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The Influence of Workplace Safety, Work-Life Balance, and Job Satisfaction on the Organizational and Psychological Wellbeing of Employees in the Textile Industry in Dindigul District

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ABSTRACT:
Tamil Nadu is one of India's leading textile hubs, with the districts of Coimbatore, Tirupur, and Dindigul contributing significantly to textile production and employment in the sector. If employees in the textile industry face an unsafe work environment, an imbalance between work and personal life, or job dissatisfaction, they are at high risk of physical and mental health issues; moreover, such a situation is detrimental to organizational wellbeing. Hence, employee wellbeing has become a major concern for modern organizations, and it is essential to understand how these three factors influence wellbeing at both the organizational and individual levels to enhance the productivity and sustainability of the textile industry. This study aims to assess workplace safety, analyze work-life balance, measure job satisfaction, and examine the relationships and influences of these elements on the organizational and psychological wellbeing of employees in the Dindigul district. The researcher selected a sample of 150 participants, comprising 75 men and 75 women, using a simple random sampling technique. The participants fall within the 40–60 age bracket. The textile company under study is named "Sri Desikanathar Textiles Private Limited in Velvarkottai, near Vadamadurai, in the Dindigul district.
The research methodology adopted is descriptive. Questionnaires are the primary data. Specialized journals, books, reports, and online databases served as secondary sources. Tests indicated that not all variables follow a normal distribution. Here, descriptive statistics provided means and standard deviations for each variable, and correlation analysis revealed a very weak positive correlation between work-related stress and psychological wellbeing, with no significant results. Regression analyses showed low explanatory power of work-life balance for job satisfaction, with results indicating that it accounts for only 1% of the variance in job satisfaction. Job satisfaction also had minimal influence on psychological wellbeing, explaining only 1.5% of the variance.

Additionally, a multiple regression analysis found that the combined influence of safety, work-life balance, and job satisfaction on psychological wellbeing was not significant, explaining only 1.7% of the variance. Truly, none of the tested hypotheses were supported, indicating that workplace factors do not significantly affect psychological wellbeing or job satisfaction for textile employees in Dindigul. The study highlights the need for further research into other potential influences on these measures, as current factors showed insignificant impact. The women who work in the textile industry are also members of the Self Help Group (SHG), and they are concerned collectively about the conservation and management of safe drinking water as common property resources (CPR) in their villages.

KEYWORDS: Workplace safety, Work-life balance, Job satisfaction, Organizational and psychological wellbeing, Textile industry.

INTRODUCTION

Tamil Nadu is one of India's leading textile hubs, with the districts of Coimbatore, Tirupur, and Dindigul contributing significantly to textile production and employment in the sector.

If employees in the textile industry face an unsafe work environment, an imbalance between work and personal life, or job dissatisfaction, they is a risk of physical and also mental health issues. A situation is detrimental to organizational wellbeing.

Hence, employee wellbeing has become a major concern for modern organizations, and it is essential to understand how these three factors influence wellbeing at both the organizational and individual levels to enhance the productivity and sustainability of the textile industry.

The research study explores workplace safety, analyze work-life balance, measure job satisfaction, and examine the relationships and influences of these elements on the organizational and psychological wellbeing of employees in the Dindigul district.

REVIEW OF LITERATURE

Danna & Griffin (1999) emphasized that employee workplace health and safety are important organizational factors that influence productivity, job performance, and reduce absenteeism.

Locke (1976) has defined that job satisfaction is nothing but a positive emotional state resulting from the appraisal of one's job experiences.

Spector (1997) explained that job satisfaction is influenced by supervision, pay structure, work environment, and organizational support.

Greenhaus & Allen (2011) highlighted that work-life balance reduces work stress and improves employee commitment and satisfaction.

Kanakarathinam & Shobana (2017) conducted a study among textile employees in Tirupur, which revealed that quality of work life and job satisfaction significantly affect employee productivity.

Sharma & Mishra (2018) found that workplace safety significantly improves employee morale and reduces workplace accidents.

Rani (2019) found that job satisfaction has a direct relationship with employee organizational commitment.

Kumar & Joseph (2020) has found that work-life balance positively influences employees' psychological wellbeing.

Gupta & Verma (2021) found that safe working conditions reduce employee stress and increase productivity.
Singh & Arora (2022) has said that workplace safety training improves employee engagement and job satisfaction.
Ahmed & Rahman (2023) concludes that employee wellbeing significantly contributes to organizational sustainability.
Agarwal et al. (2024) has emphasized and highlighted that employee wellbeing directly affects productivity and job performance in the textile industry.
Shankar (2025) found that employee financial security, safety, and recognition improve psychological wellbeing.

