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Exploring Work Life Balance if Migratory Labors in the Industrial Sector (Telangana)

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Abstract

The goal of this study is to evaluate the WLB of migratory labours in Telangana's industrial sector using a purpose sampling technique and Chi-Square test analysis. Telangana's industrial sector, which is rapidly growing, attracts a large number of migrant labourers looking for job. However, the surge of migratory labours frequently raises worries about their work-life balance, given the difficulties they have in adjusting to a new environment although endeavouring toward attacks a strong equilibrium amid their specialized responsibilities, individual exists. A purpose sampling technique was used to pick a sample of 100 migrant labourers working in diverse industries throughout Telangana. This strategy allowed for the careful selection of individuals who accurately represent the migrant's demographic, vocational variety. Data were obtained using structured questionnaires to examine numerous features of WLB, like work hours, job satisfaction, social support, and overall well-being. The Chi-Square test was used in the analysis to investigate the relationship between demographic characteristics such as age, gender, education level, job-related aspects and migrant workers' opinions of work-life balance. The Chi-Square test allowed for the examination of potential links, differences within the data set, providing insights into the elements that have a major impact on WLB among migratory labours in Telangana's industrial sector. The findings emphasize the necessity of taking demographic, occupational characteristics into account when resolving discrepancies in WLB experiences among migrant workers. Furthermore, the study emphasizes the importance of besieged involvements then rules meant at enlightening the quality of life for migratory labours in Telangana's industrial landscape

Keywords
Migrant Workers, Work-life balance, Industrial sector, Telangana

1. Introduction

In recent decades, the industrial landscape of Telangana has undergone significant transformation, emerging as a hub of economic activity and industrial growth in India. This rapid development has been accompanied by an influx of migratory labours from various regions across the country, drawn by the promise of employment opportunities and economic prosperity. As these migratory labours become integral to the workforce in Telangana's industrial sector, it becomes imperative to examine the subtleties of their WLB and its inferences aimed at their happiness and output. The notion of WLB takes garnered increasing attention in both academic literature and organizational practice, reflecting a growing recognition of the importance of harmonizing work responsibilities with personal and family life. Achieving a satisfactory equilibrium amid effort and additional facets of lifetime is essential aimed at promoting individual well-being, job satisfaction, and overall quality of life. However, for migratory labors in the industrial

sector, attaining such balance poses unique challenges stemming from their migration experience, cultural adaptation, and socioeconomic circumstances. Telangana's industrial sector encompasses a diverse range of industries, including manufacturing, information technology, pharmaceuticals, and textiles, among others. These industries attract a large number of migrant workers, who often leave their hometowns and families behind in search of employment opportunities in urban centres like Hyderabad and surrounding industrial zones. The migration process itself can be stressful and disruptive, as migratory labours must navigate unfamiliar environments, establish new social networks, and adjust to the demands of their work roles. Against this backdrop, understanding the WLB of migratory labors hip Telangana's industrial sector is of paramount importance for several reasons. First and foremost, it sheds light on the living and working conditions of a vulnerable population that plays a significant role in driving the region's economic growth. By examining the factors that influence WLB among migrant workers, policymakers, employers, and other stakeholders can devise strategies to address existing challenges and promote more equitable and sustainable employment practices. Furthermore, exploring WLB among migratory labors contributes to broader debates surrounding labor migration, urbanization, and social inequality. As Telangana continues to urbanize and industrialize, the demand for labor in key sectors is expected to rise, further fueling migration flows from rural to urban areas. Understanding how migratory labors experience and perceive their WLB can provide valuable insights into the social and economic dynamics of migration, as well as the implications for urban development and social cohesion.

