THINK INDIA JOURNAL

ISSN:0971-1260
Vol-22- Issue-14-December-2019

Work-Life Conflict and Quality of Life among Leather Industry Laborers: A Pilot Study

- **Dr.A. Pandu**,
Project Director for ICSSR's Major Research Project,
Department of Commerce,
Pondicherry University Community College,
Lawspet,
Puducherry – 605008.
E-mail: alanagayampandu@gmail.com

- **Sankar R.**,
Research Assistant – ICSSR Major Research Project,
Pondicherry University Community College,
Lawspet,
Puducherry – 605008.
E-mail: sankar2130@gmail.com

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Abstract

Major purpose of the study is to identify the relationship between the work life conflict (WLC) and Quality of Life (QOL) among Vellore district's Leather Industry Workers. Data has been gathered from over 100 labors. Collected data is subjected to reliability analysis, descriptive statistics, Pearson Correlation, Multiple regression and MANOVA. WFC, FWC and QOL are adopted for this research exploration. Through the study, it has been found that there is a noteworthy link amongst WFC, FWC and QOL. Suggestions such as limiting the work schedule of the workers, improving the pay checks of the workers, family support and better industrial standards are given to eradicate conflict and to improve the QOL among the respondents.

Keywords: Work-Family Conflict, Family-Work Conflict, Work-Life Conflict, Quality of Work Life, Quality of Non-Work Life, Quality of Life.

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Introduction

Quality of life (QOL) is described as the gratification obtained by every individual concerning all the aspects of life such as in work, family, social and personal life. QOL could be demarcated as that common employees' viewpoint to the circumstances in life concerning the moralities and philosophies grounded on their lives which is also connected with their individual professional goals. Work-life conflict (WLC) is the conflict that is arisen due to the intersection among the work and the family. Such WLC is caused due to the work-life interface. The level of QOL is decided upon by the level of the WLC (Samsinar Md-Sidin, *et al.* 2010). Such a

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ISSN:0971-1260
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relationship is already by various authors such as Robert W. Rice *et al.,* 1992; Hye-Young Kim and Young-Kwan Yang, 2016 and Michael R. Frone *et al.* 1992. But, all these authors have not introspected to assess this relationship among the Vellore district's leather industry workforces. Henceforth, for this purpose, the present study has been undertaken.

Review of earlier investigations

Greenhaus, J.H., *et al.* (2003) explored that, workforces who spent more time, involved and gratified with their family than profession have higher work-life balance & better QOL than that of equally balanced workers and those who spent more time on profession than family. Gail Kinman and Fiona Jones (2007) described the anticipated office timetable, flexibility, and occupation and life integration as the sources of WLC among the workforces. Nini Yang *et al.* (2000) discovered that professional requirements are the root cause for WLC of American employees and family needs are the chief reason for WLC among Chinese employees. Jeffrey Hill E *et al.*, (2011), exposed that the life stage and gender are the basis for the WLC.

Tammy D. Allen *et al.,* (2013) bared that there is a momentous variance amongst the WLC and flexibility. NaYeon Lee, Anisa M. Zvonkovic & Duane M. Crawford *et al.* (2014) reported that the respondents' consummation shows a constructive role to the role equilibrium amid the workforces. Nicholas J. Beutell (2010) revealed that working hours are meaningfully connected with the WIF and professional and family synergy. Mary Frank Fox *et al.,* (2011) exposed that there is a gender variance amid manhood and womenfolk concerning WLC. Helmut Kasper *et al.* (2004)[191] found out that dual-earner couples suffer from the huge level of WLC.

Muhammad Shakil Ahmad and Zainab Fakhr (2011) reported that domestic accountability, females earning prospective, monetary requirements and workplace atmosphere has a momentous affiliation with females' WLC. Filomena Buonocore and Marcello Russo (2013), exhibited that period and pressure based conflict has an undesirable affiliation with occupation consummation. Leila Karimi and Aboulghasem Nouri (2009) explored social support is destructively linked with WLC, whereas occupation sovereignty, profession burdens were confidently allied with WF facilitation. Zaiton Hassan *et al.* (2010) projected that WIF is greater than that of the FIW. Ralph Kattenbach *et al.* (2010) exposed that there is no association between elasticity and the professional performance of the interviewees. Tammy D. Allen *et al.,* (2013) found that salaried sick leave has a distrustful bond with that of WLC. Suzanne de Janasz *et al.,* (2012) acknowledged that the accessibility of the counselor is expressively connected with commitment and supportive occupational principles ending to a minor WLC. Darwish A. Yousef (1999) originated an intervening connotation amongst locus of control and role vagueness.

