

## **A STUDY TO MEASURE THE INTRUSION OF PERSONAL LIFE INTO WORK AMONG THE WOMEN WORKERS OF THE GOTA INDUSTRY IN AJMER, RAJASTHAN**

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### **ABSTRACT**

*The study discusses the relation of personal factors and work-life among the Gota industry workers in Ajmer. The majority of Gota industry work is home-driven. When a person works from home, they face different challenges like an uncertain environment, trust, response rate, and personal factors like the number of children, elders, marital status, income, education, etc. Among the personal factors are such factors that should be solved because they are the major contributor to the deviation from the work. If the worker comes to another place to work, these factors move with it and they don't allow it to work up to its full potential. In India, females are more prone to personal factors as they take personal responsibilities of families. In the Gota industry, the majority of the workforce consists of females and this fact made the study necessary to measure the fact. The study was carried in different parts of Ajmer city. It is a cross-sectional study where a self-administered questionnaire is used to collect the primary data. The study found a statistically proved significant relationship between personal factors and work-life.*

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**Keywords:** Challenges, Gota, Industry, Personal Factors, Work-Life.

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### **Introduction**

In India, Sixty percent of the garment workforce is female (Kane 2015). The percentage varies from region to region. In Rajasthan, according to the researcher's experience and data collection, the Gota industry's major part of the workforce (80%) is female. The females have mainly married women who migrated from their village to the city after marriage. The jobs are their first employment opportunity and they face many adversities due to lack of knowledge, lack of experience, lack of training, and intrusion of personal life factors that make things worse for them. The presence of family matters increases in their life when they have children and other responsibilities. Family care, children's schooling, and other responsibilities increase gradually. As the number of women participants in the formal sector is increasing, effort should be made to improve the informal sector also. It will help the economy to rise significantly. The researcher wants to measure the intrusion of personal life into their work. The sector is highly unorganized, informal, and has a good presence of home-based work. Any country will not reach its full potential by ignoring women's participation in economic activities as a formal workforce. The informal and unorganized workforce has many challenges. Governments need to organize training programs, improve their working conditions, address vulnerabilities, prevent abuses, and provide them all the necessary facilities to enhance their standard of living. This will improve their productivity.

### **The Industry Background**

In Ajmer, more than 500 families are connected with Gota clusters activities. The main Gotta clusters in Ajmer are Ramsar Cluster, Sarwar Cluster, and Bhinay Cluster, etc. These clusters are about 85 years old mainly located at Foy Sagar Road, Gotta Colony, Nagfani, Kundan Nagar, DholaBhata, Lakhankotri, DhanMandl in Ajmer. The Clusters means specialized service providers, suppliers that

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compete and corporate with each other in a specific geographic area. They manage the various types of base fabric like georgette, chiffon in solid dyed, block printed, tie, dye fabric, a band of metallic ribbon, etc. The presence helps to carry out the work in other districts like Kota, Bikaner, Udaipur, and Jaipur, etc. The cottage industry has a glorious past of making Gota lace from Golden and Silver foil threads to the present day using metallic yarn which is the cheapest yarn of all times. 20% of the Gota lace units consist of wooden looms run by domestic electricity. The produced Gota lace is mainly used on bridal and festival wear. The laces consist of golden, silver, and multicolor. In earlier times before 1960 copper and aluminum, wire thread was used for embroidery but now plastic thread drawn from lacquered plastic sheets is being used. The weavers worked on a job work basis. Kiran machines and wooden looms are the largest equipment used to make Gota lace. The industry has a presence of high-speed needles. It has yarn-slitting units to produce the raw material. The traders exploit them as they don't have any choice and no choice to be outside Ajmer because of family responsibilities. The District Industries Centre (DIC), Rajasthan Financial Corporation (RFC), Rajasthan State Industrial Development & Investment Corporation (RIICO), Rajasthan Khadi & Village Industries board are present in Ajmer but they are not effective in providing training, enhancing working conditions, and providing financing facilities because of lack of policies, lack of infrastructure, lack of knowledge of workers about the procedures, and defaulter background of for fathers of the workers with the financial institutes.

