An Exploratory Analysis Of Work–Life Combination Among Conservancy Workers In Coimbatore Corporation

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Abstract

This study focuses on the work-life combination of conservancy workers in Coimbatore corporation. Conservancy workers contribute markedly to the public health and urban cleanliness, even though they face lots of challenges such as long working hours, low wages, occupational health risks, and limited social recognition. The primary objective of the study is to analyses the factors affecting their work-life balance and job satisfaction. Primary data were collected using a structured questionnaire under the scheduling method and cluster sampling method is used in this study. Data were collected from the 103 respondents in Coimbatore. Statistical tools such as percentage analysis, rank analysis, Chi-square test, and one way ANOVA were applied for data analysis. The findings indicates that variables like age, income, and employment status significantly influencing their work-life balance. Even though certain welfare measures are implemented by the Coimbatore City Municipal Corporation, gaps remain in effective implementation. The study suggests improvements in wages, health benefits, job security, and working conditions to enhance their overall well-being.

Key words: Conservancy workers, Coimbatore corporation, Work life balance, working conditions, welfare measures.

Introduction

Conservancy workers are essential supporters to public health and environmental hygiene. They play an important tasks like waste collection, road cleaning and maintain conservancy systems, which help to stop the spread of diseases and assure a hygienic environment. Even though the important of their role conservancy workers frequently remains socially and economically disadvantaged.

This study aims to analyse the work life combination of conservancy workers by identifying the items affecting it and estimating their level of satisfaction with work and personal life. The study also tries to provide suggestions for better working conditions, welfare measures, support system increase the well-being and productivity of conservancy workers.

Objectives

- To Understand the level of work-life combination among conservancy workers in Coimbatore corporation.
- To Analyse the problems faced by conservancy workers and its coping mechanism.
- To Examine how working hours and overtime affect family and social life.

Review of Literature

1) N Sherrin Sophia and S Pavithra (2017) According to the study "A study on sanitation workers at Tiruchirappalli" They explain about the sanitation worker who are work in Tiruchirappalli district most of the workers are uneducated, divorced and widow women's.

2) Sanghmitra S Acharya (2019) In her context "Engaging with Conservancy Works and Experiences of Social Discrimination A Spatio-temporal Analysis of the Determinants and Consequences" She clearly explains that the cleaning workers live in very bad conditions.

3) M. Aswini, D. Daffni, I. Eswin Jemima, A. Bosepaulmar (2020) In this research study "Work-Life Balance of Manual Scavengers" The main purpose of this study is work life balance is not only about flexible working hours and condition but also about income, health and happiness. Conservancy worker face very poor working conditions that affect their both work life and personal life and the income is low, making it hard to meet basic needs and live a healthy life.

4) Durairaj Rajan (2021) In this research study "Awareness About Impacts of Heavy Workload on Health: An Empirical Study Among Sanitary Workers" They examines about the heavy workload of sanitary worker. They work for long period without rest it cause huge problem to their mental and physical health like body joint pain, hypertension, diabetes, cardio vascular disorders and stomach disorders

5) G. Meena, T. Priyanka, A. Amora (2022) In the context "Work-Life Challenges Faced by Sanitary Workers-A Special Reference to Thoothukudi District" They performed a study on work life challenges faced by sanitary workers at Thoothukudi district. In this study they briefly explain about the financial challenges and what are the diseases affects the sanitary workers.

6) T. Balasubramanian and Dr. M. Janarthanan Pillai (2024) According to the study "Quality of Work Life of Cleanliness Workers in Tamil Nadu" They explain about the quality of work life on sanitation workers. Sanitary workers are playing a significant role to uplift our nation by making our environment clean and hygiene. They are the first person one who serve for the state while natural and manmade disasters.

7) Dr. B. Vijay Kumar and Ms. J. Renee Arathi (2024) According to the study "Sanitation Work for Sustenance Condition of Women Sanitary Workers in Erode City Municipal Corporation" they fully cover the women sanitation workers in erode district. They examined that sanitation means keeping the environmental clean and neat it includes both personal and public sanitation works which includes collecting waste from the homes, cleaning the roads, cleaning the public platforms and toilets etc.