Aaron Cohen and Efrat Liani (2008) exhibited that there is an active connotation amongst professional gratification and WLC. Ronald J. Burke and Ghada El-Kot (2010) sorted out that behavior qualities and professional necessities are optimistically allied with WLC. Igor Portoghese *et al.* (2011) described that extra efforts have a conventional stimulus on the superiority of connotation with the leader and this, in turn, touches the worker's professional

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contentment. Jeremy Reynolds and Lydia Aletraris (2007) revealed that collection focused on professional needs lead to WLC and it is also instituted out that cluster concerned WLC ends up in different WLC. Jennifer E. Bruening and Marlene A. Dixon (2007) lead to that WLC has an undesirable and straight influence on the profession, family and life expectancy consequences.

Mark F. Peterson *et al.*, (1995) acknowledged communalism and authority detachment is contrariwise connected to character uncertainty and completely related to character surplus. Jeremy Reynolds and Lydia Aletraris (2007), exposed that WFC is related to the low level of capacity of work, while FWC has little correspondence with that of variations in occupational schedule. Jan Delhey and Georgi Dragolov (2014) explored that the absence of belief and eminence anxieties are the constructs answerable for discernment disinclined among the Europeans. Virginia Smith Major *et al.* (2002) opened up that employed periods are related to WIF &harmfully with psychosomatic suffering.

Defining WLC and QOL

WLC is well-defined by numerous authors and they are as follows. Jeffrey H. Greenhaus and Nicholas J. Beutell (1985), projected WLC as that inter-area clash that arises amongst the occupation and the family is mutually inevitable due to the appointment on one province makes the persons tougher to focus on other provinces (Stoner *et al.*, 1990). Frone (2003) termed WLC as the role burdens triggered because of the profession and family spheres which are usually inevitable in nature (Higgins, Duxbury, and Lyons, 2007). Similarly, QOL is defined by many researchers in their way. QOL is a distinct notion that repeats together the macro, micro socio-personal influencers' viz., diverse individuals' experiences, conditions, happiness, principles, and observations (Ann Bowling, *et al.* 2003). Abrams M a (1973) termed QOL as the level of gratification or dissatisfaction established by the public with diverse aspects of their lives. QOL is a valuation of the workers' diverse aspects of the life viz. temperament, the act of contentment and gratification with the occupational associations (Ed Diener, *et al.* 1999).

Research gap

As the relationship between the QOL and the WFC is already investigated by an adequate number of authors' viz., Jeffrey H. Greenhaus *et al.*, 2003; Yuk King Lau, 2009; Gaylene S. Armstrong *et al.*, 2015; and many more. All these researchers failed to introspect the study with the constructs such as influencers of the influencers of QOL and that of the WLC and also they were not investigated about this relationship amid the Vellore's leather industry laborers. So, for this purpose, this research is adopted.

Purposes of the research

The central theme of the study is to identify the association amongst the WFC and the QOL among the workers. The ancillary aim is to deliver further ideas and recommendations to improve the QOL of the study respondents.

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Constraints of this exploration

The study has restricted its respondents to married male & female employees of the leather industry aged between 20 and 60 years within Vellore. The sample size is also limited to 100. The size of the sample is enhanced, with the change in the sample region and sample setting, the interrogation ends up in dissimilar outcomes.

Research Methodology

Simple random sampling is adopted for data collection. The sample size of the investigation amounted to 100 leather workers in Vellore. Data has been collected through a self-administered and structured questionnaire specially designed for this purpose. The study has been undertaken to check the validity of the instrument taken for this study. The collected data are subjected to the Cronbach's alpha scale of reliability and validity analysis in-depth. They are further assessed using MANOVA, Correlation and multiple regression analysis. Data for the study has been collected only from those married men and women who are aged between 20 and 60 years with a least of one dependent child on the age of going to school.

Conceptual framework of this study

The factors considered for the study and the relationship between such factors have been depicted clearly in the diagram shown below. They are as follows.

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Vol-22- Issue-14-December-2019