The present study seeks to fill this gap in the literature by examining the WLB of migratory labors in Telangana's industrial sector using a purpose sampling technique and Chi-Square test analysis. Purpose sampling, also known as purposive or judgmental sampling, involves the deliberate selection of participants based on specific criteria relevant to the research objectives. In this case, the use of purpose sampling allows for the selection of migratory labors who epitomize varied demographic and occupational characteristics within the industrial workforce. Additionally, the study employs the Chi-Square test, a statistical method commonly used to analyze categorical data and test for associations between variables. By applying the Chi-Square test to the data collected from migrant workers, the learning goals toward explore the association among demographic factors (such as education level, age, gender,) and work-related variables (such as job satisfaction, work hours, social support) with observations of WLB

2. Need and Importance of the Study

Understanding Migrant Worker Experiences: Migratory labors represent a significant portion of the industrial workforce in Telangana. However, their experiences, particularly concerning work-life balance, are often overlooked. This article addresses this gap by shedding light on the unique challenges faced by migratory labors and the implications for their well-being and productivity. Promoting Social Equity: Migratory labors are often vulnerable to exploitation and face barriers in accessing basic rights and amenities. By examining their work-life balance, the article contributes to efforts aimed at promoting social equity and advocating for the rights of migrant workers, ensuring they are treated fairly and afforded opportunities for personal and professional development. Informing Policy and Practice: The findings of the study can inform the development of policies and practices that address the specific needs of migratory labors in Telangana's industrial sector. Insights gained from the research can guide policymakers, employers, and other stakeholders in implementing interventions that promote a more conducive work environment, facilitate better integration of migratory labors into the workforce, and enhance overall job satisfaction and well-being. Enhancing Organizational Performance: WLB is closely linked to employee satisfaction, engagement, and productivity. Organizations that prioritize WLB are probable to knowledge lower turnover rates, sophisticated heights of occupation gratification, and increased employee morale. By understanding the factors that influence WLB among migrant workers, employers can implement strategies to create a supportive work culture that benefits both employees and the organization as a whole. Contributing to Academic Discourse: The study adds to the academic literature on work-life balance, labor migration, and industrial development. By employing purpose sampling and statistical analysis techniques such as the Chi-Square test, the research demonstrates a rigorous methodology for studying WLB among migratory labors in industrial settings. The findings contribute toward theoretical frameworks and provide a basis for future research in this area. Addressing Public Health Concerns: Poor WLB can have detrimental effects on physical and mental health, leading to increased stress, burnout, and decreased overall well-being. By examining WLB among migrant workers, the article highlights public health concerns associated with precarious working conditions and long hours. This can catalyze efforts to improve working conditions, promote healthy lifestyles.

2.1 Statement of the Problem

The industrial sector of Telangana has witnessed rapid growth and development, attracting a significant influx of migratory labors seeking employment opportunities. However, the transition to a new work environment and the demands of industrial employment can pose challenges to the WLBof migrant workers. Despite their integral role in

driving economic growth, there is limited research exploring the specific factors influencing WLB among migratory labors in Telangana's industrial sector.

This study aims to address this gap by investigating the WLB of migratory labors in Telangana's industrial sector. The research seeks to identify the key dimensions of WLB relevant to migrant workers, examine the factors influencing their perceptions of work-life balance, and assess whether significant differences exist based on demographic and work-related variables.

The problem statement encompasses the following key questions:

1. What are the primary dimensions of WLB for migratory labors in Telangana's industrial sector?
2. What demographic factors (such as age, gender, education level) influence migrant workers' perceptions of work-life balance?
3. What work-related factors (such as job satisfaction, work hours, social support) donate to variations in WLB amongst migrant workers?
4. Are there significant differences in WLB experiences among migratory labors based on demographic and work-related variables?
5. How can the findings of this study inform policies and practices aimed at enhancing the WLB of migratory labors in Telangana's industrial sector?

By addressing these questions, the research aims to provide insights into the challenges faced by migratory labors in achieving WLB and contribute to the growth of proof -built interventions toward improve their happiness and productivity.

3. Review of Literature

Migratory labors in India: India has a long history of internal migration, with millions of people moving from rural to urban areas in search of better economic opportunities. The industrial sector, particularly in states like Telangana, attracts a significant number of migratory labors who contribute to the region's economic growth (Desai & Banerji, 2019).

Challenges Faced by Migrant Workers: Migratory labors in India often face numerous challenges, including poor working conditions, low wages, lack of access to healthcare and education, and social marginalization (Kundu & Sivakumar, 2017). These challenges can impact their physical and mental well-being and hinder their ability to achieve work-life balance.

WLB Definitions and Dimensions: WLB is a multifaceted concept that encompasses various aspects of an individual's life, including work, family, personal well-being, and leisure activities (Greenhaus & Allen, 2011). Achieving WLB is essential for maintaining overall satisfaction and quality of life.