8) Suha Abdulkareem Mohammad Tohal (2026) The present study "Work Environment and Life Satisfaction among Municipal Cleaning Workers in Jordan: A Qualitative Study" she describes about the work environment and its impact on life satisfaction among conservancy worker in Jordan. She explains that presences of challenges and prevention of safe work environment such as administrative and organizational problems represented by the lack of social protection in social security and health insurance, lack of access to official holidays and leaves, discrimination and randomness in the distribution of tasks and overtime working hours.

Research Methodology

Research Design

The research design for the study is descriptive research. The design is used for analyse the working condition such as overtime working hours, heavy workload, health risk, low wages and irregular shifts. These factors make hard for them to balance their both work duties and personal life.

Area of the Study

The area of the study is limited to Coimbatore corporation and focus on conservancy workers who works under the municipal corporation.

Sample Design

The area of the study is limited to Coimbatore corporation and focus on conservancy workers who works under the municipal corporation and study their work life combination in the surrounding of urban sanitation services.

Source Of Data

The study uses both primary and secondary data

1. Primary Data: Data collected directly from the respondents through questionnaires by schedule method. The questions cover the topic like working hours, job security, working shifts, physical and mental health of conservancy workers.

2. Secondary Data: These data are collected from the research paper, journals, books, websites and online reports.

Sample Size

For this research a sample of 103 respondents was pickup.

Statistical Tools Used
Percentage Analysis
Ranking
Chi Square
Anova

1.1 Percentage Analysis

Table 1.1.1
How Many Years You Worked as a Conservancy Worker

S.NO	EXPERIENCE	NO OF RESPONDENTS	PERCENTAGE
1	Less than 2 Years	15	14.6
2	3-5 Years	40	38.8
3	5-10 Years	31	30
4	Above 10 Years	17	16.5
	Total	103	100

(Source: Primary Data)

Interpretation:

This table showing that 14.6% of the respondents belong to the experience of less than 2 years. 38.8% of the respondents belong to the experience of 3-5 years, 30% of the respondents belong to the experience of 5-10 years and 16.5% of the respondents belong to the experience of above 10 years.

Table 1.1.2
Do You Think Your Income Is Sufficient for Your Family Needs

S.NO	CATEGORY	NO OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	8	7.8
2	Agree	44	42.7
3	Neutral	20	19
4	Disagree	31	30
	Total	103	100

(Source: Primary Data)

Interpretation:

This table showing that 7.8% of the respondents belong to the category of Strongly agree, 42.7% of the respondents belong to the category of agree, 19% of the respondents belong to the category of neutral and 30% of the respondents belong to the category of disagree.

2.2 Ranking

Table 2.2.1
Rank The Following Reasons for Staying in this Job

S.NO	REASONS	NO OF RESPONDENTS	RANK
1	Fixed Income	103	I
2	Government job benefits	103	II
3	No alternative job	103	III
4	Family responsibility	103	IV
5	Near to home	103	V

(Source: Primary Data)

Interpretation:

The above table showing that Fixed Income (Mean 1.56) is Most important reason for staying in this job is ranked in 1st followed by Government job benefits 2nd, no alternative job 3rd, Family responsibility 4th, near to home 5th is the less important.

3.1.1. Chi Square

H0 There is no significant relationship between monthly salary and work–life combination among conservancy workers.

H1 There is a significant relationship between monthly salary and work–life combination among conservancy workers.

Table No 3.1.1
Monthly Salary and Job give time to Maintain both your work and personal Life

Chi-Square Test			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	11.042ª	9	.273
Likelihood Ratio	13.775	9	.131
Linear-by-Linear Association	.375	1	.540
N of Valid Cases	103		

(Sources: Primary Data)

Interpretation:

The Chi-Square test outcomes showing that the calculated p-value (0.273) is greater than the 0.05 level of significance. Hence, there is no significant relationship between the variables. Therefore, the null hypothesis is accepted.

H0 There is no significant relationship between working shift and time spent with family.

H1 There is a significant relationship between working shift and time spent with family.