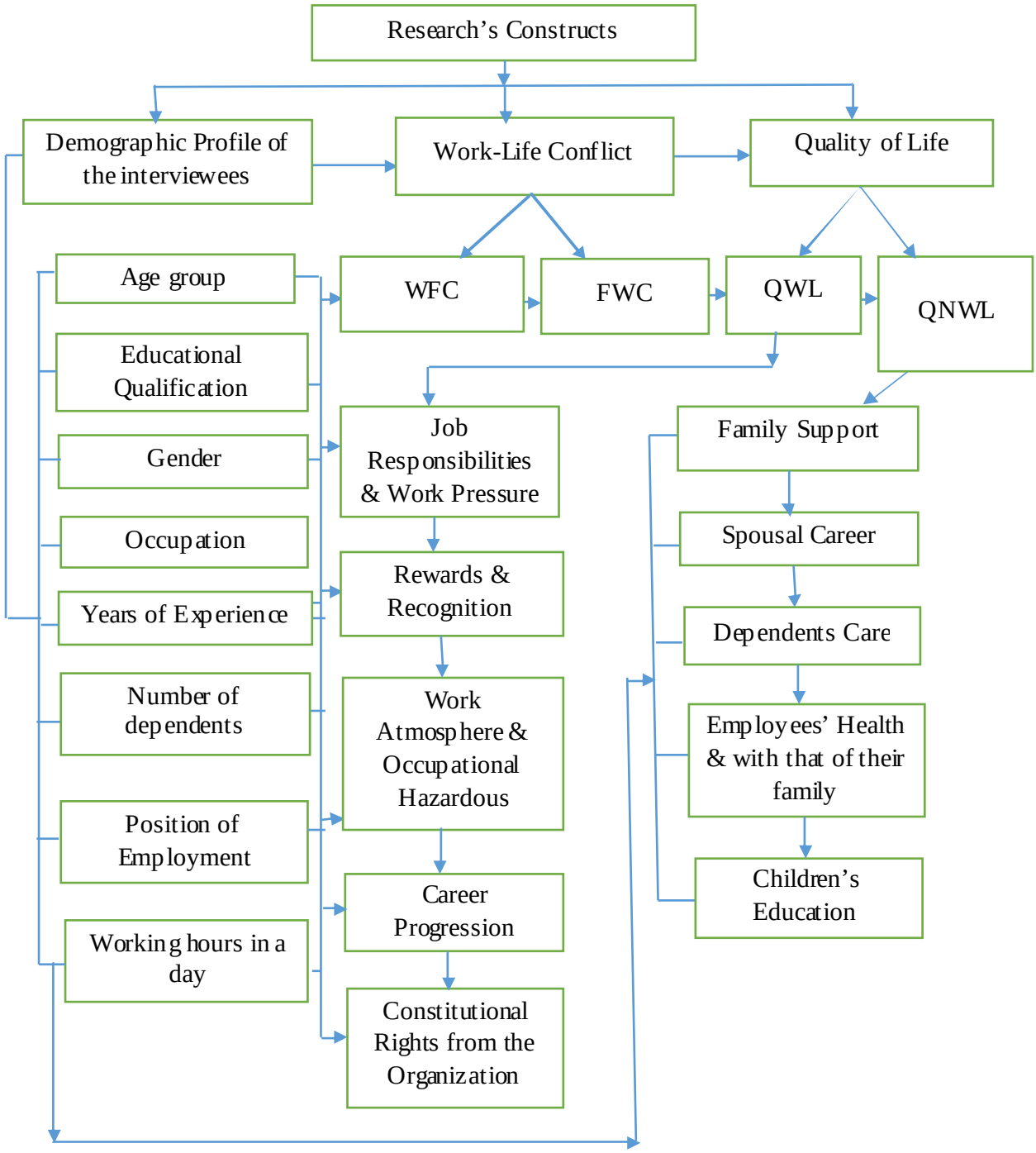


Figure 1: Conceptual framework of the study

Private profile of the individuals

The demographic profile describes the personal profile of the respondents of the study. Such a demographic profile of the respondents consists of age group, educational qualification, gender, occupation, years of experience, number of dependents, the position of employment and

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ISSN:0971-1260
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working hours in a day. The age groups of the personnel are further sub-divided into different ranges of ages such as 20 to 25, 26 to 30, 31 to 35, 36 to 40, 41 to 45, 46 to 50, 51 to 55 and 56 to 60. Educational qualification is classified into school dropout, completed tenth, completed twelfth and above twelfth. Male and female are gender classifications. Occupation includes pasting, checking, stitching, helper, trimming, bottom checker, cutting, attaching and system operations types of works associated with the leather products manufacturing companies. Up to 5, above 5-10, above 10-15 and above 15 is the divisions of years of experience. The monthly income of respondents is classified into Rs. 5,000, Rs. 5,001 to Rs. 10,000 and above Rs. 10,000. The number of dependents is divided into ranges such as 0 (No dependents), 1-2, 3-4 and above 4. The position of employment is categorized into permanent, contractual and temporary. Working hours are classified into less than 8 hours, 8 hours, above 8-10 hours, above 10-12 hours and 12 hours.

Work-life conflict (WLC)

WLC is studied from two aspects namely work-family conflict (WFC) and family-work conflict (FWC). WFC is caused due to the WIF and the FWC is caused because of FIW. This WLC level determines the level of QOL of the working professionals. The most common finding is that the WLC negatively influences the QOL of the interviewees (Robert W. Rice *et al.* 1992; Jeffrey H. Greenhaus *et al.* 2003; Yuk King Lau, 2009; Gaylene S. Armstrong, *et al.*, 2015; Hye-Young Kim and Young-Kwan Yang, 2016).

Work-Family Conflict (WFC)

In the study, the WFC is studied with ten items (seven-point scale) stating the effect of WFC on the QOL of the workers. The WIF is the main reason responsible for WFC (Michael R. Frone *et al.*, 1992 and Tammy D. Allen, *et al.* 2000 ;). Higher the WFC lower would be the QOL of the respondents considered for the study. In some cases, this work-family conflict reduces the quality of work-life alone (Michael R. Frone, *et al.* 1992).