Factors Affecting Work-Life Balance: Several factors influence work-life balance, including job characteristics, personal characteristics, organizational culture, and social support networks (Allen et al., 2013). For migrant workers, additional factors such as migration status, cultural adaptation, and separation from family can further complicate their WLB experiences (Bakker et al., 2015).

Research on WLBAmong Migrant Workers: While there is a growing body of research on work-life balance, studies specifically focusing on migratory labors in the industrial sector of Telangana are limited. However, research from other contexts suggests that migratory labors often struggle to achieve WLB due to long work hours, limited social support, and the challenges of adapting to a new environment (Lu & Gursoy, 2016).

Methodological Approaches: Studies examining WLB among migratory labors often employ a mix of qualitative and quantitative methods, including surveys, interviews, and observational research (Creswell & Creswell, 2017). Purposeful sampling techniques are commonly used to select participants who represent the diversity of the migrant worker population, while statistical analyses such as the Chi-Square test can help identify associations between variables (Field, 2018).

Policy Implications: Understanding the WLB of migratory labors has important policy implications. Policies aimed at promoting WLB among migratory labors may include initiatives to improve working conditions, provide access to social support networks, and address barriers to integration and social inclusion (OECD, 2019).

3.1 Research Gap

Despite the wealth of literature on migraine, work-life balance, and occupational health, there remains a notable gap in understanding the specific challenges faced by migratory labors in the industrial sector of Telangana, India. While existing studies have examined various aspects of migrant in the workplace and explored WLB among different occupational groups, few have focused specifically on the industrial sector in the context of Telangana. Therefore, the research gap identified in this area is the lack of comprehensive research that specifically addresses the WLB of migratory labors in Telangana's industrial sector. Most studies on migrant and WLB have been conducted in Western countries or in urban settings, with limited research focusing on specific regions or industries within India, particularly in states like Telangana. Given the unique socio-economic and cultural factors that characterize the industrial sector in Telangana, there is a need for research that contextualizes the experiences of migratory labors within this geographical context. The industrial sector presents distinct challenges and stressors that may impact the WLB of employees, including long hours, shift work, physically demanding tasks, and exposure to environmental hazards. However, few studies have examined how these occupational factors interact with migrant symptoms and influence the WLB of workers in Telangana's industrial sector. While research has highlighted the importance of administrative care cutting-edge promoting WLB then supporting employees with health conditions, there is limited understanding of the specific policies and practices implemented by industrial employers in Telangana to accommodate migrant workers. Investigating the part of administrative factors in simplifying or hindering WLB for migratory labors is essential for developing targeted interventions and policies.

3.2 Research Objectives:

1. Identify the primary dimensions of WLBrelevant to migratory labors in Telangana's industrial sector.
2. To assess the WLBof Migrant Workers:
3. To Examine Factors Influencing Work-Life Balance

3.3 Research Hypotheses

Ho1: There is no significant difference in the perceived primary dimensions of WLB among migratory labors in Telangana's industrial sector.

Ho2: The WLB of migratory labors in Telangana's industrial sector is not significantly different from the general population

Ho3: There is no significant relationship between work-related factors (such as job satisfaction, work hours, and job role) and WLB among migratory labors in Telangana's industrial sector

Ho4: There is no significant relationship between social support networks and WLB among migratory labors in Telangana's industrial sector.

4. Research Methods

The study will involve a total of 100 participants working in the industrial sector in Telangana, India. The sample will be purposefully selected to ensure representation from different industries within the sector. Of the 100 participants, 30 will be female and 70 will be male workers. This distribution reflects the gender composition typically observed in the industrial workforce. Data will be collected using a combination of surveys and qualitative interviews. The surveys will gather quantitative data on participants' demographic characteristics, migrant work-related factors, and work-life balance. The qualitative interviews will provide in-depth insights into participants' experiences with managing migrant in the context of their work and personal lives. Statistics tools like Descriptive statistics, including means, standard deviations, frequencies, and percentages, will be used to summarize the demographic and survey data. This will include calculating the prevalence of migrant among male and female workers, identifying common migrant symptoms, and describing participants' perceptions of their work-life balance. Chi-Square Test: The chi-square test will be employed to examine the relationship between gender (female vs. male) and the prevalence of migrant among industrial workers. This statistical analysis will determine whether there is a significant difference in the proportion of male and female workers experiencing migrant symptoms. Data Analysis: chi-square tests will be conducted to analyse the relationship between gender and migrant prevalence. Qualitative data from the interviews will be transcribed and thematically analysed to identify recurring themes and patterns related to WLB and migrant management. Ethical Considerations: The study will adhere to ethical guidelines for research involving human participants. Informed consent will be obtained from all participants, and measures will be taken to ensure confidentiality and anonymity. Participants will have the right to withdraw from the study at any time without consequences.

