are reliable as the Cronbach alpha coefficient of 0.751. It is greater than the threshold level of 0.70. It's provided good estimates of internal consistency reliability and also coefficient alpha values ranged from 0.738 to 0.773 for all the constructs. It is indicating that the scales used in this study were reliable. It clearly indicates that above scale items are consistent with each other and they are reliable measure of factors so that it can be used for next analysis.

## IX.    IMENSIONALITY OF THE MULTI-SCALE ITEMS (FACTOR ANALYSIS)

Factor Analysis is a set of technique which by analyzing correlations among variables and reduces their numbers into fewer factors which explain much of the original data, more economically and efficiently.

**TABLE No. 9.1  KMO AND BARTLETT'S TEST FOR THE WORK INTERFERENCE WITH FAMILY AND FAMILY INTERFERENCE WITH THE WORK   OF SELECTED CEMENT INDUTRY WORKERS**

| Kaiser-Meyer-Olkin Measure of Sampling Adequacy | **0.772** |
|---|---|
| Bartlett's Test of Sphericity:     Approx. Chi-Square | **2224.13** |
| Sig | **0.000\*\*** |
| S/NS | **S** |

**P<0.001 *P<0.05  S-Significant

From the above table, The Kaiser-Meyer-Olkin Measure of sampling adequacy shows the value of test statistics is 0.772 for the given data which means the factor analysis for the selected variable is found to be appropriate or good to the data. It shows that there exists a high relationship among variables.

**TABLE No. 9.2**
**COMMUNALITIES FOR FACTORS RELATED THE WORK INTERFERENCE WITH FAMILY AND FAMILY INTERFERENCE WITH THE WORK   OF SELECTED CEMENT INDUTRY WORKERS**

| S.NO. | ITEMS | Initial | Extraction($h^2$) |
|---|---|---|---|
| $X_1$ | The demand of my work interfere with my home and family life | 1.000 | .663 |
| $X_2$ | The amount of time my job takes up makes it difficult to fulfill family responsibilities. | 1.000 | .653 |
| $X_3$ | Things I want to do at home do not get done because of the demands my job puts on me. | 1.000 | .605 |
| $X_4$ | Due to work-related duties, I have to make changes to my plans for family activities | 1.000 | .401 |
| $X_5$ | The demands of my family or spouse interfere with work-related | 1.000 | .473 |

| | activities. | | |
|---|---|---|---|
| $X_6$ | I have to put off doing things at work because of demands on my time at home. | 1.000 | .583 |
| $X_7$ | Things I want to do at work don't get done because of the demands of my family or spouse. | 1.000 | .640 |
| $X_8$ | My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime | 1.000 | .585 |
| $X_9$ | Family-related strain interferes with my ability to perform job-related duties | 1.000 | .400 |
| $X_{10}$ | If I come home late from office, my spouse understands the work pressure and tries to help me in whatever way he/she can. | 1.000 | .632 |
| $X_{11}$ | My family is very cooperative and understands my work pressure | 1.000 | .632 |

The above table 9.2(Communalities) represents the application of the Factor Extraction Process, it was performed by Principal Component Analysis to identify the number of factors to be extracted from the data and by specifying the most commonly used Varimax rotation method. In the principal component analysis, total variance in the data is considered. The proportion of the variance is explained by the fourteen factors in each variable. The proportion of variance is explained by the common factors called communalities of the variance. Principal Component Analysis works on initial assumption that all the variance is common. Therefore, before extraction the communalities are all 1.000. Then the most common approach for determining the number of factors to retain i.e., examining Eigen values was done.

**TABLE No. 9.3**
**ROTATED COMPONENT MATRIX FOR FACTORS RELATED THE WORK INTERFERENCE WITH FAMILY AND FAMILY INTERFERENCE WITH THE WORK   OF SELECTED CEMENT INDUTRY WORKERS**

| Variable code | Component | | | |
|---|---|---|---|---|
| | I | II | III | IV |
| X2 | 0.758 | 0.233 | 0.064 | 0.042 |
| X4 | 0.721 | 0.211 | 0.043 | -0.031 |
| x8 | 0.652 | -0.15 | 0.373 | -0.004 |
| X11 | 0.502 | 0.16 | 0.303 | 0.112 |
| x1 | 0.167 | 0.753 | 0.12 | -0.095 |
| X7 | 0.459 | 0.648 | -0.034 | 0.06 |
| X9 | 0.03 | 0.512 | 0.295 | 0.198 |
| X3 | 0.144 | 0.091 | 0.742 | 0.073 |
| X6 | 0.158 | 0.316 | 0.696 | -0.179 |
| X5 | 0.055 | 0.063 | 0.112 | 0.797 |
| X10 | 0.112 | -0.179 | -0.016 | 0.787 |

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.
Rotation converged in 4 iterations.

Table 9.3 represents the Rotated Component Matrix, which is an important output of principal component analysis. The coefficients are the factor loadings which represents the correlation between the factors and the eleven variables ($X_1$ to $X_{11}$). From the above factor matrix it is found that coefficients for factor-I have high absolute correlations with variable x2,x4,x8 and x11 which is x2(The amount of time my job takes up makes it difficult to fulfill family responsibilities),X4(Due to work-related duties, I have to make changes to my plans for family activities) x8(My home life interferes with my responsibilities at work such as getting to work on time,

accomplishing daily tasks, and working overtime) and x11(My family is very cooperative and understands my work pressure).

Similarly factor-II has high absolute correlation with variable x1(The demand of my work interfere with my home and family life), x7(Things I want to do at work don't get done because of the demands of my family or spouse.) and X9 (Family-related strain interferes with my ability to perform job-related duties).

Next, factor III has high absolute correlation with variable X3(Things I want to do at home do not get done because of the demands my job puts on me) and X6 (I have to put off doing things at work because of demands on my time at home.).

Factor-IV has high absolute correlation with variable X5(The demands of my family or spouse interfere with work-related activities.) and x10(If I come home late from office, my spouse understands the work pressure and tries to help me in whatever way he/she can.)For example in this study, factor one is at least somewhat correlated with twelve variable out of the eleven variables.

## X. CONCLUSION

The cement industry is quite unique in many aspects, so it cannot be compared with any other. Because the nature of the work, the working condition, the environment in which the employees exposed are entirely different. The employees are easily prone to accidents and health hazards. Due to the heavy of dust inhalation in the manufacturing process the employees are victims of pulmonology disease. So the employees has to safe guarded by providing welfare, safety, training and performance appraisal measures to improve their efficiency and productivity. So an attempt is made in this study and analysed the factors influencing   the work interference with family and family interference with the work   of selected cement industry workers

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