Family Work Conflict (FWC)

As per this study, the FWC is investigated with ten items measured on a seven-point scale with those statements describing the impact of FWC on the QOL of the employees. This is caused due to the FIW. Stronger the level of FWC amid the respondents, the lesser would be the QOL of the employees working in an organization. Before studying the relationship between the WLC and the QOL, it becomes quintessential to study about the association amid these two WFC and FWC. The following hypothesis has been framed.

H_{01}: There is no significant relationship between the WFC and FWC

Quality of life (QOL)

In this study, the QOL of the leather industry workers is interrogated with sub-factors such as quality concerning the profession (QWL) and that of Non-profession (QNWL). This

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ISSN:0971-1260
Vol-22- Issue-14-December-2019

QWL is studied through five influencing factors and the QNWL is investigated using another five inducing constructs. The entire QOL construct on the instrument possesses 54 items assessed on a seven-point scale. As the main theme of the study is to discover the relationship among the WFC, FWC and the QOL, for achieving it the following hypotheses have been framed.

H_{02}: WFC has no significant link with the QOL of the leather industry workers

H_{03}: FWC has no significant association with the QOL of the leather industry employees

H_{04}: WFC, FWC, and QOL are unrelated among the population

H_{05}: There is no significant difference among the observed covariance matrices of the WFC and FWC

H_{06}: Error variance of WFC and FWC are not significantly differed across groups

H_{07}: There is no noteworthy difference amid WFC and FWC by QOL

Quality of Professional Life (QWL)

QWL in this study describes the gratification and quality an individual receives with the tasks associated with the work of the individual. Maurice Phillippe Boisvert (1977) defined QWL as the set of advantageous results of the occupation life of the individual, organization, and society. The QWL is influenced by the constructs such as occupational responsibilities and pressure at profession (JR&WP), prizes and appreciation (RR), work atmosphere and occupational hazardous (WA&OH), career progression (CP) and constitutional rights from the organization (CRFO). These all are measured in the feedback form with 29 statements on a seven-point scale.

Job Responsibilities and Work Pressure (JR&WP)

JR is to the level of work a worker has to achieve in an organization. The JR has a tough connotation with the QWL of the personnel (Anand, V.V. et al., 2018). In some cases, the generation also shows an intermediating role amid these connections (Sue Ling Lai et al., 2011). WP is the load and pressure that rises from the profession of the personnel. Such professional strain disturbs the QOL of the personnel destructively (Aloys Nyagechi Kiriago, Henry M. Bwisa, 2013; Mehdi Shariati Feizabadi *et al.*, 2012; Alireza Bolhari *et al.*, 2012;) with a significant relationship (K.P. Mani, *et al.* 2014;).It has been measured on a seven-point scale with ten items.

Rewards and Recognition (RR)

RR refers to the monetary welfares viz., salary, incentives, and other financial funds and the non-financial benefits i.e. providing coupons for healthcare, dresses for other purposes and also being recognized in the organization such as through honoring with prizes and awards,

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ISSN:0971-1260
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through assigning them some prestigious posts, a worker obtains from the organization. Through rewarding the employees, their work performance increases (Rashmi Rai, Shruthi Tripathi, 2015; Ng'ang' a, *et al.* 2013). This, in turn, induces the QWL of the workers. It has been measured with five items on a seven-point scale.

Work atmosphere and occupational hazardous (WA&OC)

WA is the environment through which the employee achieves their profession. Workers' encouraging WA results in positive QWL (Hasen Narehan et al., 2014; Mohammad Baitul Islam, 2012 ;). OH is a hazard experienced by the employees at their workplace? Higher the quality of work, the greater would be the occupational hazardous (Julian Barling *et al.* 2003). It is also measured with the aid of five items at the seven-point scale.

Career Progression (CP)

Every employees' impression is to get promoted as soon as possible and to move on to the next level in their career through promotion. If there are better chances of career progression, then there would be better QWL (Parsa, B., *et al.*, 2014; Amin, Z., 2013). It is further studied through the five items on a seven-point scale.

Constitutional privileges from the Company (CRFO)

CRFO, simple and needed constitutional rights of the workforces functioning in an association. Proper implementation of these CRFO helps the workers in the improved QWL amid the working professionals. Similar to all other influencers of QWL, this construct is also measured through five items on a seven-point scale.

Quality of Non-Work Life (QNWL)

QNWL projects the quality of every individual perceives from the areas apart from their normal professional life. QNWL is also referred to as the quality of family and social life. Family support (FS), Spousal career (SC), Dependents care (DC), Employees' health and with that of their family members (EH&FM) and Children's Education (CE) are the inducers of the QNWL of the interviewees. It has been measured with 24 items on a seven-point scale.