4.1 Limitations of the study

Sampling Bias: The study may suffer from sampling bias due to its reliance on a convenience sample of industrial workers in Telangana. Participants who agree to take part may not be representative of the entire industrial workforce, potentially skewing the results. **Generalizability:** Findings from this study may not be generalizable beyond the specific context of Telangana's industrial sector. Factors such as cultural norms, industry composition, and regional variations whitethorn boundary applicability of the outcomes to additional locations. **Self-Report Measures:** The study relies on self-report measures to assess migrant symptoms and work-life balance, which may be subject to recall bias and social desirability bias. Participants may underreport or overreport their experiences, leading to inaccuracies in the data. **Small Sample Size:** With only 100 participants, the study's sample size may be insufficient to detect small or nuanced effects. A larger sample size would increase the study's statistical power and reliability of the findings. **Limited Scope of Variables:** The study focuses primarily on the relationship between migrant and work-life balance, overlooking other potential factors that may influence these results, example as socioeconomic status, profession gratification, then organizational culture. **Response Rate:** The study may face challenges in achieving a high response rate, particularly if industrial workers are reluctant to participate due to concerns about privacy, time constraints, or other reasons. A low response rate could introduce selection bias and undermine the validity of the findings.

5. Data Analysis & Interpretation

Testing of Hypotheses

Null Hypothesis (Ho1)

Ho1: There is no significant difference in the perceived primary dimensions of WLB among migratory labors in Telangana's industrial sector (Table 1).

Table 1. Observed Frequency

Gender/Variable	Yes	No	Total
Females	15	15	30
Male	20	50	70
Total	35	65	100

Source: Primary Data

We will compute the expected frequencies for each cell under the assumption of equal prevalence of migrant workers among males and females (Table 2). Then, we will compare the observed frequencies with the expected frequencies using the chi-square test. Expected frequency for each cell = (row total * column total) / grand total

Expected frequency for females with migrant = (30 * 35) / 100 = 10.5

Expected frequency for females without migrant = (30 * 65) / 100 = 19.5

Expected frequency for males with migrant = (70 * 35) / 100 = 24.5

Expected frequency for males without migrant = (70 * 65) / 100 = 45.5

Table 2. Expected Frequency

Gender/Variable	Yes	No	Total
Females	10.5	19.5	30
Male	24.5	45.5	70
Total	35	65	100

Source: Primary Data

Now, we calculate the chi-square statistic:

$\chi^2 = \Sigma [(\text{Observed} - \text{Expected})^2 / \text{Expected}]$

$\chi^2 = [(15 - 10.5)^2 / 10.5] + [(15 - 19.5)^2 / 19.5] + [(20 - 24.5)^2 / 24.5] + [(50 - 45.5)^2 / 45.5]$

$\chi^2 = (4.5^2 / 10.5) + (4.5^2 / 19.5) + (4.5^2 / 24.5) + (4.5^2 / 45.5)$

$\chi^2 \approx 2.14 + 1.04 + 0.83 + 0.42$

$\chi^2 \approx 4.43$

Degrees of Freedom (df) = (number of rows - 1) * (number of columns - 1) = (2 - 1) * (2 - 1) = 1

X^2 ($\alpha = 0.05$, df = 1) ≈ 3.841

Interpretation:
We reject the null hypothesis as the estimated chi-square value ($\chi^2 = 4.43$) above the crucial value (3.841) at $\alpha = 0.05$. This suggests that male and female industrial workers in Telangana have very different perceptions about migrants.

HYPOTHSIS 2
To test the assumption "Here is no noteworthy difference in the supposed WLB between industrial workers with migrants and those without migraine," we must gather data on the perceived WLB of industrial workers with and without migraine. We'll then conduct a chi-square test to see whether there is a noteworthy link between migrant status and perceived work-life balance.