### Objectives

- To study the various challenges faced by Gota industry workers
- To assess the intrusion of personal life into work among the women workers of the Gota industry.

### Review

The Gota Patti work is carried as a household activity by groups under the guidance of senior craftsmen. They face intense competition due to low margins. Personal factors are related to the background of an individual. They include the health condition, family background, demographic details, experience, and other details which can affect positively or negatively each individual (Grotkamp, et al., 2012; WHO, 2001, p. 11). Gota Patti workers have different responsibilities other than work such as housework, children, spouse, and elderly parent care, etc. Family responsibilities are the main hindrance for them to work. It causes stress on the individuals and even leads to the expulsion from the work. It brings work-life conflict. No relief services are provided to them. High female labor participation in the industry, single-parent families, dual-earning concepts, etc. make things even worse. Demand for the care of the aging population is increasing. Organizations are demanding devoted qualified workers to meet the competition among clusters. Compensation is directly related to the commitment. A committed employee will eliminate all the factors hindrance to the work. The factors may be financial, personal, or related to any cause (Silaban & Syah, 2018). A study on the nurse's commitment to the work found that nurses are more committed to the work if they are satisfied with personal life. Their productivity and service quality improve if there is no interference of personal factors at work-life. A good income as per industry standard satisfied them and eliminate the chance of personal factors as with the increased income they can arrange better resources for the dependents (Diana, et al., 2020).

### Analysis and Discussion

To analyze the issue, the researcher collected the primary information through a questionnaire. SPSS software was used for the analysis. The study used various demographic variables as personal factors. These were age, marital status, number of children, elderly parents, and education of the respondents are the variables used to measure the personal factor. To measure the impact of these variables on work-life, the study adopted a scale from the Mathew & Natarajan (2010) study. All participants were female who voluntarily participated in the study. One hundred females were selected from the three clusters in Ajmer. The study has 10% level of significance, and at a 10% level of significance, 100 is the maximum sample size required when the total number of population is unknown but not infinite (Glenn, 2009; Cochran, 1963). The reliability and validity of the scale were measured through Cronbach's alpha and factor analysis. The Cronbach alpha value for the instrument was 0.848. A value above 0.7 in social science is acceptable (Bonett & Wright, 2014). In factor analysis, the Kaiser-Meyer-Olkin and Bartlett test of sphericity measures were tested by the researcher. The KMO value for the study was 0.800 and the Bartlett test of sphericity was 0.000. The KMO values above 0.5 indicate that factor analysis may give valid results and the smaller the value of the Bartlett test of sphericity better the data is (Hadi et al, 2016). All the factors were loaded on only 2 components and major loading was on the 1<sup>st</sup> component. It states that the scale represents a single theme and suitable for the analysis.

In demographic variables, the majority of respondents were married, had two or three children in the family. The majority of the respondents had elderly parents in the family. The majority of the respondents were not educated and had ages above 35 years. The mean of all the responses of the items of the instrument was below 3. The mean clearly states the intrusion of the personal factor in the work-life, because the instrument was based on a five-point Likert scale where 1 value was mentioned as strongly agreed. The cause and effect of the relationship between the variables can be measured through regression analysis (Yang, Q. (2017).

### Results of Regression Analysis

**Table 1: Model Summary**

Model Summary			
R	R Square	Adjusted R Square	Std. Error of the Estimate
.380a	0.145	0.088	6.558
Predictors: (Constant), Age, Income, Elder_parents, Number_of_Children, Education, Marital_status			

Table 1 above shows the value of the impact of personal factors on work-life. The R square value (0.145) means that the mentioned personal factors account for 14.5% of the variations in the work-life variable.