Family Support (FS)

When the families of the workforces are very much loyal towards them in their profession, and meeting the family and other commitments, it leads to having a better QOL on the part of the personnel. Henceforth, it could be better stated as the FS is having a constructive and momentous consequence over the QOL of the personnel (summers, J.A., *et al.*, 2005; Samuel, P.S., *et al.*, 2012). It is researched with 5 items on a seven-point scale.

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Spousal Career (SC)

SC is exemplary for the employed workforces to meet the stresses of the family and personal life easily. Through the SC, the workers' QNWL has been enhanced. When the QNWL of the employees is improved, the total QWL arises. This SC is measured using 5 items on a seven-point scale.

Dependents Care (DC)

Taking care of dependents is a huge task for every employee. Henceforth, dependents care also induces the QNWL of the employees adversely (Nigade, J.J., *et al.* 2016; Adibe, M.O., *et al.,* 2014;). DC is studied through 5 items on a seven-point scale.

Workers' health and with that of their household members (EH&FM)

Any illness in the health of the workforces and that of their family members, do not allows the employees to achieve the demands of different domains. This ultimately lowers the QOL of the working professionals (Kanwal, H &Mustafa, N., 2016;). Whereas, if employees and their family members are with proper health conditions, it results in a better quality of life (Nilgun AVCI, 2017).Such EH&FM is interrogated via 5 items on a seven-point scale.

Children's Education (CE)

Educational expenditure of the children projects a major part in stimulating the QOL of the personnel. Higher educational expenditure causes more probabilities of feeling a low QOL on the part of the employees (Hazel Melanie Ramos, *et al.*, 2015). This CE is measured through 5 items on a seven-point scale.

Data Analysis and Interpretation

Since, the goal of this investigation is to identify the link amongst the WLC & QOL, in the Pearson correlations, multiple regression and MANOVA analysis, the average of whole WFC and FWC to form WLC and the average construct of entire inducers of QOL i.e., both QWL and QNWL. In turn which contains the inducers such as JR&WP, RR, WA&OH, CP and CRFO for QWL, the factors like FS, SC, DC, EHFM, and CE for QNWL?

Reliability and Validity Analysis

The study adopted the reliability and validity analysis based on Cronbach's alpha. 0.897 is the Cronbach's alpha value for an instrument containing 75 items measured among 100 cases. Since the alpha value lies between 0.009-0.08, it is highly acceptable. Henceforth, the instrument is considered to be valid and consistent for further stages of data collection.

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Table 1: Reliability Statistics for a questionnaire consisting of 75 items among 100 cases

Factors	Scale Mean	Scale variance	Correlation	Squared Multiple correlations	Cronbach's Alpha
WFC	68.7200	12.703	.781	.694	.882
FWC	68.7020	13.246	.541	.444	.893
JR&WP	68.6360	12.995	.713	.562	.886
RR	68.8000	12.464	.642	.520	.888
WA_OH	68.7380	12.650	.592	.542	.890
CP	68.7780	12.618	.601	.543	.890
CRFO	68.6920	12.691	.614	.540	.889
FS	68.6920	12.999	.522	.557	.894
SC	68.7800	12.605	.639	.607	.888
DC	68.7380	12.753	.636	.528	.888
EHFM	68.7500	12.807	.552	.581	.893
CE	68.7320	12.644	.6903	.483	.890

Source: Primary data

Reliability statistics for the study factors are described here. Firstly among WLC constructs, WFC has an alpha value of .882 coefficients and FWC has an alpha score of .893 coefficients. As far as the QOL is considered, initially taking into the QWL, the influencing factors of such QWL include JR&WP with .886 coefficients, RR around .888 coefficients, WA&OH consists of .888 coefficients, CP contains .890 coefficients and the CRFO possess 889 coefficients. Taking into account the inducers of the QNWL, FS has .894 coefficients, SC has .888 coefficients, DC contains .888 coefficients, EHFM has .893 coefficients and CE has .890 coefficients. As the Cronbach's alpha for all the study factors lies between the .009-.008, which is an acceptable reliability value, the questionnaire is considered to be highly valid and could be further adopted for the study.

Table 2: Mean &SD among the study constructs

Constructs	Mean	S.D.
WLC		
WFC	6.2580	.39394
FWC	6.2760	.41442
QOL		
QWL		
JR&WP	6.3420	.37286
RR	6.1780	.51239
WA&OH	6.2400	.50851
CP	6.2000	.50931
CRFO	6.2860	.48514

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ISSN:0971-1260
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QNWL		
FS	6.2860	.48347
SC	6.1980	.48700
DC	6.2400	.45925
EH&FM	6.2280	.50374
CE	6.2460	.50200

Source: Primary data

Mean & S.D. of the study constructs are described here. Among WLC constructs, the FWC has a high mean score of 6.2760 and WFC has 6.2580. Considering the QOL constructs, and taking the QWL factor into account, JR&WP has 6.3420 mean, then CRFO has 6.2860 mean score, WA&OH possess 6.2400 mean values, CP consists of 6.2000 mean and RR has 6.1780 mean value. As far as the QNWL is considered, FS has a greater mean of 6.2860, CE has 6.2460 mean, DC contains 6.2400 mean value, EH&FM has 6.2280 mean and SC has the least mean of 6.1980.