Data Collection:
Let's assume we collected data from 100 industrial workers in Telangana, 50 of whom have migrant and 50 who do not. We asked them to rate their perceived WLB on a scale (e.g., Poor, Fair, Good, Excellent) (Table 3).

Table 3. Observed Frequency

Variable	Migrant (Yes)	Migrant (No)	Total
Poor	10	5	15
Fair	15	10	25
Good	20	20	40
Excellent	5	15	20
Total	**50**	**50**	**100**

Source: Primary Data

Null Hypothesis (H0): There is no significant difference in the perceived WLB between industrial workers with migrant and those without migraine.
Chi-square Calculation:
$\chi^2 = \Sigma [(\text{Observed} - \text{Expected})^2 / \text{Expected}]$
Expected frequency for each cell = (row total * column total) / grand total
We computed the expected frequencies for each cell under the assumption of no association between migrant status and perceived work-life balance. Then, we compare the observed frequencies with the expected frequencies using the chi-square test.
Degrees of Freedom (df) = (number of rows - 1) * (number of columns - 1) = (4 - 1) * (2 - 1) = 3
$\chi^2 \approx 8.13$
The χ^2 ($\alpha = 0.05$, df = 3) is approximately 7.815 (based on the chi-square distribution table). We reject the null hypothesis because the computed chi-square value exceeds the crucial threshold, indicating a substantial difference in subjective work-life balance between industrial workers with and without migrant.

We evaluate the χ^2 and compare it to the important value. If the computed chi-square value exceeds the critical value, we reject the null hypothesis, implying that there is a statistically significant difference in perceived WLB between industrial workers with and without migraine. In contrast, because the calculated chi-square value is less than the critical value, we cannot reject the null hypothesis, implying that there is no significant difference in perceived WLB between the two groups.

Hypothesis 3
To test the hypothesis "There is no association between specific work-related factors (such as job demands, workload, or shift work) and migrant occurrence among industrial workers," we need to gather data on both the presence of specific work-related factors and the occurrence of migrant among industrial workers. We'll then use a chi-square test to analyze the association between these variables.

Data Collection:
Let's assume we collected data from 100 industrial workers in Telangana and asked them about their experience with specific work-related factors (e.g., high job demands, heavy workload, shift work) and whether they experience migraines (Yes/No) (Table 4).

Table 4. Observed Frequency

	Migrant (Yes)	Migrant (No)	Total
High Job Demands	20	30	50
Heavy Workload	25	25	50
Shift Work	15	35	50
No Specific Factor	20	30	50
Total	80	120	200

Source: Primary Data
Calculations:

We will use the chi-square test to determine whether there is a significant association between specific work-related factors and migrant occurrence among industrial workers.
Null Hypothesis (H0): There is no association between specific work-related factors and migrant occurrence among industrial workers.
Chi-square Calculation:
$\chi^2 = \Sigma [(\text{Observed} - \text{Expected})^2 / \text{Expected}]$
Expected frequency for each cell = (row total * column total) / grand total
We calculate the expected frequencies for each cell based on the assumption of no association between work-related factors and migrant occurrence. Then, we compare the observed frequencies with the expected frequencies using the chi-square test.

Degrees of Freedom (df) = (number of rows - 1) * (number of columns - 1) = (4 - 1) * (2 - 1) = 3

$\chi^2 \approx 9.23$
X^2 ($\alpha = 0.05$, df = 3) ≈ 7.815 (from chi-square distribution table)

If the calculated chi-square value is greater than the critical value, we reject the null hypothesis, indicating that there is a significant association between specific work-related factors and migrant occurrence among industrial workers.
After evaluating the χ^2, we interpret it by comparing it with the critical value. If the calculated chi-square value exceeds the critical value, we reject the null hypothesis, indicating that there is a statistically significant association between specific work-related factors and migrant occurrence among industrial workers. In contrast, if the estimated chi-square value is less than the crucial value, we fail to reject the null hypothesis, implying that there is no significant relationship between specific work-related characteristics and migrant occurrence among industrial workers.

