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## **Internship Report**

**On**

“Factors affecting Work

Life Balance of Female Workers in Garments industry in Bangladesh.”

**Submitted To**

Md. AlamgirHossan

Senior Lecturer

Department of Business Administration

Faculty of Business & Entrepreneurship

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**Submitted By**

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ID: 151-11-4503

Program: BBA

Batch: 40<sup>th</sup>

Major: Finance

Faculty of Business and Entrepreneurship

## Letter of Transmittal

10 December 2018

Md. AlamgirHossan

Senior Lecturer

Daffodil international university

**Subject: Submission of internship report**

Dear Sir,

I am hereby submitting my internship report, which is part of the BBA program. It is great success to work under your active direction.

I have tried my level best to follow your guidelines in every planning of the report. I have also collected the information to make the report. I am honestly thankful for your guidance to during preparing the report. I hope you will appreciate my work. I hope you will assess my report considering the limitation the study.

Yours Sincerely

.....

Al Din Rabby

ID: 151-11-4503

## Declaration

I, Al Din Rabby hereby declared that the presented internship Report “**Factors affecting Work Life Balance of Female Workers in Garments industry in Bangladesh.**” A Study on House of Fashion” is uniquely prepared by me after successful completion of three months internship program in House of Fashion. This internship report is being submitted as a partial fulfillment of Bachelor of Business (BBA) program.

I also confirm that this internship report is only prepared for any academic requirement, not for any other purpose. It has not been previously submitted to any other purpose or any other university or organization for an academic qualification.

Sincerely Yours's

.....

Al Din Rabby

ID: 151-11-4503

Batch: 40th

Program: B.B.A

Major in Finance

Daffodil International University (DIU)

## Letter of Acceptance

This is to certify that Al Din Rabby Batch: 40<sup>th</sup> ID No: 151-11-4503 a regular student of Daffodil International University (DIU) of Bachelor of Business Administration program under department of Finance. He is successfully complete his internship report on “**Factors affecting Work Life Balance of Female Workers in Garments industry in Bangladesh.**” A study on House of Fashion for the aware of the degree of Bachelor of Business Administration (BBA) under my supervision.

To the best of my knowledge and as per his declaration the report an authentic work on the issue and has not been submitted to anywhere for awarding any degree. He is permitted to submit the internship report and I wish his best success and prosperity.

.....

Md. AlamgirHossan

Senior Lecturer

Department of Business Administration

Daffodil International University (DIU)

## **Acknowledgment**

The internship opportunity I had with House of Fashion was a great chance for learning and professional development. Therefore, I consider myself as a very lucky individual as I was provided with an opportunity to be a part of it. I am also grateful for having a chance to meet so many wonderful people and professionals who led me through this internship period.

Bearing in mind previous I am using this opportunity to express my deepest gratitude and special thanks to the Md Robel Hasan of House of Fashion who in spite of being extraordinarily busy with her duties, took time out to hear, guide and keep me on the correct path and allowing me to carry out my project at their esteemed organization and extending during the training.

I give thanks to my internship supervisor Md. Alamgir Hossan, Senior Lecturer Department of Finance Daffodil International University (DIU) who provides me such an attractive prospect to make the report. I will not miser to respect House of Fashion that gives me chance to obtain practical knowledge through their internship report. I will show appreciation to every person who helps me to perform all the official activity properly. At last, I think every person at House of Fashion who provided me with ideas, data and invaluable experience of the corporate culture.

## **Executive Summary**

The heading of the report is “**Factors affecting Work Life Balance of Female Workers in Garments industry in Bangladesh**”. This report gives an idea about the work life balance of the female worker. This report is originated as a particular requirement of BBA program, Daffodil international university (DIU). To prepare this report I have necessary assistance from House of fashion during my internship period. The major objective of this report work life balance of female worker. This report is a descriptive research. To prepare this report I have followed the Methodology which contains secondary sources data. To make this report I had to face some limitations which included in this report, one of them is the limitations of time.

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# **Chapter-1**

## **Introduction**

## **1.1 Introduction:**

The readymade garment Sector plays a vital role in the economic development of Bangladesh. Bangladesh has emerged as a key player in prepared created Garment since 1978. Textile and wear for regarding 85% export financial gain for Bangladesh out of that seventy fifth comes from attire sector that covers the key product knit and woven shirt, blouses, trouser, skirt, shorts, jacket, sweater sportswear and plenty of a lot of casual and trendy outfit. Bangladesh export inched up 5.81 % to 36.67 billion U.S. greenbacks within the simply terminated 2017-18. Bangladesh's export earnings from the attire sector registered associate degree 8.76% growth reaching \$30.61 billion in FY18. This sector at the moment employs or so 1.5 million and employee principally feminine UN agency is coming from underclass social category. The bulk area unit young girls from rural areas UN agency have migrated to the urban centers in search of labor.

The workshops are a lot of like prisons than factories, with no mounted hours, regular disruptions or days off. Staff earns between seven and ten a month, for a mean of thirteen hours every day, up to twenty-seven days per month. This involves the associate degree hourly rate of 2 or 3 cents. The bourgeois media reports that the business presently owes three hundred, 000 in back pay, a staggering quantity considering the stingy wages. Clothes industries in area unit terribly sharp industries in Bangladesh. The total request of our clothes may be happy with the domestic created garments and then conjointly this sector is doing all right within the sense of commerce. The most helpings of our exports come back from the clothes business. Even, however, the key portion of the govt. revenue comes from this sector however solely some individual's area unit rational regarding this state of the staff of this sector. Because it may be a vital issue of the country thus clerisy ought to watch around it. They need to be reproduced on that, however, the matter instrumentation eliminates on this sector.