THEORETICAL FRAMEWORK OF REFERENCE

Previous research highlights that employee wellbeing is closely linked to organizational performance.
Studies in organizational behavior suggest that employees working in unsafe environments experience higher stress levels, lower motivation, and reduced productivity.
Workplace safety is considered a fundamental aspect of organizational management. The occupational health research has come out with effective safety policies and training programs help prevent workplace accidents and improve employee confidence.
Work-life balance is become increasingly important. Therefore, Growing workloads and workplace pressures are to be noted and reduced. Flexible working hours, remote work opportunities, and supportive workplace policies allow employees to manage personal and professional responsibilities effectively.
The study indicates that employees who maintain a healthy work-life balance experience less burnout, higher job satisfaction, and stronger organizational commitment.
Job satisfaction in organizational behavior is an employee's positive emotional reaction and attitude towards their work, resulting from an evaluation of job experiences, needs, and expectations.
Organizational Wellbeing: Organizational wellbeing refers to the overall physical, mental, and emotional health of employees where they work. When employees feel safe, valued, and supported, they perform effectively and contribute positively to organizational success.
Organizational wellbeing includes both **workplace safety** and **work-life balance**. Workplace safety includes and must involve protecting employees from accidents, injuries, and occupational hazards through proper policies, equipment, and training. Work-life balance is defined as the ability of employees to maintain harmony between their professional responsibilities and personal lives.
Organizations must be ready to create and offer a safe working environment. It must support work-life balance create a positive organizational culture. This not only improves employee satisfaction but also enhances productivity and organizational performance.
Psychological wellbeing includes positive relationships, personal growth, and self-acceptance (Ryff, 1989). Psychological wellbeing comprises happiness, life satisfaction, and emotional health. It is linked to better health and longevity, and the World Health Organization defines it as the ability to fulfill one's potential and cope with life's stress. The research foresees that there is a relationship between the **independent variables** and **dependent variables** in the study.

Independent Variables

- Safe Workplace

- Work-Life Balance
- Job Satisfaction

Dependent Variables

- Organizational Wellbeing
- Psychological Wellbeing

OBJECTIVES OF THE STUDY

General Objective

To analyze the role of workplace safety, work-life balance, and job satisfaction in influencing the organizational and psychological wellbeing of textile employees in Dindigul District.

Specific Objectives

1. To study the importance of workplace safety in promoting organizational wellbeing.
2. To explore the relationship between workplace safety and psychological wellbeing.
3. To analyses the influence of work-life balance and job satisfaction on organizational wellbeing.
4. To find out the influence of workplace safety, work-life balance, and job satisfaction on employee productivity.
5. To examine the role of women employed in the textile industry in promoting collective action through Self-Help Groups.
6. To analyze the contribution of women's Self-Help Groups to Common Property Resource Management, particularly in establishing bore wells and providing safe drinking water.

HYPOTHESIS

H_1: Workplace safety IS a significant relationship with employee psychological wellbeing.
H_2: Work-life balance significantly influences job satisfaction among textile employees.
H_3: Workplace safety positively influences job satisfaction.
H_4: Workplace safety, work-life balance, and job satisfaction significantly influence employee psychological wellbeing.

METHODOLOGY

The researcher conducted a study involving 150 participants, equally split between men and women, aged 40 to 60 and it focuses was on "Sri Desikanathar Textiles Private Limited" in Velvarkottai, Dindigul district. The research used a descriptive methodology, primarily relying on questionnaires for data collection. Secondary sources included journals, books, reports, and online databases. The study aims to analsy workplace safety, work-life balance, and job satisfaction among middle-aged individuals using four main tools: the Safety Workplace Scale (2022), Work-Life Balance Scale (2003), Job Satisfaction Scale (Spector, 2022), and Ryff's Psychological Wellbeing Scale (1995). Non-parametric tests were employed for data analysis, alongside statistical methods such as means, standard deviations, regression analysis, ANOVA, and Pearson's correlation. Quantitative research utilized a descriptive and comparative design with simple random sampling.

RESULTS

The normality tests while using the Kolmogorov-Smirnov and Shapiro-Wilk tests showed that significa

nt deviations from normality for all variables: Job Satisfaction, Psychological Wellbeing, Workplace Safety, and Work-Life Balance, indicating that they do not follow a normal distribution.

The descriptive statistics presents that the means and standard deviations for each variable: JS (48.61, 2.57), PW (46.86, 2.42), WPS (14.55, 0.64), and WLB (50.35, 0.82). The Spearman correlation analysis reveals that a weak correlation between WPS and PW (rho = 0.031, p = 0.707), indicating no significant association.

The regression analyses were conducted, showing low R-squared values (up to 0.017) and no significant impact of WLB on JS. The multiple regression model with WLB, WPS, and JS as predictors of PW yielded an insignificant result (F = 0.832, p = 0.478). In general, the findings suggest limited predictive ability of work-life balance and stress variables on job satisfaction. Collinearity diagnostics show minimal concerns.