Table 3: Regularity dissemination of private profile among the workers

Personal constructs	Regularity	Percentage
Age of the respondents		
20-25	8	8%
26-30	36	36%
31-35	22	22%
36-40	10	10%
41-45	14	14%
46-50	6	6%
51-55	3	3%
56-60	1	1%
Educational Qualification		
School dropout	36	36%
Completed Tenth	41	41%
Completed Twelfth	19	19%
Above Twelfth	4	4%
Gender		
Male	50	50%
Female	50	50%
Occupation/Job description		
Pasting	7	7%
Checking	16	16%
Stitching	45	45%
Helper	10	10%

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ISSN:0971-1260
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Trimming	10	10%
Bottom Checker	5	5%
Cutting	3	3%
Attaching	3	3%
System	1	1%
Years of Experience (in years)		
Up to 5	42	42%
Above 5-10	43	43%
Above 10-15	12	12%
Above 15	3	3%
Monthly Revenue		
Rs.5,000	21	21%
Rs.5,001 – Rs.10,000	71	71%
Above Rs.10,000	8	8%
Number of dependents		
No dependents	3	3%
1-2 dependents	6	6%
3-4 dependents	68	68%
Above 4 dependents	23	23%
Position of employment		
Permanent	67	67%
Contractual	10	10%
Temporary	23	23%
Working hours in a day		
Less than 8 hours	1	1%
Up to 8 hours	99	99%

Source: Primary data

The frequency distribution of the personal profile among the respondents is discussed here. Considering the age group, 8 employees are aged between 20-25 years, 36 workforces are aged within 26-30 years, 22 interviewees are aged 31-35 years, 10 respondents are aged 36-40 years, 14 workers are aged between 41-45 years, and 6 employees are aged from 46-50 years. 3 workers are aged 51-55 years and 1 employee is aged 56-60 years. Taking the education of the workers, 36 employees are school dropout, 41 workers are completed Tenth, 19 interviewees had completed Twelfth and 4 respondents reported that they are qualified above the Twelfth standard. Considering the gender of the workers, 50 of them were male and the remaining 50 were female respondents. As far as the occupation/ job description of the workers are considered, 7 employees reported that they are performing pasting task, 16 workers stated that they are doing checking tasks on the profession and 45 employees i.e., the majority of them are involved in stitching profession. 10 workers each are performing helper and trimming jobs. 5 respondents are

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operating as a bottom checker. 3 respondents each were performing the cutting and attaching tasks. 1 employee reported the profession as a system admin. Years of experience among workers were considered, 42 workforces are experienced Up to 5 years, 43 employees are experienced from above 5-10 years, 12 interviewees stated that they are working for above 10-15 years and the remaining 3 personnel possess experience of higher than 15 years. Considering the monthly income of the workers, 21 employees are earning regular payments of up to Rs.5, 000. 71workforces are receiving the monthly salary from Rs. 5,001-Rs.10, 000 and 8 interviewees are earning the regular revenue of greater than Rs. 10,000. Numbers of dependents are concerned, 3 labors stated that they do not have any dependents, 6 employees described that they possess 1-2 dependents, 68 respondents explored that they have 3-4 dependents and 23 of them are having more than 4 dependents. Taking into account, the position of employment, 67 employees are permanent, 10 workers are contractual and 23 workers are in a temporary position on their job. As far as the working hours of the workers are considered, 1 employee stated that he works for less than 8 hours a day and 99 workers reported that they work for 8 hours a day.

Table 4: Pearson Correlation among WFC, FWC, and QOL

Study factors	WFC	FWC	QOL
WFC	1	.624**	.757**
		.000	.000
FWC	.624	1	.518
	.000		.000
QOL	.757**	.518**	1
	.000	.000	

Source: Primary data

Note: ** Correlation is significant at the 0.01 level (2-tailed).

H_{01}: There is no noteworthy relationship between WFC and FWC.

Pearson Correlation among the study constructs such as WFC, FWC, and QOL is discussed here. WFC has a moderate and positive correlation around .624 coefficients. Since p-value, .000 is lower than .01, the null hypothesis is rejected and it has been stated that WFC has a noteworthy connection with the FWC at a 1% level of significance.

H_{02}: WFC has no significant link with the QOL of the leather industry workers.

