

Health Issues among Women Employees in Leather and Leather Related Manufacturing Industries in Chennai

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Abstract

Overview: Nowadays women are playing multi-task generally neglecting their health but focus much on work and family. Does women working in leather and leather related industries affected with any health issues? What are the different types of health issues they face? In this article we are mainly focusing on health issues faced by the women employees in leather and leather related industries. **Design/Methodology/Approach:** The study followed a descriptive research design; quantitative research has been used; convince sampling is used among 149 women employees in leather and leather related manufacturing industry in Chennai in India. Structured questionnaire was developed using a five-point Likert scale. The SPSS 22.0 statistical tool was used to examine, one way anova, paired correlation, factor analysis used to interpret and analyze the data. **Findings:** The study enlightens different type of health issues faced by women employees working in leather and leather related products and violence faced by women employees in their workplace and their home. Women are suffering physically, psychologically and even their inner health has been affected because of the conflict, violence against them, working condition in the organization and also because of sexual harassment.

Keywords: Health Issues, Role Conflict, Violence, Women Employees

1. Introduction

Nowadays women are great in multi-tasking as they are working throughout the day in office and in their home; they are trying maximum to fulfill their family needs. But they don't spend some quality time for themselves and for their wellbeing. Many women sacrifice their health and passion just for their family needs and to grow up their economic status. In general, women won't take their health seriously, they won't give attention and time for themselves. Women health gets attention in their pregnancy time. In this modern days how much ever we give awareness about the importance of health, women still won't focus on them unless and until those health issues leads to the serious issues, generally they neglect

their issues because they can't find time to take care of them self; they feel medication will be expensive and those expense can to spend to family, they feel it will be cured in the course of time.

Even though women play multi-tasking, work equally like men, they are not treated equally like men. Society will always degrade women, women are not even been supported by their family. Women are always been exploited, de-motivated, violated and harassed sometimes by their family, society and also by the organization they work for. Women should always work towards their passion automatically their standard of living will increase and they should never feel inferior to anyone and they should always stand for their rights.

2. Objectives

- To examine whether the women employees are affected by any health issues.
- To identify the different types of health issues suffered by women employees.
- To identify role conflict affect the working women's health.
- To study whether violence against women affect their health.
- To examine sexual harassment against working women affect their health.
- To analysis working conditions affects the women's health.

3. Limitations

- The research was conducted only in Chennai.
- Very few industries participated in this research.
- Time taken for this research was very less.
- While having conversation with some women employees their seniors very near us so employees were afraid to give the actually data.
- Most of the organization does not have interest to participate in the research.

4. Review of Literature

The theoretical model and pertinent research is about women's health among working women. The model says that there is some little truth that the works affect the working women health¹. It also suggest to the scientific research whether the job conditions and role configurations leads to positive or negative towards the working women's health. The health struggles and issues among working and non working women². The researcher has used SF-36 questionnaire, for 8 different major factors. They conclude that working women has low health towards their emotions compared to the non working women, even in overall the working a woman has less interest towards their health. The working women's health issues, working conditions, and also comparing the different type of health issues faced in working organized and unorganized industry³. This research is conducted in Hyderabad-Karnataka regions and with the same size 1200–1400 women employees working in organized and unorganized sector. The research finds, women working

in organized sectors having psychological health issues and women working in unorganized sector having physical health issues. And this issues are mostly caused by the stressed because of role conflicts the impact of working women on their mental health⁴. They have used the General Health Questionnaire (GHQ)-28 and efficiency of the stress level. They did cross sectional study with 600 random women employees; they conducted this research in both rural and urban areas of Tala district. the result says GHQ results says that abnormality found among women employees some because of their personal issue and some related to work. The challenges that Indian working women are faced by balance their work life, family life, and social life⁵. Women are well educated and trying to come out and work they are facing many problem from their family, professional and society life. Nowadays women are seen in the higher position and equally paid like men but they are in very little number. Women need to break all the stereotype and they need to come out of their problem and try to balance their life to lead a health life ahead.

5. Research Methodology

We followed a descriptive research design, quantitative research is been used, convince sampling is used among 149 women employees in leather and leather related manufacturing industry in Chennai. Structured questionnaire was developed using a five-point Likert scale. The SPSS 22.0 statistical tool was used to examine and oneway Anova, factor analysis paired correlation used to interpret and analyze the data.

6. Findings

6.1 Paired Correlation

H_0 : Women employees' health is not affected by role conflict, violence, and sexual harassment and working condition.

H_1 : Women employees' health is affected by role conflict, violence, and sexual harassment and working condition.

Paired correlation is been used to find the correlation between health issues, role conflict, violence, sexual harassment and working conditions. The findings and values are been discussed in Table 1.