## **1.2 Background of Study:**

In this era of competition wherever there's no area for error, potency in production plays an excellent half. Efficiency all told aspects, passion for gaining advantage is that the key to survival and growth. All told trade, there's a motto it's the people that create all the distinction. When the top of the program of BBA, a positive time is reserved for associate degree situation. When ending the situation create a report on the date of the situation. As a mandatory demand of BBA program, I used to be assigned to try associate degreed do my situation in House of Fashion for an epoch of 3 months. This report has been ready to realize the practical demand. Whereas creating this report, I had an excellent prospect to possess within the depth data of all the clothes activities of House of Fashion (RMG Division).

## **1.3 Significance of the Study:**

The report may be a demand for Associate in nursing spot of my BBA program. I even have tried my maximum to create it an honest one and that i are serving this company as Associate in nursing intern of "Factors touching Work-Life Balance of feminine employees "for the last 3 months. Therefore, by finishing this report, I got overall plan concerning overall RMG Sector that will increase a lot of valuable data than any book. In context, I even have mentioned this to allow you to realize.

### **1.4 Scope of the Study:**

The report is predominantly limited to the "Elements influencing Work-Life Equalization of Female Specialists in Articles of clothing industry in Bangladesh." Now course to direct an examination on this focal issue, the accompanying highlights come quite close to the investigation.

- The investigation centers on discovering the components influencing the work-life parity of a female specialist.
- It distinguishes the degree to which the female laborer can adjust the social and authoritative work life.

### **1.5 Objective of the Study:**

Target implies the motivation behind the report. The targets of this report are as per the following-

- To think about the Work-life strife that is impeding the activity execution and individual life and affecting the adequacy of adjusting work and life.
- To realize that worker's situation in the firm influences their harmony between double roles.

### **1.6 Limitation of the Study:**

The objective of the useful direction program is to have practical exposure for the students. My permanent status was for only three months, which was somehow not sufficient enough to grater adequate skill of such vast industry business. Every work faces some limitations. This report is also not an exception. Main limitations to prepare this report were a smaller number of personnel interviewed in accordance with the total employees. Inadequate access to information which disrupts the scope of analysis. Worker panic for giving information upcoming election. Collection of data was not smooth. Perceptions of individual differ from one to another and company to company.

# **Chapter-2**

## **Company Profile**

## **2.1 Introduction to House of Fashion:**

Head Office : Chandra, Kaliakoir, Gazipur.

E-Mail : rubel.bba.iubat@gmail.com

Company founded 2008

Main Product : knitted Shirts (Men's, Ladies, Boys & Girls)

T- Shirt, Half pant, Full pant, winter cloth (Men's & Ladies) etc.

Production : 40000

No of Worker : 150

Main Market : Bangladesh, India

Factory Type : Export Oriented, Readymade garments

Manufacturing Area : 5000Sft

Day Off : Friday

## **2.2 Mission of the Company:**

Finish Fulfillment of Purchasers is our Witticism. Upgrading the productive by enhanced strength and esteem controls. Ensuring the earth and adding to the monetary quality of the nation and capacity as a decent corporate resident.

### **2.3 Vision of the Company:**

To strive for magnificence through responsibilities, trustworthiness, genuineness, and collaboration.

### **2.4 Company overview:**

House of Fashion is an export-based garment industry. House of Fashion established in 2009. Place of Fashion is one of the greatest articles of clothing ventures in Gazipur. In 204 chisels its generation capacity by 80%. The organization is utilized to advance an item in the outside market and the local market. The protest of the organization is to deliver different sorts of the readymade piece of clothing item in Bangladesh. The plant has been running by to a great degree prepared and ball-peddling staff, which have been in this division for a very lengthy time span, and can keep proceeding with the creation technique with most extreme exactness and perfect wrapping up. The organization has ensured continuous creation and opportune supply of item according to the timetable and time period of purchasers. The creation unit has its own power generator that is being utilized as reinforcement wellsprings of power, which gives the delivering chain tons extra dynamism and coherence. The wide exhibit of indoor and outside offices adjacent to wellbeing measures is one in all the remarkable choices.

### **2.5 Total Labour:**

House of fashion total employee is more than 400 hundred. The total employee more than 60% work in female worker, 40% work in male worker. In future house of fashion expand their project to facility more employee work in the market place.



## **2.6 Product and Service:**

House of Fashion produce this kind of product is given below:





## **2.7 Quality Assurance**

House of fashion is completely dedicated to giving quality items that constantly address the issues and desires for clients. It puts due significance to unwavering quality, security, economy and on-time conveyance of shipments. To accomplish this goal, House of fashion assembles every single vital asset to guarantee an all-around prepared, sufficiently prepared, and experienced labor to take appropriate consideration of client necessities.

House of fashion facility to give underlines that quality is the common obligation of its whole staff. The organization guarantees that all staff knows about its work rehearses and that they work incongruity with the lawful and other mandatory necessities. They are additionally intended to agree to the necessities of purchasers' desires, e.g., adherence to sets of accepted rules, social consistency and nonstop enhancement of its creation and different goals of the Quality Assurance Department. This QAD has brought the exceptional open door for House of the mold to survey the quality destinations and accomplish business brilliance through consistent enhancement. Assembling quality items and guaranteeing consumer loyalty is the organization's steady point.

