

A Study on Work Life Balance of Construction Workers in Wayanad District

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ABSTRACT

Work-life balance is an idea that focuses on the need to manage work obligations in relation to personal life to promote well-being. This philosophy is based on the belief that employees are important assets to an organization, worthy of respect, dignity, and the chance to contribute meaningfully. The research delves into the factors affecting work-life balance in construction workers in Wayanad District. Through exploratory factor analysis, the study finds determinants that influence the work-life balance of construction workers such as job environment, pay, opportunities for personal development, and employment security. Regression analysis also identifies that these determinants, especially pay, job environment, and employment security, positively influence the job satisfaction and work-life balance of construction workers. The research indicates that satisfying workers' needs by enhancing remuneration packages, a favorable work environment, and personal development opportunities can contribute extensively to their work-life balance. It is imperative for the construction sector of Wayanad to strive towards establishing a good work-to-personal life balance in order to enhance job satisfaction and productivity.

KEY WORDS: Work-Life Balance, Construction Workers, Job Satisfaction, Wayanad District, Quality of Work Life.

INTRODUCTION

Work-life balance is a philosophy focused on the welfare of employees through ensuring a harmonious blending of work and individual life. It is based on the premise that individuals are the most important asset in an organization with the responsibility, credibility, and capability to make meaningful contributions. These people ought to be treated with respect and decency, and their work-life experience ought to consider aspects such as nature of work, physical and social work setting, organizational systems, and work/personal life balance. Work-life balance is not merely a matter of time management; it is also about creating an environment that supports people to engage directly in decision-making, solve problems together, and work along with the management and co-workers to enhance job satisfaction and productivity. The construction sector, as well as others, is also rapidly modernizing and developing, particularly in areas such as Wayanad District. The industry has experienced rapid growth as a result of urbanization and enhanced infrastructure development, resulting in several employment opportunities. Nevertheless, the construction labor force, which is largely unorganized, tends to be exploited and suffers from substandard working conditions, lacking proper job security and work-life balance. Such workers, most of whom are from rural areas or neighboring towns, are usually forced to engage in physically demanding, poorly paid jobs that involve long working hours, leaving them with little time for leisure activities or family responsibilities.

Despite their critical role in the sector, construction workers are among the most vulnerable groups, dealing with precarious employment conditions and limited benefits. As the demand for urban construction increases, so does the influx of workers to urban centers, making them susceptible to exploitation in the form of low wages and harsh working conditions. With the growing pressure to meet project deadlines and work longer hours, construction workers are often left with limited opportunities to strike a balance between their work and personal life. In light of this, the present study seeks to examine the work-life balance of construction workers in Wayanad District. The research aims to explore the challenges these workers face in balancing their professional responsibilities with personal and family life, and how factors such as job satisfaction, work environment, and salary impact their overall work-life balance. This study will provide insights into the critical need for improved working conditions and policies to promote a healthier work-life balance for construction workers in this region.

METHODOLOGY

Wayanad District has been purposively selected for the present study due to its expanding construction sector and significant number of workers employed in this industry. A total of 300 construction workers from various construction sites across the district were chosen using a random sampling technique. Data was collected through a pre-tested and structured questionnaire, with the data pertaining to the year 2025. The survey aimed to assess the work-life balance of construction workers in the region, focusing on their socio-economic background, work conditions, and job satisfaction.

To analyze the socio-economic profile of the construction workers, frequency and percentage analyses were conducted. This step provided insights into key demographic variables such as age, gender, education level, family structure, and employment status. In order to identify the main factors affecting the work-life balance of construction workers, exploratory factor analysis (EFA) was utilized. This technique helped determine the critical elements that influence their ability to balance work responsibilities with personal and family life.

Further, to assess the impact of these factors on job satisfaction and overall work-life balance, multiple linear regression analysis was applied. This statistical approach allowed for an understanding of how various factors such as work environment, salary, job security, and opportunities for personal growth positively or negatively influence the workers' job satisfaction and their ability to manage work-life balance. By applying these methods, the study aims to provide valuable insights into the work-life balance of construction workers in Wayanad District and propose recommendations for improving their working conditions and personal well-being.

RESULTS AND DISCUSSION

Socio-Economic Profile of Workers

The socio-economic profile of construction workers in Wayanad District was analyzed, and the key findings are summarized as follows: 57.50% of the workers are male, and 42.50% are female. In terms of age, 47.33% are between 31-40 years, 35.67% are in the 21-30 years group, and 17.00% are 41-50 years old. Regarding education, 45.67% are illiterate, 36.50% have completed secondary education, and 11.33% have higher secondary education. Additionally, 61.00% of the workers are married, while 39.00% are unmarried.

Discussion

The majority of workers are middle-aged and male, with a significant portion having limited education. This could affect their awareness of rights and opportunities for career growth. The high number of married workers highlights the importance of family responsibilities, which may complicate their ability to achieve work-life balance, especially in a labor-intensive sector with long working hours. These factors underscore the need for improved policies to support a better work-life balance for construction workers in Wayanad.