WFC is strong and positively associated with the QOL of the respondents at .757 coefficients. P-value, .000 is lesser as compared to .01 the null hypothesis has been disallowed and it has been inferred that WFC has a significant link with the QOL of the leather industry workers at a 1% level of significance.

H_{03}: FWC has no significant association with the QOL of the leather industry employees.

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ISSN:0971-1260
Vol-22- Issue-14-December-2019

FWC has a moderate and optimistic connection with the QOL at .518 coefficients. P-value lesser than .01, the null hypothesis is disallowed and it has been emphasized that FWC has a momentous association with the QOL of the leather industry employees at a 1% level of significance.

Table 5: Multiple Regression among the WFC, FWC, and QOL of the respondents

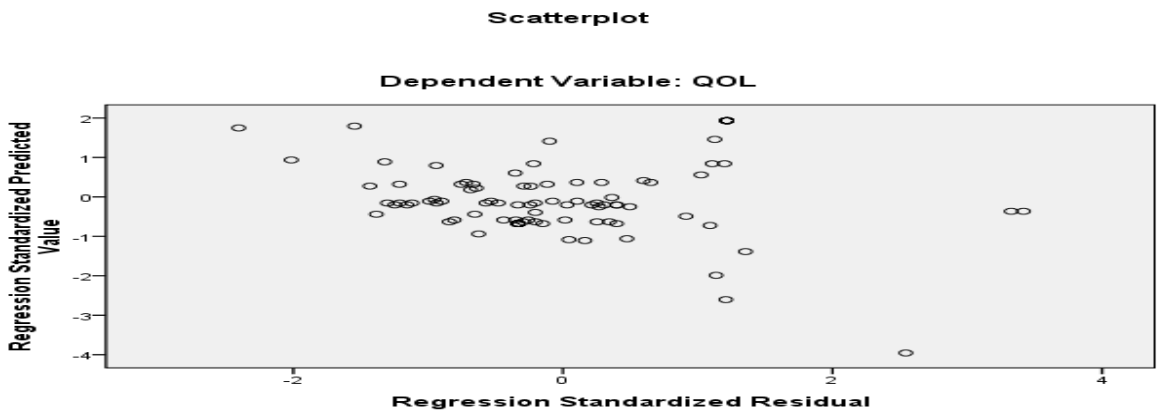
Constructs	Unstandardized Coefficients (B)	Standard Error of B	B	t	P
QOL (Constant)	2.108	.380		5.547	.000
WFC [X1]	.602	.071	.712	8.418	.000
FWC [X2]	.059	.068	.073	.868	.388

Source: Primary data

In the above multiple regression analysis as projected in Table 5, the dependent constructs are QOL, while the independent factors are WFC and FWC. Since the multiple regression R-value is .760, it scrutinizes the affiliation amid the actual and the anticipated values of the QOL. Such coefficient value specifies that stronger and positive correlation arises amongst the QOL and that of the WFC and FWC. The R square value is .577 i.e., 57.7%. Therefore, the multiple regression equation would be

$$\mathbf{Y = 2.108 + .602X1 + .059X2}$$

As per the above equation, .602 coefficients of X1 indicate a positive relationship i.e., the QOL rises for every downfall in the WFC at 60.2% and it is significant at a 1% level. Similarly, the X2 has .059 coefficients indicating that QOL rises for every reduction in the FWC at 59% and it is insignificant at a 5% level of significance. Considering the standardized coefficients, WFC is the highly influencing factor of QOL at .712 coefficients, while FWC is the next inducing construct of the FWC as it has .073 coefficients. It is because, since the workers spend most of their time at the office they could not concentrate on the family, Henceforth, as a result, this WFC induces the QOL of the workers.



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ISSN:0971-1260
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Table 5: KMO and Bartlett's Test for testing that the WFC and FWC are related to the QOL

KMO measure		.671
Bartlett's Test of Sphericity	▪	131.573
	P	.000**

Source: Primary data

** significant at 1% level

H_{04}: WFC, FWC, and QOL are unrelated among the population

The KMO test i.e., Kaiser-Meyer-Olkin is a statistical measure which indicates that the amount of difference among the constructs caused because of the underlying variables. As the KMO value, .671 which is higher than 0.50 describes that the factor analysis is helpful for the data. As the p, .000 is lesser than .01, the null hypothesis is disallowed at a 1% level of significance. Henceforth, it has been stated, the study factors namely WFC, FWC, and QOL are associated with the population (factor analysis) and it is useful with our data.

Multivariate Analysis of Variance (MANOVA) for the study factors

Table 6: Tables showing Multi-variate tests

Factors	Sum of Squares	Mean Square	R square	Adjusted R square
WFC	13.528	.294	.881	.777
FWC	14.787	.321	.870	.757

Source: Primary data

The above table describes that the R square value of WFC is .881 coefficients and the adjusted R square is .777 as it lies greater than 0.7, it has been accepted for the further investigation process. While, the R square value of FWC is .870 coefficients and the adjusted R square is .757 coefficients and since it also lies within the 0.7 value, it is also considered to be reliable for further part of analyzing the data.