# **Chapter-3**

## **Literature Review**

### **3.1 Problem Definition:**

Work-life balance is a crucial facet of a healthy work atmosphere. Maintaining work-life balance helps to scale back stress and helps stop burnout within the geographic point. Chronic stress is one in every of the foremost common health problems within the geographic point.

### **3.2 Literature Review:**

Work-Life Equalization is might be a condition amid which staff can offer the best possible amount of your time and endeavors to their work furthermore as their own life outside of work. Work-life balance is accomplished once a private can deal with every family obligation also due to the association's obligations totally (Uddin M R, Mamun A M An and Uddin M S).

It's the flexible working game plans that empower every oldster and non-guardians to benefit of working courses of action that offer a harmony between work duties and private obligations. Young ladies are appreciating a dreadfully essential job chiefly inside the family not exclusively by raising posterity and doing family issues anyway moreover by creating monetary profit through painstaking work and a lot of various manners by which.

Work-life balance is viewed because of the degree to it somebody is similarly associated with and similarly happy close by his or her work job and family job. on the far side any uncertainty, a key financial improvement among the most recent fifty years has been the considerable and all-around reported increment in ladies' work investment and moms square measure directly the essential or co-providers in numerous groups of the world. The greater part of groups of the 1950's, 1960's, and 1970's and till mid-1980's comprised of a male breadwinner and a stay-at-home somebody (Zaman S and Riyadh H).

In this way, overseeing and arranging both the work and life of representatives deliberately and deliberately in any open or private part units have prompted upgraded efficiency over the long haul (Kanthisree Mrs. G & Devi Dr. M)

Today, the various family sort if not the prevailing family sort is twofold a monetary profit family with each working outside the house. The blessed by the gods Work-life balance writing mirrors the ongoing striking development in enthusiasm for work-life balance. young lady's zone unit integral to the current issue because of, even now, young ladies still assume the job of the most parental figure between time of household duties.

Finding the examination to distinguish statistic elements of the instant article of clothing laborers, to investigate the fulfillment Dimension of the specialists identifying with the nature of work life in the instant piece of clothing industry. From the writing survey, obviously there are numerous advantages of work-life parity and it is an issue for female representatives instead of male. This is because of the way that ladies still need to play out the key duties in their home. In spite of the fact that numerous examinations led on the work-life balance with regards to many creating and created nations, no investigation is discovered that tended to the work-life balance issues of the female article of clothing specialists of Bangladesh. Along these lines, this examination is directed to know the status of the work-life parity of female specialists working in the article of clothing segment of Bangladesh, so the approach creators can address this issue legitimately by updating and conceiving important arrangement and system with a view to guaranteeing beneficial and earnest workforce in the piece of clothing the business of Bangladesh.

### **3.3 Methodology:**

In this study, the data were collected from the primary sources. However, besides primary data, the secondary data were also compiled for the best result. To make this report the vital evidence collected from both primary and secondary source.

### **3.4 Data Collection:**

#### **3.4.1 Primary Data**

This examination is basically founded on the essential information gathered from the representatives of the association put together and work-life offset with respect to our survey.

#### **3.4.2 Secondary Data**

Secondary data are from the website and literature on work-life balance for collecting different factor which is responsible for work-life balance according to our questionnaire.

### **3.5 Sampling:**

As per our research concern, the questionnaires were filed by respond from employees of the organization and the face meeting was conducted another female worker in the different garment factory.

### **3.6 Sample size:**

Total - 40

Nagra textile female worker - 10

House of fashion female worker - 10

Deshmen female worker - 10

Echotex female worker - 10

### **3.7 Sample Information:**

Information Gathering	Survey
Sorts of information	Essential information and Optional information
Test Zone	Distinctive Piece of clothing industry in Bangladesh
Kind of Poll	Organized
Research Instrument	Poll, Perception and Individual Meeting
Measurable apparatuses utilized	Chart
Test Estimate	40
Examining Method	Arbitrary Testing



# **Chapter:-4**

## **Analysis of Work life balance**

#### 4.1 Conceptual framework:



### **4.1.1 Work-life Balance:**

As per (Irfan and Azmi, 2015) the idea of Work-Life Balance (WLB) has turned into a dependable balance inside each part. Cutterbacks (2005) basic meaning of Work-life balance (referred to in Irfan and Azmi, 2015) as the ability to appropriate time and vitality among various parts of work and life and having a comprehension and attention to this. How, when and where individuals work through a right proportion of control and the family and work needs is satisfied by the individual is another perspective of the meaning of WLB. In today's society, the expression 'such a great amount to do, so brief period' is especially dynamic and a worry for people. Self-administration is a noteworthy trait individual require today between the numerous choices outside work and also the numerous weights from work.

### **4.1.2 Family Effect on work:**

Much research has inspected the impacts of the work of ladies on family life, however significantly less consideration has been paid to the effect of family life on work conduct. We have finished a few work and family-oriented survey. Results demonstrated that ladies with youngsters were altogether lower in word related responsibility in respect to ladies without kids. In opposition to desire, women with more youthful adolescents outflanked women with more seasoned adolescents.

### **4.1.3 Family Requirements:**

Its extreme balance work and private, anyway well you deal with this may manufacture a noteworthy qualification to your relationship together with your family. There are upsides and downsides to each alternative. In case you're utilized full-time or low maintenance, you may: have a higher typical of living and have less money issues, have companions and a public activity outside the house. Be that as it may, you may likewise feel: overpowered with a lot of work that you are passing up family life, & that you are not there for your kids or your accomplice.