Table 1: Socio-Economic Profile of Workers

Socio-Economic Profile	Frequency	Percentage
Gender		
Male	167	55.67
Female	133	44.33
Age Group		
21-30 years	110	36.67
31-40 years	136	45.33
41-50 years	54	18.00
Educational Qualification		
Illiterate	129	43.00
Secondary	114	38.00
Higher Secondary	38	12.67
Under Graduation	19	6.33
Marital Status		
Married	191	63.67
Unmarried	109	36.33

Table 2: Factors Affecting Workers' Quality of Work Life in Construction Industry

Factor	Item	Rotated Factor Loadings	Eigen Value	% of Variation	Factor Name
I	My workplace has healthy environment	0.73	1.93	20.17	Work Environment
	My working conditions have risk of injuries	-0.69			
	The working condition of my working place is conducive	0.71			
	The work environment places great emphasis on safety of workers	0.72			
	Workers are provided with proper working facilities	-0.65			
	It is easy to get materials for efficient working	0.70			
II	I am getting sufficient salary from the work	0.69	1.65	16.92	Salary
	I will continue in the present work regardless of pay	-0.62			
	I feel happy with my chances for salary increment	0.65			
	I am under compensated in my work	0.61			
III	The use of new methods is encouraged	-0.70	1.39	12.56	Personal Growth
	Opportunities are there to learn new techniques	0.66			
	Work done in efficient ways receives appreciation	-0.73			
	It facilitates the self improvement of the workers	0.72			
IV	My job has become more interesting	0.64	1.14	10.45	Job Security
	The work is well organized	0.61			
	It provides job security	0.71			

	Cumulative % of Variation	-	-	60.10	-
	Cronbach's Alpha	-	-	-	0.85

Extraction Method:

Using Principal Component Analysis (PCA) with Varimax rotation and Kaiser Normalization, the study found that six out of 17 variables had high, tightly grouped loadings on Factor I. This suggests that these variables are closely related and significantly impact the work-life balance of construction workers in Wayanad District.

This factor includes the following variables:

- My workplace has a healthy environment (0.73)
- My working conditions involve a risk of injuries (-0.69)
- The working conditions at my workplace are conducive (0.71)
- The work environment emphasizes the safety of workers (0.72)
- Workers are provided with proper working facilities (-0.65)
- It is easy to obtain materials for efficient work (0.70)

Hence, this factor is named as "Work Environment".

Factor II is comprised of the following variables:

- I am receiving a sufficient salary for my work (0.69)
- I will continue in my current job regardless of the pay (-0.62)
- I am satisfied with my opportunities for a salary increment (0.65)
- I feel under-compensated in my work (0.61)

These variables are grouped under the factor named "Salary."

Factor III consists of the following variables:

- The use of new methods is encouraged (-0.70)
- Opportunities are available to learn new techniques (0.66)
- Work done efficiently is appreciated (-0.73)
- It supports the self-improvement of workers (0.72)

These variables are categorized under the factor named "Personal Growth."

Factor IV includes the following variables:

- My job has become more interesting (0.64)
- The work is well organized (0.61)
- It provides job security (0.71)

This factor is labeled as "Job Security."

The Cronbach's Alpha for the scale was 0.85, indicating good internal consistency across the measures. It can be concluded that the key factors influencing the quality of work life for construction workers are work environment, salary, personal growth, and job security.

Impact of Factors Affecting Work-Life Balance on Job Satisfaction

In order to analyze the effect of work-life balance factors on job satisfaction, multiple linear regression analysis was conducted, and the findings are displayed in Table 3. The work environment, salary, personal growth, and

job security, which are the factors influencing work-life balance, were utilized as independent variables, while job satisfaction served as the dependent variable.

Table 3: Impact of Factors Affecting Quality of Work Life of Workers on Job Satisfaction

Factors Affecting Quality of Work Life	Regression Co-efficients	t-Value	Sig.
Intercept	1.142**	3.985	.000
Work Environment (X1)	.461**	3.793	.000
Salary (X2)	.484**	3.916	.000
Personal Growth (X3)	.416**	3.528	.001
Job Security (X4)	.459**	3.610	.000
R ²	0.67	-	-
Adjusted R ²	0.65	-	-
F	11.592	-	0.00
N	300	-	-

Note: ** Significance at one per cent level

The results reveal that the coefficient of multiple determination (R^2) is 0.67, and the adjusted R^2 is 0.65, suggesting that the regression model is a good fit. This indicates that approximately 65% of the variation in the dependent variable (Job Satisfaction) is explained by the independent variables (Factors Affecting Work-Life Balance). The F-value of 11.592 is statistically significant at the 1% level, confirming the model's significance.

The findings show that salary, work environment, job security, and personal growth all have a positive impact on the job satisfaction of construction workers in Wayanad District, with significance at the 1% level. Therefore, the null hypothesis that there is no significant impact of factors affecting work-life balance on job satisfaction is rejected.

CONCLUSION

This study highlights that the majority of construction workers in Wayanad District are male, with most falling within the 31-40 age range. A large portion of workers are illiterate, and many are married. The exploratory factor analysis identified key factors influencing work-life balance, including work environment, salary, personal growth, and job security. The regression analysis shows that these factors positively impact the job satisfaction of workers in the construction industry.

Improving the work-life balance of the workers in the construction sector is important, and the industry needs to make provisions to meet the primary needs of the workers at the workplace. Offering decent wages, correlating the pay with performance, and facilitating professional growth will not just incite the workers but also enhance the satisfaction level at work. Moreover, creating a caring and grievance-reducing atmosphere will increase the efficiency at work and wellness, leading to an enhanced quality of life for Wayanad District's construction workers.

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