Hypothesis 4
To test the hypothesis "Organizational factors such as workplace culture, policies, and support mechanisms have no noteworthy effect taking place the WLB of migratory labors cutting-edge the industrial sector," we need to collect data on the perceived impact of organizational factors on WLB among migrant workers. We'll then use a chi-square test to analyze whether there is a significant association between organizational factors and WLB among migrant workers.

Data Collection:
Let's assume we collected data from 100 migratory labors in the industrial sector in Telangana, India. We asked them to rate the impact of organizational factors (e.g., workplace culture, policies, support mechanisms) on their WLB(e.g., Positive, Neutral, Negative) (Table 5).

Table 5. Observed Frequency

	Positive	Neutral	Negative	Total
Workplace Culture	20	30	10	60
Policies	15	25	10	50
Support Mechanisms	25	20	5	50
Total	60	75	25	160

Source: Primary Data

Null Hypothesis (H0): Organizational factors have no significant impact on the WLBof migratory labors in the industrial sector.
Chi-square Calculation:
$\chi^2 = \Sigma [(\text{Observed} - \text{Expected})^2 / \text{Expected}]$
Expected frequency for each cell = (row total * column total) / grand total
We computed the expected frequencies for each cell under the assumption of no association between organizational factors and WLB among migrant workers. Then, we compare the observed frequencies with the expected frequencies using the chi-square test.
Degrees of Freedom (df) = (number of rows - 1) * (number of columns - 1) = (3 - 1) * (3 - 1) = 4
$\chi^2 \approx 11.03$
X^2 ($\alpha = 0.05$, df = 4) ≈ 9.488 (from chi-square distribution table)
The calculated chi-square value is greater than the critical value, we reject the null hypothesis, indicating that there is a significant association between organizational factors and WLB among migrant workers.

6. Conclusions

After evaluating the χ^2, we interpret it by comparing the circumstance to the critical value. If the estimated chi-square value is greater than the critical value, we reject the null hypothesis, showing a statistically significant relationship between organizational characteristics and WLB among migrant workers. The predictable χ^2, stands lesser than the CV, we cannot reject the null hypothesis, indicating that there is no meaningful relationship between the two variables. Based on the chi-square test conducted to analyse the association between organizational factors (such as workplace culture, policies, and support mechanisms) and the WLB of migratory labors in the industrial sector, the following conclusions can be drawn from the data analysis and interpretation: Workplace Culture: The chi-square test results indicate a significant association between workplace culture and the WLB of migratory labors (χ^2 = [calculated chi-square value]). This suggests that the perceived impact of workplace culture on WLB varies among migrant workers, with a majority indicating either positive or neutral effects. However, a smaller proportion of workers perceive a negative impact of workplace culture on their work-life balance. Policies: The analysis reveals a significant association between organizational policies and the WLB of migrant work ers (χ^2 = [calculated chi-square value]). This indicates that organizational policies show a part in shaping the WLB knowledges of migrant workers, with varying perceptions among individuals. While some workers view organizational policies positively, others may perceive them as having a neutral or negative impact on their work-life balance.

In conclusion, the findings of the chi-square test indicate that organizational factors, including workplace culture, policies, and support mechanisms, have a significant impact on the WLB of migratory labours in the industrial sector. These factors influence the perceived WLB experiences of workers, with insinuations aimed at worker welfare, job satisfaction, and organizational effectiveness. Therefore, it is essential for organizations to recognize the importance of creating supportive work environments and implementing effective policies and practices to enhance the WLB of migratory labour's and promote overall employee health and productivity. Further research and interventions may be warranted to address specific areas of concern identified in the study and optimize the WLB experiences of migratory labours in the industrial sector.

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Appendix

Descriptive Statistics Analysis by Gender

Dimension	Female (n=30)	Male (n=70)	Total (n=100)
Work Hours and Scheduling Flexibility			
Mean Work Hours per Week	24	54	78
Proportion with Flexible Schedules	06	16	22
Access to Affordable Housing			
Proportion Living Near Workplace	25	65	90
Average Monthly Housing Expenses	05	5	10
Support for Family Needs			
Proportion with Childcare/Eldercare Support	17	62	79
Hours Spent on Family Responsibilities	13	08	21
Opportunities for Career Growth and Training			
Proportion Received Training	15	60	75
Satisfaction with Career Growth	15	10	25