### **4.1.4 Health and safety:**

Checked contrasts rose between the reports of easygoing and full-time representatives about working hours, work-life wellbeing and security. Easygoing were bound to work profoundly sporadic hours over which they had little control. Their day by day and week by week working hours went from awfully long to horrendously short steady with hierarchical necessities. Long working hours, joined with low consistency and control, delivered more noteworthy interruption to family and public activities and poorer work-life balance for casuals. Wellbeing related issues re convenient to emerge from work-life strife encased rest unsettling influence, weakness and noncontiguous exercise and dietary routines.

#### **4.1.5 Working Condition:**

While worry with the interface among work and family life isn't new, work-life balance has up to unmistakable quality in instructive and arrangement banter as of late. This has happened with regards to rising female support in the work advertise, and an associative ascent in the extent of individuals joining work and minding jobs (McGinnity and Whelan, 2009).

Work doesn't occur in an exceptionally vacuum: individuals mesh work into their lives in bunch manners by which, and to a bigger or lesser degree feel 'effective' or 'adjusted' in nonetheless they do this.

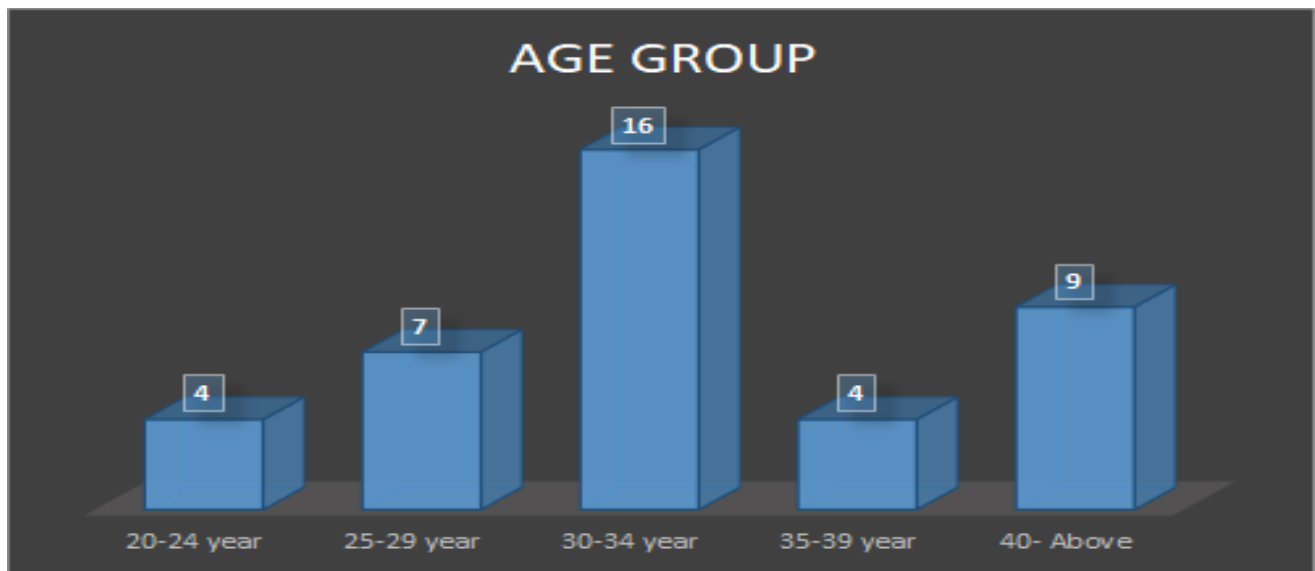
#### **4.1.6 Job Satisfaction:**

Employment fulfillment has been characterized in a wide range of courses and through a wide range of hypotheses from Maslow's Hierarchy of Needs to the Genetic Theory of Needs. An unmistakable meaning of occupation fulfillment can be characterized as the dimension of satisfaction and fulfillment a representative has with his/her activity and which has an effect of their activity execution (Landis, et al., 2015). Like Work-life balance, work fulfillment is a fundamental idea which the business must know and cook for when conceivable as whatever dimension of fulfillment the worker is voluntarily influence their mentality and state of mind to the association (Walt and De Klerk, 2014).