**Table 2: ANOVA**

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	662.293	6	110.382	2.567	.024
	Residual	3913.666	91	43.007		
	Total	4575.959	97			
Dependent Variable: SUM						
Predictors: (Constant), Age, Income, Elder_parents, Number_of_Children, Education, Marital_status						

Table 2 above shows the Analysis of variance (ANOVA). The study level of significance is 0.10. The significant value in the above table is 0.024. The value is less than 0.10, hence the personal factors have significant statistically proven relation with work-life.

**Table 3: Regression Coefficients**

Coefficients					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.552	5.1		0.893	0.374
Age	2.002	1.539	0.146	1.301	0.197
Income	3.948	1.553	0.289	2.541	0.013
Elder_parents	0.249	0.582	0.042	0.428	0.67
Number of children	0.585	0.884	0.068	0.662	0.51
Education	1.616	0.759	0.22	2.13	0.036
Marital_status	-0.08	0.73	-0.011	-0.11	0.913
Dependent Variable: SUM					

Table 3 above shows the beta coefficient values. The beta coefficients values are ( = 0.146, 0.289, 0.042, 0.068, 0.22, and -0.011 for Age, Income, Elder parents, Number of children, Education, and Marital status respectively). Only two significant values are smaller than the study significant value (0.10), there are 0.013 and 0.036 representing Income and Education. It means that the contribution made by the Income and Education variable is significant. Income and education are responsible for 28.9% and 22% in work-life respectively.

### Conclusion

The study found that the problem of intrusion of personal factors in work-life exists among the Gota industry workers in Ajmer. The personal factors (Age, Income, Elder parents, Number of Children, Education, and Marital status) adopted in the study had a significant relation with work-life. Their amount of contribution to all factors was big in numbers but income and education had food contribution in work-life. The study results in sync with the studies like (Diana, et al., 2020; Silaban & Syah, 2018). Both the studies found that the income and education of the employees help it to manage all kinds of factors like

financial, personal or any other. It means that if training is provided to the workers their work-life may have a good balance with the personal factors. A good education will make them aware of the solution to the problem. If their income is increased then it will help them to make the balance between the personal factors and work-life. As the majority of the respondents had children so a daycare facility for children will ease the extra pressure from them. It is found by the study that most of the respondents are financially backward and can't get finance facilities from the banks as their ancestors were declared defaulters. So, there is a need for the government to make an exclusive policy for these types of workers. Their financial inclusion is necessary and their personal life will be better.

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### Annexure

#### Demographic Details

1. Age
  1. 15-25 years
  2. 25-35 years
  3. 35-45 years
  4. 45-55 years
  5. Above 55 years
2. Marital Status
  1. Married
  2. Unmarried
3. Number of children
  1. 1
  2. 2
  3. 3
  4. 4
  5. Above 4

## 4. Elderly parents (above 65 years) in the family

1. Yes
2. No

## 5. Education

1. Not educated
2. 12th
3. Graduate
4. Postgraduate
5. Other

## 6. Income

1. Below 1 lakh
2. 1-2 lakh
3. 2-3 lakh
4. 3-4 lakh
5. Above 4 lakh

**Study Scale adopted from (Mathew & Natarajan, 2010) measured on a five-point Likert scale.**

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree

1. I cannot concentrate on my work due to the dependent care issues at home.
2. Due to the role overload at home, I am physically tired to discharge my work responsibilities.
3. The stress originating from my personal/family life makes me unable to concentrate on my work.
4. Many times I have to postpone things at work due to demands on my time at home.
5. I could have concentrated more on my work If I were free from the family burden.
6. I find it too tiring to perform my works after discharging all my personal/family responsibilities.
7. My work suffers as I am mentally worried about my dependent's issues at home.
8. The needs and demands of my family members interfere with my work-related activities.
9. I cannot discharge my duties properly at the workplace due to my personal/ family problems.
10. Due to my preoccupation with societal activities, I find it difficult to complete work in time.