H_{05}: There is no significant difference among the observed covariance matrices of the WFC and FWC

Table 7: Box's M test of Equality of Co-Variance Matrices

Box's M	F	d1	d2	Sig.
46.663	1.494	21	747.097	.072

Source: Primary data

The MANOVA was conducted on WFC and FWC on QOL. The above table projects the Box's M test of Equality of Co-variance matrices. P-value .072 is bigger than 0.05, the null hypothesis is allowed at 5% level. Therefore, it has been concluded that there is no noteworthy

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ISSN:0971-1260
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difference among observed covariance matrices of the WFC and FWC at a 5% level of significance.

H_{06}: Error variance of WFC and FWC are not significantly differed across groups

Table 8: Levene's Test of Equality of Error Variances

Study factors	F	df1	df2	Sig.
WFC	1.954	46	53	.010**
FWC	1.865	46	53	.015*

Source: Primary data
** Significance at 1% level
* Significance at 5% level

The above table 7 clearly describes the Levene's Test of Equality of Error Variances. As the p-value of WFC i.e., .010 is lesser than .01, the null hypothesis is rejected. Henceforth, it has been highlighted that the error variance of WFC significantly differs across groups at a 1% level of significance. P-value .015 of WFC is lesser than 0.05, the null hypothesis is disallowed at 5% level and it has been inferred that the error variance of FWC significantly differs across groups.

H_{07}: There is no significant difference between WFC and FWC by QOL

Table 9: ANOVAs on WFC and FWC by QOL

Study factors	*F*	df	Sig.	Eta	Observed Power	QOL	
						M	SD
WFC	8.490	46	.000**	.881	1.000	6.2580	.39394
FWC	7.692	46	.000	.870	1.000	6.2760	.41442

Source: Primary data
** Significance at 1% level

The above table 8 projects the ANOVAs on WFC and FWC by QOL. This table describes the relationship between the WFC and FWC by QOL among the leather industry workers. WFC and FWC have a significant relationship with the QOL of the respondents at a 1% level of significance. It has been found that FWC has greater scores i.e., the mean score of 6.2760 than the WFC (6.2580 means) in inducing the QOL of the workers.

As the p values of WFC and FWC .000 each are lesser than 0.01, the null hypothesis is disallowed at 1% level and, has been concluded that MANOVA explored concurrent differences on WFC by QOL F (46, .294) = 8.490, p<..01(eta=.881, power=1.00). It also discovered significant differences on FWC by QOL F (46, .321) = 7.692, p<.01(eta=.870, power=1.00).

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ISSN:0971-1260
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Findings and recommendations

The study has found that WFC and FWC are significantly associated with the QOL of the workers. Among these two types of conflicts, it has been discovered that WFC has been considered as the major inducing factor of the QOL among the leather industry workers. Henceforth, it has been identified that the WF and FW conflicts are the sole factors responsible for the poor QOL of the employees. Therefore, it is the responsibility of the organization, family members and the government to reduce the conflict of the workers.

The organization should ensure that the employees are working in the organization properly without any conflict. WFC could be eradicated through allotting proper and reasonable working schedules to their employees as per the industry standards. The company management should provide proper wages to their workers on stipulated time without exploiting them. While, the FWC of the workers i.e., in case of those employees who were having more dependents including young children and elderly parents, the organization should provide better financial and non-monetary benefits such as Medical Bill Reimbursement, Children Education Allowance and free medical facilities which are not in practice in most of the leather product manufacturing firms, should be implemented for the betterment of their lives. In addition to the organization, it is also the responsibility of the family members i.e., the dependents of the employees to extend their support to reduce the FW conflict. All the family dependents of the workers could achieve those small needs and requirements by themselves without disturbing the respondents. By doing so, the FWC of the working professionals reduces to a certain extent. As the leather industry involves the usage of dangerous machinery and chemicals, the employees are easily borne to the occupational hazards of the organization, which ultimately affects the QOL of the employees. Henceforth, government should ensure that company strictly adhere to the rules and regulations of the government as stipulated by the Acts such as Factories Act, 1948; Industrial Employment (Standing Orders) Act, 1946; Industrial disputes Act, 1947; Payment of Bonus Act, 1965 and Payment of Gratuity Act, 1972 via proper inspections at regular intervals.

Through these above measures, the WF and FW conflict of the workers reduces and this in turn results in the enhancement of the QOL of the workers. This rise in the QOL of the workers improves their standard of living and through the improved living standard, their purchasing power goes up. As a result, the consumption of the goods and services arises and this paves way for the rises the production of the goods as per the demands for it. This economic activity easily leads to the greater economic growth of the nation.

Acknowledgments:

We thank the Indian Council of Social Science Research (ICSSR) for funding every stage of this research work.

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