## **4.2 Demographic Information:**

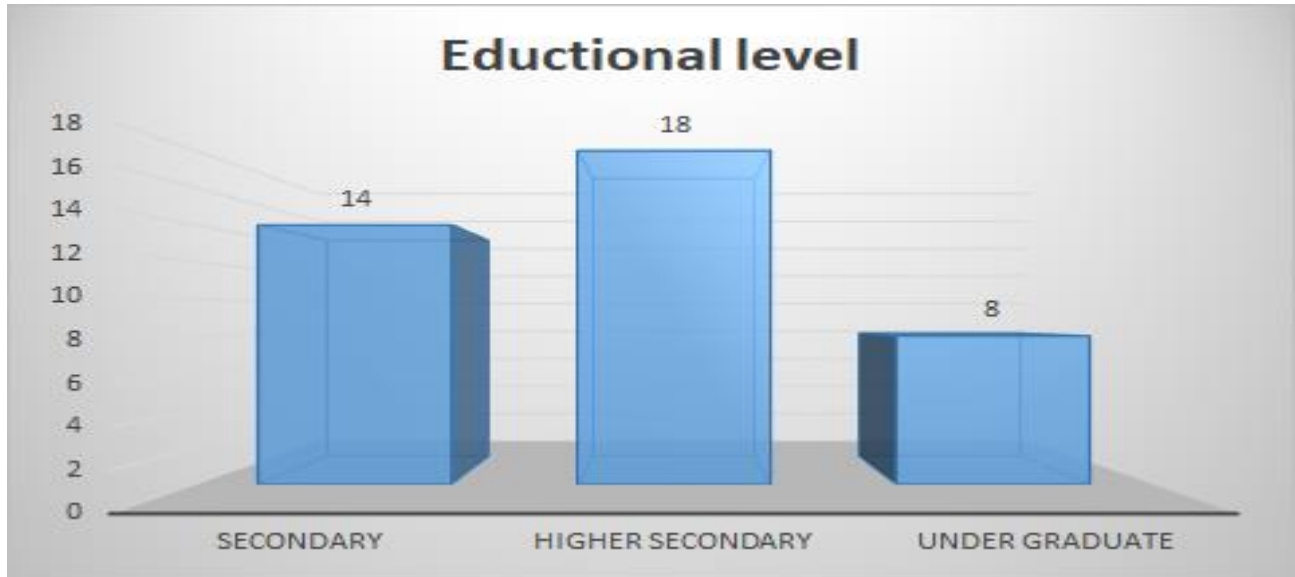
The Internship has concentrated on of the female article of clothing laborers in view of the way that there are 4 million pieces of clothing specialists in Bangladesh of which 80% are female. Since the piece of clothing part contributes 81% to send out income, for the survival of the article of clothing industry the work-life balance circumstance of its fundamental workforce (female laborers) must be ensured. The information so gathered were classified first physically when once they were broke down by utilizing measurable systems like recurrence and rate.

### **4.2.1 Age group:**



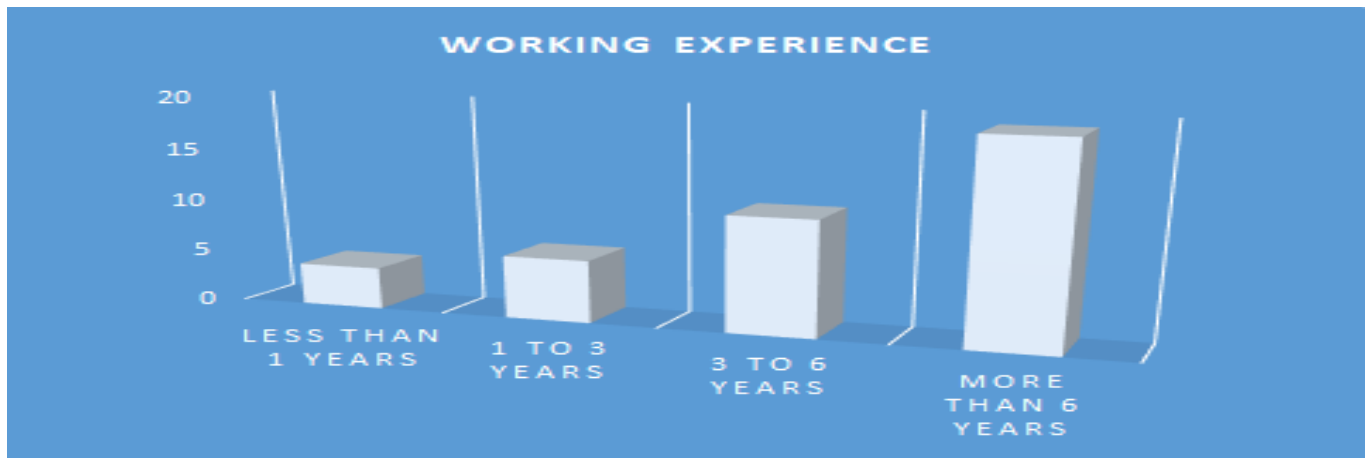
**Interpretation:** 4 representatives are in 20-25 year, while 7 workers are in 25-29, and 16 workers are in 30-35 year, another is 4 workers are in 35-39, And in conclusion, 9 representatives are in 40-Above.

#### 4.2.2 Educational level:



**Interpretation:** In this outcome we have seen this reaction competitor training level are optional is 14, higher Secondary is 18 lastly undergraduate 8 individuals.

### 4.2.3 Working experience:



**Interpretation:** In this outcome seen this over multi-year female laborer working knowledge superior to other, for example, 3 to 6-year female specialist 11, another 1 to 3 years female specialist 6, ultimately under 1-year female laborer is only 4.



### **4.3 Family Effect on work:**

<b>Statement</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Total Percentage</b>
My individual or family life has kept me aggravated from completing a vocation in the same class as I could do.	27.5% (11)	22.5% (9)	22.5% (9)	25% (10)	2.5% (1)	100% (40)
My life partner/guardians/family is/are Agreeable to keep up a work life balance.	27.5% (11)	37.5% (15)	30% (12)	2.5% (1)	2.5% (1)	100% (40)
My employment has kept me bothered from offering consideration regarding my family.	10% (4)	40% (16)	27.5% (11)	22.5% (9)	-	100% (40)
My association/partner is agreeable to keep up a work life balance	15% (6)	32.5% (13)	20% (8)	7.5% (3)	25% (10)	100% (40)

**Interpretation:** To examine the genuine image of the work-life parity of female laborers of the piece of clothing industry of Bangladesh. We see that as respects the announcement, family impact on work survey the vast majority of the female worker emphatically concur, concur with this announcement, some representative unbiased, and couple of representatives dissent, unequivocally differ this announcement.

