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Research Paper

Quality of Work Life Among the Sugar Mills Employees in Tamil Nadu

Commerce

KEYWORDS : Quality of work life, Organization, Work groups, Team work.

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ABSTRACT

The present paper finds out the quality of work life among the sugar mills employees in Tamil Nadu. A samples of 100 respondents selected randomly were studied using standardized scale technique was adopted. The results revealed that employees differed in quality of work life among the sugar mills employees in Tamil Nadu.

INTRODUCTION

Every organization has an invisible quality – a certain style, a certain mode or way of performing things. This invisible quality decides how effective the organization in the Market place. The winds of Liberalization, Privatization and Globalization are blowing in our country and 'Corporate Excellence' is the current issue, which is being keenly watched by all the organization.

Competencies and proficiencies of a person that were essential yesterday may lose significance today and may become extinct tomorrow. So, the message of the day is- " If you lag behind, you will be left behind". QWL is a multifaceted concept implying the concern for the members of the organization irrespective of the level they belong to.

REVIEW OF LITERATURE

According to **Sangeeta Jain (2010)** viewed it as consisting of a "Whole Parcel of terms and notions all of which really belong under the Quality of working life Umbrella". They include Industrial effectiveness, human resource development, Organisational effectiveness, Work restructure, Job enrichment, socio- technical systems, working humanization, Group –Work concepts, labour management, Co-operation, Working together, workers involvement, workers Participation and Co-operative work structures.

Shalini Singh (2011) on his study proposed that People tomorrow would want, need and deserve a workplace free from anxiety and stress. People at work should have the option to exercise several choices operating from home, Virtual Offices, flexible hours, Possibility of switching from a fast track to a slow track. The future work place will buzz will words like openness, speed, teamwork and quality, brilliant tomorrow where capability alone will rule.

METHODOLOGY

OBJECTIVES OF THE STUDY

The following are the important objectives of the study.

1. To study the established quality of work life practices of the sugar mills in Tamil Nadu
2. To study the attitude of employees towards quality of work life practices in the sugar mills in Tamil Nadu.

METHOD OF DATA COLLECTION

Both primary and secondary data form the database of this research project. Primary data have been collected from the sugar mills employees through schedules and questionnaires.

LIMITATION OF THE STUDY

1) The determinant factors of QWL used in this study may not be exclusive; some of the factors might have been left out.
2) Due to time constraint, the study restricted its scope with just one organization. Further the study was exclusively carried out among various industries.
3) There was fear of reprisal among the employees to reveal their personal feeling and the results may not reflect the actual QWL.

Table 1
Mean, SD and F-value of employees' opinion about quality of work life on the basis of their designation

No.	Designation	N	Mean	S.D	S.E	F-value	LS
1.	Supervisory and Managerial	147	64.50	4.47	0.91	2.77	0.05
2.	Skilled and Supervisory	212	62.31	6.20	0.84		
3.	Workers in the factory	84	58.15	8.80	1.69		
4.	Field workers	57	61.57	15.51	4.14		
	Total	500	61.73	8.31	0.76		

Source: Computed from primary data

Ho: Employees differ in their opinion about quality of work life on the basis of their designation.

Table 1 reveals that the Mean, SD and F-value of employees opinion about quality of work life on the basis of their designation. The calculated F-value (2.77), which is significant at 0.05 level. Hence the stated hypothesis is accepted. Therefore, Supervisory and Managerial designation employees have better opinion about quality of work life when compared to other designation groups.

Table 2
Mean, SD and F-value of employees opinion about quality of work life on the basis of their Monthly Income

No.	Monthly Income	N	Mean	S.D	S.E	F-value	LS
1.	Below 3000	74	59.41	7.65	1.86	5.36	0.01
2.	3000-6000	169	60.34	7.99	1.30		
3.	6000-9000	187	64.55	6.69	0.90		
4.	Above 9000	70	55.40	12.93	4.09		
	Total	500	61.73	8.31	0.76		

Source: Computed from primary data

Ho: Employees differ in their opinion about quality of work life on the basis of their Monthly Income.

Table 2 depicts that the Mean, SD and F-value of employees opinion about quality of work life on the basis of their Monthly Income. The calculated F-value (5.36), which is significant at 0.01 level. Hence the stated hypothesis is accepted. Therefore, Rs.6000-9000 monthly income group employees have better opinion about quality of work life when compared to other monthly income groups.

MANAGERIAL IMPLICATIONS

An organization which has high Quality of Work Life encourages extensive participation, suggestions, questions, and criticism from the employees and society who help in leading the employ-

ment to any kind of improvement

Quality circles:
A Quality circle consists of seven to ten people from the same work area who meet regularly define, analyse and solve quality and related problem in their area. Consequently, care needs to be taken in establishing and setting objective for quality circles. During the initial group meeting, QC members are trained in problem solving techniques, including brainstorming, cause – and – effect analysis, histograms, control charts, and scatter diagrams. A quality circles program also increase communication and enhances satisfaction, team work, and group cohesion. These results suggest employees themselves may be the key to productivity gains.

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