Table No 3.1.2
Daily Working Shift and you have time to Spend with your Family after work

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	4.830ª	6	.566
Likelihood Ratio	7.711	6	.260
Linear-by-Linear Association	.362	1	.547
N of Valid Cases	103		

(Sources: Primary Data)

Interpretation:

The Chi-Square test outcomes showing that the calculated p-value (0.566) is greater than the 0.05 level of significance. Therefore, there is no significant relationship between the variables. Hence, the null hypothesis is accepted.

4.1.1. Anova

H0 There is no significant difference in incentive benefits received among different experience groups of conservancy workers.

H1 There is a significant difference in incentive benefits received among different experience groups of conservancy workers.

Table No 4.1.1.
Years of Experience and Overall Incentive, Rewards and Benefits Score

		Sum of Squares	df	Mean Square	F	Sig.
Do you get incentives, rewards and benefits from your job? **[Free meals]**	Between Groups	8.353	3	2.784	1.959	**.125**
	Within Groups	140.676	99	1.421		
	Total	149.029	102			
Do you get incentives, rewards and benefits from your job? **[Festivals]**	Between Groups	2.131	3	.710	.681	**.566**
	Within Groups	103.325	99	1.044		
	Total	105.456	102			
Do you get incentives, rewards and benefits from your job? **[Special duty]**	Between Groups	17.012	3	5.671	4.515	**.005**
	Within Groups	124.328	99	1.256		
	Total	141.340	102			
Do you get incentives, rewards and benefits from your job? **[Disaster relief]**	Between Groups	2.072	3	.691	1.072	**.364**
	Within Groups	63.753	99	.644		
	Total	65.825	102			

(Sources: Primary Data)

Interpretation:

- **Free Meals**

The F value is 1.959 and the P- value is 0.125 since the P value is greater than 0.05, here is no relationship between Free meals and Experience, so null hypothesis is accepted.

- **Festival Benefits**

The F value is 0.681and the P- value is 0.566 since the P value is greater than 0.05, here is no relationship between Festival Benefits and Experience, so null hypothesis is accepted.

- **Special Duty Incentives**

The F value is 4.515 and the P- value is 0.005 since the P value is lesser than 0.05, here there is a relationship between Special duty Incentives and Experience, so alternative hypothesis is accepted.

- **Disaster Relief Benefits**

The F value is 1.072 and the P- value is 0.364 since the P value is greater than 0.05, here is no relationship between Disaster relief benefits and Experience, so null hypothesis is accepted.

5.1 Findings
5.1.1. Percentage analysis
- Most of the respondents **40 (38.8%)** are belong to the experience of 3-5 years.
- Most of the respondents **44 (42.7%)** are belong to the category of agree.

5.1.2. Ranking analysis
- Most of respondents ranked 1st for **fixed income** staying in the job.

5.1.3. Chi square test
- By following chi square test, it concluded that there is no significant relationship between comparing monthly salary and job give time to maintain both your work and personal life.
- By analysing comparing of daily working shift and you have time to spend with your family after work, it concluded that there is no significant relationship.

5.1.4. Anova
- The Anova results indicate that there is no significant difference between groups in receiving free meals, festival incentives, and disaster relief benefits. However, a significant difference exists in special duty incentives.

5.2. Suggestions

Conservancy workers should be provided with safe working conditions, proper safety equipment, and manageable workloads to reduce physical stress. Fair wages, incentives, and overtime benefits must be enhanced to improve their financial security and job satisfaction. Regular medical check-ups, health insurance, and welfare support through the Coimbatore City Municipal Corporation are important for their well-being. Permanent employment, pension schemes, training programs, awareness and social recognition will help to improve their work-life balance and overall performance.

5.3. Conclusion

The study examined the work-life combination of conservancy workers in Coimbatore and find out the major challenges in managing their work life responsibility and personal life. Long working hours, physically demanding tasks, and limited financial benefits badly affecting their physical and mental well-being. Even though some welfare measures are provided by the Coimbatore City Municipal Corporation, they are not fully sufficient to ensure job satisfaction and security. improving working conditions, health facilities, and financial support is important to enhance their overall quality of life.

Reference

Journals

1.   **N Sherrin Sophia and S Pavithra** (2017) According to the study "A study on sanitation workers at Tiruchirappalli"

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