#### **4.4 Family Requirements:**

<b>Statement</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Total Percentage</b>
My work and my house is discouraging to one another.	42.5% (17)	32.5% (13)	2.5% (1)	20% (8)	2.5% (1)	100% (40)
I am able to handle the wants of my family & my work each.	17.5% (7)	35% (14)	27.5% (11)	20% (8)	-	100% (40)
You are feeling worn out or discouraged because of work.	10% (4)	42.5% (17)	20% (8)	22.5% (9)	5% (2)	100% (40)
Family bolster exercises are fulfilled.	27.5% (11)	32.5% (13)	10% (4)	7.5% (3)	22.5% (9)	100% (40)

**Interpretation:** We see that as respects the announcement, family necessities poll better piece of female representative firmly concur, concur with this announcement, 24 out of 40 workers unbiased, and a few workers deviate, emphatically can't help contradicting this announcement.

#### **4.5 Health and safety:**

<b>Statement</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Total Percentage</b>
Organization gives high need for the wellbeing of its specialists.	30% (12)	35% (14)	15% (6)	12.5% (5)	7.5% (3)	100% (40)
Organization gives great security gear and medicinal services measures.	12.5% (5)	35% (14)	32.5% (13)	17.5% (7)	2.5% (1)	100% (40)
Medicinal services programs are accessible.	27.5% (11)	35% (14)	17.5% (7)	10% (4)	10% (4)	100% (40)

**Interpretation:** To research the genuine image of the work-life equalization of female laborers of the article of clothing industry of Bangladesh. We see that as respects the announcement, wellbeing and security survey greater part female worker firmly concur, concur with this announcement, couple of representatives impartial, and a few representatives deviate, and unequivocally can't help contradicting this announcement.

#### **4.6 Working Condition:**

<b>Statement</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Total Percentage</b>
Work setting persuades Maine to attempt to my work higher.	40% (16)	37.5% (15)	20% (8)	2.5% (1)	-	100% (40)
Work timings and movements are experimentally planned.	7.5% (3)	12.5% (5)	20% (8)	32.5% (13)	27.5% (11)	100% (40)
Outstanding task at hand given to me can be effectively done.	17.5% (7)	17.5% (7)	40% (16)	25% (10)	-	100% (40)

**Interpretation:** We see in above table (Working condition) that as respects the announcement 26 representative emphatically concur, 27 workers concur respondents individually appeared, 32 workers unbiased and 35 workers differ respondents answered to this announcement.

#### **4.7 Job Satisfaction:**

<b>Statement</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Total Percentage</b>
I am happy with the freedom to frame decisions at my dimension.	15% (6)	27.5% (11)	17.5% (7)	12.5% (5)	32.5% (13)	100% (40)
There is no segregation of any kind (social, racial, religious, sexual and so forth.) at my work put.	20% (8)	30% (12)	15% (6)	27.5% (11)	7.5% (3)	100% (40)
There is an amicable connection among the executives and the Representatives at your Association.	15% (6)	25% (10)	37.5% (15)	17.5% (7)	5% (2)	100% (40)
My cash related necessities are fulfilled adequately through legitimate portions.	10% (4)	22.5% (9)	20% (8)	20% (8)	27.5% (11)	100% (40)

**Interpretation:** We see in above table (Job Satisfaction) that as respects the announcement 24 representative emphatically concur, 40 workers concur respondents individually appeared, 36 workers unbiased and 60 workers differ respondents answered to this announcement.

## **4.8 Work Life Balance**

<b>Statement</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Total Percentage</b>
I need to leave my activity because of work-life balance condition.	42.5% (17)	37.5% (15)	12.5% (5)	5% (2)	2.5% (1)	100% (40)
My activity and family meddle with each other.	17.5% (7)	42.5% (17)	25% (10)	12.5% (5)	2.5% (1)	100% (40)
I will deal with the strain of work and private life.	15% (6)	42.5% (17)	15% (6)	17.5% (7)	10% (4)	100% (40)
I less extravagant my work on account of awkward nature in my work life.	27.5% (11)	27.5% (11)	27.5% (11)	5% (2)	12.5% (5)	100% (40)

**Interpretation:** We see in above table (WLF) that as respects the announcement 41 representative emphatically concur, 60 workers concur respondents individually appeared, 32 workers unbiased and 27 workers differ respondents answered to this announcement.

# **Chapter-5**

## **Finding**

## **5.1 SWOT analysis House of Fashion:**

A SWOT examination is generally speaking investigation of the organization's Quality, Shortcoming, Openings and Risk. Quality and Shortcoming zone unit the inward qualities making factors like resources, abilities or assets and so on. What's more, Openings and Danger territory unit outer qualities making factors an organization unfit to control.

The SWOT investigation of Place of design:

### **Strengths:**

1. **Own Land:** Industrial facilities of Place of Mold are set up in its very own territory.
2. **Successful Labor:** Industrial facilities zone unit very much furnished with mean, skill and profitable labor. They're doing their most extreme to convey convenient load and mercantilism 100% quality articles of clothing.
3. **Creation of Textures:** For the most part workers deliver textures according to purchaser's prerequisite.
4. **Imaginative product offering:** Product offerings region unit fabricating a particular and creative article of clothing which might be a brilliant sign for the exchange.
5. **Administration:** Representatives of Place of Design deals with all the printed material pleasantly; manages the get together from start to complete and dispatches the decent according to the prerequisite of purchasers.