SUMMARY OF HYPOTHESIS RESULTS

H1: Workplace safety has a significant relationship with employee psychological wellbeing

Workplace safety and employees' psychological wellbeing were examined using Spearman's rho due to non-normal data distributions. The analysis showed a correlation coefficient of 031 and a significance value of. 707. Because the p-value (.707) is significantly higher than the alpha level. 05, the null hypothesis cannot be rejected. This study concludes that there is no statistically significant relationship between workplace safety and psychological wellbeing among the textile employees studied. Furthermore, this relationship is very weak, almost zero.

H2: Work-life balance significantly influences job satisfaction among textile employees

Work-life balance (WLB) has a limited effect on job satisfaction (JS) among textile employees. A simple linear regression was conducted, with WLB as the predictor and JS as the outcome. The results showed that WLB only accounts for 1% of the variance in job satisfaction, with an R^2 of 0.010. The significance value from the ANOVA table was 0.231, indicating that the influence of work-life balance on job satisfaction is not statistically significant, as the p-value is greater than 0.05. Therefore, the hypothesis is not supported.

H3: Job satisfaction positively influences organizational wellbeing

Job satisfaction has a limited impact on psychological wellbeing, as indicated by the analysis. A simple linear regression was conducted, resulting in an R^2 of 015 and a p-value of. 138. This means that job satisfaction accounts for only 1.5% of the changes in psychological wellbeing. The hypothesis suggesting a significant influence is not supported because the p-value exceeds 05, indicating that the effect is not statistically significant. Overall, job satisfaction does not significantly influence psychological wellbeing.

H4: Combined Influence of SWP, WLB, and JS on Psychological Wellbeing (PW)

Multiple linear regressions used for the analysis. The results showed that these three factors together explain only 1.7% of the variance in PW, indicate that the model is not significant (p = . 478). Overall, SWP, WLB, and JS do not (as a strong combined set) significantly influence employee wellbeing.

The study tested four hypotheses about workplace factors and their effects on psychological wellbeing and job satisfaction. None were supported, with p-values indicating no significant results.

The hypothesis is not supported, as three factors explain only 1.7% of employee psychological wellbeing and have a high p-value (. 478), indicating no significant predictive power. None of the individual factors—Job Satisfaction (JS), Safety, Work-Life Balance (WLB)—reached significance in the model,

with p-values of —126, 815, and . 624, respectively. For textile workers in Dindigul, these factors do not seem to drive their psychological wellbeing. Additionally, VIF values are near 1.0, indicating no multicollinearity. There is a negative trend where an increase in WLB conflict might slightly decrease JS, though this is not significant.

Summary Table of Hypothesis Results

Hypothesis	Independent Variable(s)	Dependent Variable	Result (p-value)	Support
H1	Workplace Safety	Psychological Well-being	.707	Not Supported
H2	Work-Life Balance	Job Satisfaction	.231	Not Supported
H3	Job Satisfaction	Psychological Well-being	.138	Not Supported
H4	All Combined	Psychological Well-being	.478	Not Supported

DISCUSSION

Tests indicated that not all variables follow a normal distribution.

Descriptive statistics shows that a means and standard deviations for each variable, and correlation analysis revealed a very weak positive correlation between work-related stress and psychological wellbeing, with no significant results.

Regression analyses showed low explanatory power of work-life balance for job satisfaction, with results suggesting that work-life balance accounts for only 1% of the variance in job satisfaction.

Job satisfaction also had minimal influence on psychological wellbeing, explaining only 1.5% of the variance.

A multiple regression analysis found that the combined influence of safety, work-life balance, and job satisfaction on psychological wellbeing was insignificant, explaining only 1.7% of the variance.

The study examines how women employed in textile mills and garment factories in Dindigul district, through village-level Self-Help Groups (SHGs), joined hands with village elders, government authorities, Panchayati Raj Institutions, NGOs, and other stakeholders to establish bore wells and provide safe drinking water. Their unity, cooperation, and collective decision-making demonstrate the importance of women's empowerment and community participation in the conservation and sustainable management of water as a Common Property Resource (CPR).

IMPLICATIONS

Textile industries need to enhance safety programs, offer flexible work schedules, and introduce employee recognition and career development. Government agencies must enforce safety regulations and run training programs to boost workers' rights and privileges,

LIMITATION OF THE STUDY:

The study is limited to the Dindigul district, has a sample size of 150, and may be subject to self-report bias. Future research should compare rural and urban areas, use larger samples in Tamil Nadu, focus on intervention-based studies, and include income and experience factors.

CONCLUSION

The study concludes with a note that workplace safety, work-life balance, and job satisfaction do not significantly influence the organizational and psychological wellbeing of employees in the textile industry in Dindigul District. Ultimately, none of the tested hypotheses were supported, indicating that workplace factors do not significantly affect psychological wellbeing or job satisfaction for textile employees in Dindigul. The study highlights the need for further research into other potential influences on these measures, as current factors showed insignificant impact.

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