Paired Correlation:**Table 1.** Correlation between health issues, role conflict, violence, sexual harassment and working conditions

		Correlations							
		hea_1	hea_2	hea_3	hea_4	violence	sex_har	role_conf	wor_cond
hea_1	Pearson	1	1.000**	.859**	.981**	-.087	-.050	-.042	-.146
	Correlation								
	Sig. (2-tailed)		.000	.000	.000	.547	.730	.770	.311
	N	149	149	149	149	149	149	149	149
hea_2	Pearson	1.000**	1	.859**	.981**	-.087	-.050	-.042	-.146
	Correlation								
	Sig. (2-tailed)	.000		.000	.000	.547	.730	.770	.311
	N	149	149	149	149	149	149	149	149
hea_3	Pearson	.859**	.859**	1	.911**	-.099	-.108	-.071	-.188
	Correlation								
	Sig. (2-tailed)	.000	.000		.000	.496	.456	.624	.190
	N	149	149	149	149	149	149	149	149
hea_4	Pearson	.981**	.981**	.911**	1	-.127	-.093	-.083	-.184
	Correlation								
	Sig. (2-tailed)	.000	.000	.000		.380	.521	.565	.200
	N	149	149	149	149	149	149	149	149
violence	Pearson	-.087	-.087	-.099	-.127	1	.835**	.806**	.716**
	Correlation								
	Sig. (2-tailed)	.547	.547	.496	.380		.000	.000	.000
	N	149	149	149	149	149	149	149	149
sex_har	Pearson	-.050	-.050	-.108	-.093	.835**	1	.811**	.770**
	Correlation								
	Sig. (2-tailed)	.730	.730	.456	.521	.000		.000	.000
	N	149	149	149	149	149	149	149	149
role_conf	Pearson	-.042	-.042	-.071	-.083	.806**	.811**	1	.639**
	Correlation								
	Sig. (2-tailed)	.770	.770	.624	.565	.000	.000		.000
	N	149	149	149	149	149	149	149	149
wor_cond	Pearson	-.146	-.146	-.188	-.184	.716**	.770**	.639**	1
	Correlation								
	Sig. (2-tailed)	.311	.311	.190	.200	.000	.000	.000	
	N	149	149	149	149	149	149	149	149

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

Interpretation: Mostly women employees' health is affected by role conflict, violence, sexual harassment and working conditions.

6.2 Factor Analysis

H₀: women employees are not affected by psychological health issues.

H₁: women employees are not affected by psychological health issues.

Factor analysis is used to know whether women employees are suffering from any psychological health issues and if so at what level are they have been suffering. The above details are briefly discussed in the Table 2 factor analysis, Table 3 factor analysis rotated component matrix Table 4 factor analysis component transformation matrix and factor analysis scree plot.

Paired Correlation:**Table 2.** Factor analysis

Component	Total Variance Explained					
	Initial Eigen Values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1.	2.292	45.843	45.843	2.217	44.338	44.338
2.	1.463	29.257	75.100	1.538	30.762	75.100
3.	.512	10.246	85.346			
4.	.440	8.802	94.148			
5.	.293	5.852	100.000			

Extraction Method: Principal component analysis.

Table 3. Factor analysis rotated component matrix

Rotated Component Matrix ^a		
	Component	
	1	2
hea_1	.852	.039
hea_2	.114	.885
hea_3	.900	.001
hea_4	-.242	.840
hea_5	.780	-.219

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

^a Rotation converged in 3 iterations.

Table 4. Factor analysis component transformation matrix

Component Transformation Matrix		
Component	1	2
1	.954	-.301
2	.301	.954

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Interpretation: Mostly working women are affected by psychological health issues.

Oneway Anova:**Table 5.** Women employees are affected by any many health problems

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Health issue	Between Groups	24.388	54	6.097	.334	.854
	Within Groups	986.561	95	18.270		
	Total	1010.949	149			

Interpretation: There was a significant effect, Women employees are affected by any health problems ($f(54, 95) = .335, p = .854$).

6.3 One Way Anova

H_0 : Women employees are not affected by any health problems.

H_1 : Women employees are affected by many health problems.

One way anova is used to analysis whether women employees are affected by any health issues. Findings are discussed in Table 5.

7. Recommendations

- Women need to spend some valuable time for their wellbeing.
- Family members need to support them.
- Working time for women employees can be reduced by the industry.
- Flexible working hours can be implemented by the organization.
- Regular health checkup and camps can be introduced by the organization.
- When the employees work in hazarder's places they need to be given prior training and also safety measurements need to be taken by the organization.

8. Conclusion

We conclude, most of the women work to support their family financially and to have a proper standard of living. From this research it is clearly found that women have health issues because of their role conflict, working conditions, violence's faced by them and also by sexual harassment. Women face different types of health issues physically and psychologically to overcome this women need to be strong, they need to focus on their passion and work towards it.

9. References

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