### **Weaknesses:**

1. **Post buy conduct:** when payload of the item, laborers don't gather genuine post buy conduct of supporters that is really a negative sign for the exchange.

**2. Deficiency of laborers:** In light of the fact that the exchange isn't along these lines immense of specialist is constrained, regularly it turns out to be exceptionally difficult to supply every one of the items convenient and remaining burden of the staff increment to an astounding degree if there's a curiously large payload.

**3. Subordinates nonappearance in approach making:** The subordinates don't accept any call or participate in strategy making in meeting. The choice dependably originates from the best administration which is propelling.

**4. Poor pay structure:** in light of the fact that the exchange stays amid an agitated position, its pay structure isn't that copious sensible in contrast with the contrary businesses.

### **Opportunities:**

**1. Covering India and Local market:** As of late some outside market are truly intrigued about making contract with Place of Design which is great news. Covering more market region of India and other nation will assist the business with establishing rapidly.

**2. Expansion:** Place of form Piece of clothing industry can extend their business by setting up the yarn, woven and sweater industrial facilities. It will assist them with minimizing the hazard.

**3. Procuring dynamic and crisp Alumni:** Place of mold can enlist dynamic, youthful and new Alumni who can create inventive thoughts and can prompt more noteworthy benefit.

4. Contenders aren't that a great deal of hearty like city garments

### **Threats:**

**1. Contenders' great move:** Rivalry ventures square measure ceaselessly giving creative and substitutes an item that could be an immense danger for this business.

**2. Exchange hindrances:** swelled exchange obstructions and quantity framework withdrawals square measure the chief dangers for the creating ventures like Place of mold garments business.



**3. Political unevenness:** one among st the preeminent dangers for place of form is that the current political insecurity. Strike, Delaying and so forth square measure hampering the get together strategy gravely.

**4.** Absence of power will assemble drawback for the business.

## **5.2 Summary of Findings**

1. Ladies establish a critical area of the workforce. Be that as it may, the current situation of a curiously large assortment of qualified women World Well-being Association because of shifted conditions are unnoticed of their employments must be tended to. The issues since quite a while ago confronted region unit numerous anyway extensively, most as often as possible the "break in their professions" emerges out of relationship and family obligations.
2. When we see the age piece plainly the association is enlisting a youthful person that is in the age gathering of 18-25 and 25-35 in this manner association is have new age yet absence of experienced female specialist encountering over 30 years.
3. Only 50% of the female specialist studied works between 8-10 hours this is something worth being thankful for in the association however 20% of representatives work between 10-12 hours which shows the expansion in feeling of anxiety.
4. From the review, we can see that the organization is utilizing just full-time female representatives as opposed to low maintenance.
5. 100% female representatives from studied information say that they feel that their work life and home life is either adjusted or to some degree adjusted or exceptionally very

much adjusted in short would we be able to can state that staff region unit compromise their twin life.

6. Same of the female laborer is stating that they end up in a marginally upsetting circumstance when adjusting work life however they by one way or another equalization their double life.
7. The female laborer overstays at the workplace to complete their work. Because of this, their strength diminishes also as they feel themselves in stress.
8. All most all the female worker feel that adaptable timetable ought to be given to them that would assist them with balancing work and home synchronous and even increment in proficiency for the activity.
9. All most all the female worker's work after common working hour month to month, week by week or day by day, yet just 70% work amid lunch hour. 90% of representatives make the most of their excursion with no remaining task at hand; even 70% never take their work at their home.
10. Vocation and Wellbeing are the two sections which have been set as highest needs by representatives. In a similar course, the family is likewise given the second most needs by representatives.
11. A similar female laborer says that they are concurring that their wellbeing is enduring because of their work. In any case, few of workers say that they differing this.

# **Chapter:-6**

## **Recommendation and Conclusion**

## **6.1 Recommendations:**

House of fashion is the biggest article of clothing industry in Bangladesh. It has extraordinary notoriety in the household advertise for brilliance. It is a composite manufacturing plant where they have every one of the segments of pieces of clothing creation.

Thus, this is frequently huge just in the event of creation and support each.

**1. Current circumstance in regards to childcare:** Every garment industry given the opportunity to child care, when his/ her parents doing the job. The examination underlines the critical requirement for more prominent family bolster by the nation, through the production of new activities focusing on work– life balance issues.

**2. Familiarity with work– life balance issues:** A further drawback that was featured by the examination's discoveries is individuals' low dimension of familiarity with this enactment identifying with work– life balance issues. Larger part female laborer said that they had not been satisfactorily educated about enactment concerning this issue. This focuses to the deficiency of OK endeavors to lift familiarity with issues of direct worry to workers.

**3. Recommendations for reinforcing work– life balance:** In view of its discoveries, the examination proposes new estimates which they consider to be essential for individuals' work– life equalization and which may establish the subject of open exchange. Among the various propositions prompts inside the report square measure those concerning parental leave, paternity leave, working time association, and the making of childcare structures and administrations. The examination conjointly prescribes the presentation of paternity leave, to be conceded to the daddy on full pay all through the tyke's underlying year, if the specialist applies for it.

**4. Organization Outings:** One of the most straightforward manners by which to zest up laborer assurance and encourage staff get the opportunity to comprehend each other in an extremely non-distressing capacity is by giving an incidental organization excursion. This sort of trip can be as

relaxed or as unrestrained as you can imagine, contingent upon your organization's way of life and spending plan for such things.

**5.** Quality affirmation framework should be dynamic because of value is that the high need of all universal purchasers.

**6.** Working condition ought to be expanded.

**7.** Pay scale is inconceivably poor that is required to be enlarged because of organization can lose potential workers because of their arrangement.

**8.** Circulation of intensity should be overseen and straightforwardness among the representatives and the administration ought to be pursued.

## **6.2 Conclusion:**

Task Provide details regarding Work-Life Parity of Representatives End The family and work life are both to representatives in any division and if these two are not kept up legitimately it makes anxiety and results into fluctuated sicknesses. This investigation is discovered critical on the grounds that it attempts to know how the function life and family life interface results in pressure. Accomplishing a fair harmony among work and family duties might be a developing worry for present day staff and associations. There is as of now mounting proof connecting work-life awkwardness to diminished wellbeing and prosperity among individuals and families. It isn't staggering then that there's expanding enthusiasm among structure partners (e.g.CEOs, hour chiefs) for presenting work-life balance arrangements in their associations. Work-life balance arrangements are apparently to be with progress incorporated into associations that have a straight forward comprehension of their business clarification and that regard the significance of work-life balance for all representatives.

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Owner's of the House of fashion
- **Shariful Islam**  
Production Manager, House of fashion
- **Shakil Khan**  
Supervisor, House of fashion

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**List of Abbreviations:**

**B:** BBA= Bachelor of Business Administration

**C:** CEO = Chief Executive Officer

**D:**DIU = Daffodil International University

**W:** WLF = Work-life balance

**Appendix:**

Survey

Brief submitted with survey

## **“Factors affecting Work Life Balance of Female Workers in Garments industry in Bangladesh.”**

Dear Valued Respondents,

This is Al Din Rabby and currently studying in the department of Business Administration at Daffodil International University. I am conducting a survey on **“Factors affecting Work Life Balance of Female Workers in Garments industry in Bangladesh.”** which will be used for my academic Internship purpose. Please read each question carefully and answer it based on your personal opinion. My heartiest thanks to you for spending your valuable time to complete this questionnaire. I truly appreciate your willingness to help in completing this survey.

### **Demographic Information:**

**Please tick (✓) on the answers for the following questions:**

1. Age Group

- |  |                                      |
|--|--------------------------------------|
| <input type="checkbox"/> 20-24 years     | <input type="checkbox"/> 25-29 years |
| <input type="checkbox"/> 30-34 years     | <input type="checkbox"/> 35-39 years |
| <input type="checkbox"/> 40- Above years |                                      |

2. Educational level

- |                    |                          |
|--------------------|--------------------------|
| ➤ Secondary        | <input type="checkbox"/> |
| ➤ Higher Secondary | <input type="checkbox"/> |
| ➤ Under Graduate   | <input type="checkbox"/> |

3. For how long you have been working in your organization?

- |                     |                          |
|---------------------|--------------------------|
| ➤ Less than 1 year  | <input type="checkbox"/> |
| ➤ 1 to 3 years      | <input type="checkbox"/> |
| ➤ 3 to 6 years      | <input type="checkbox"/> |
| ➤ More than 6 years | <input type="checkbox"/> |

**Note:** There is no right or wrong answer; you are requested to put your opinion on a “5 Point Scale.” Where....

Strongly Agree (1)	Agree (2)	Neutral (3)	Disagree (4)	Strongly Disagree (5)
5	4	3	2	1

### 1. Family Effect on work:

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My individual or family life has kept me aggravated from completing a vocation in the same class as I could do.	5	4	3	2	1
My life partner/guardians/family is/are Agreeable to keep up a work life balance.	5	4	3	2	1
My employment has kept me bothered from offering consideration regarding my family.	5	4	3	2	1
My association/partner is agreeable to keep up a work life balance	5	4	3	2	1

### 2. Family Requirements:

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My work and my house is discouraging to one another.	5	4	3	2	1
I am able to handle the wants of my family & my work each.	5	4	3	2	1
You are feeling worn out or discouraged because of work.	5	4	3	2	1
Family bolster exercises is fulfilled.	5	4	3	2	1

### 3. Health and safety:

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Organization gives high need for the wellbeing of its specialists.	5	4	3	2	1
Organization gives great security gear and medicinal services measures.	5	4	3	2	1
Medicinal services programs are accessible.	5	4	3	2	1

#### 4. Working Condition:

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Work setting persuades Maine to attempt to my work higher.	5	4	3	2	1
Work timings and movements are experimentally planned.	5	4	3	2	1
Outstanding task at hand given to me can be effectively done.	5	4	3	2	1

#### 5. Job Satisfaction:

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I am happy with the freedom to frame decisions at my dimension.	5	4	3	2	1
There is no segregation of any kind (social, racial, religious, sexual and so forth.) at my work put.	5	4	3	2	1
There is an amicable connection among the executives and the Representatives at your Association.	5	4	3	2	1
My cash related necessities are fulfilled adequately through legitimate portions.	5	4	3	2	1

#### 6. Work Life Balance

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I need to leave my activity because of work-life balance condition.	5	4	3	2	1
My activity and family meddle with each other.	5	4	3	2	1
I will deal with the strain of work and private life.	5	4	3	2	1
I less extravagant my work on account of awkward nature in my work life.	5	4	3	2	1

*Thanks for your nice cooperation*