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Quality of Work Life of The Employees of Sugar Mills in Tamil Nadu

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ABSTRACT

The present paper sought to focus on quality of work life of the employees of sugar mills in Tamil Nadu. A samples of 100 respondents selected randomly were studied using standardized scale method was used. The results revealed that employees differed in quality of work life the employees of sugar mills.

KEYWORDS: Quality of work life, Employees, Participative Management

INTRODUCTION

QUALITY OF WORK LIFE is a broad concept and it refers to the degree to which work provides an opportunity for an individual to satisfy of personal needs such as to survive with some security, to interact with others, to be recognized for achievement and to have an opportunity to improve one's skill and knowledge.

The concept of QUALITY OF WORK LIFE in short is related to job satisfaction, humanization, work or individualizing the organization, organization development programs. Hence we can see that the concept QUALITY OF WORK LIFE is a very broad concept which embraces activities like job enrichment, management by objectives, job rotation, work enlargements, participative management, work humanization, social technical system, labour management, co-operation etc.

LITERATURE REVIEW

Andrew Dutta and **Manjeesh K. Singh (2011)** on his study proposed that balanced work life lead to greater employee productivity with the progressive shift of the economy towards a knowledge economy, the meaning and importance of the quality of work life is also assuming a new significance.

PVL Raju (2011) in his study proposed quality of work life- the human implications stated that the work life balance has become the buzzword for the present generation. Thus in an ideal world, most people would like their output assessed by the results they achieve at work and not by the works they spend slaving their desk.

Samavedam Srinivas and **Vishnumurthy Narra (2011)** stated that Role of work behaviour in Information Technology Management are just as primitive mining technology produced its corresponding primitive work behaviour patterns so the modern, Information Technology is calling for its corresponding modern behaviour patterns based on sophisticated work ideas, work attitude and work culture at large.

RESEARCH OBJECTIVES

The following are the important objectives of the study.

1. To study the need and importance of quality of work life of employees in sugar mills
2. To suggest suitable measures to improve the quality of work life of employees in the sugar mills in Tamil Nadu.

METHOD OF DATA COLLECTION

The 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
Correlation between employees' opinion about job satisfaction and their demographic variables

Demographic variables	Job Satisfaction
Age	.099
Gender	-.034
Educational qualification	.311**
Marital status	.022
Department	.047
Designation	-.200*
Monthly income	-.057
Years of experience	-.163
Desire your work arrangement	.004
Duration of present job	.126
Work schedule	-.143
Salary	-.015

Source: Computed from primary data
** - Significant at 0.01 level
* - Significant at 0.05 level

As per the correlation table that employees Educational qualification is positively correlated with the opinion about the Job Satisfaction. But designation is negatively correlated with the opinion about the Job Satisfaction. Hence, it should be evident from the table that employees educational qualification and designation are directly influence their opinion about the Job Satisfaction.

Table 2
Correlation between employees opinion about quality of work life and their demographic variables

Demographic variables	Quality of work life
Age	-.112
Gender	.087
Educational qualification	-.088
Marital status	-.148
Department	-.030
Designation	-.186*
Monthly income	.082
Years of experience	.075
Desire your work arrangement	-.273**
Duration of present job	-.235**
Work schedule	-.040
Salary	.001

Source: Computed from primary data
** - Significant at 0.01 level
* - Significant at 0.05 level

As per the correlation table that employees designation, Desire your work arrangement and Duration of present job are negatively correlated with the opinion about the Quality of work life. Therefore, it should be evident from the table that employees designation, Desire your work arrangement and Duration of present job are directly influence their opinion about the Quality of work life.

CONCLUSION

In modern times employees have been identified as important and valuable economic resources. This is because the success of business largely depends on their dedication, commitment, and constant striving. Quality of work Life programmes will influence the level of satisfaction and motivation of the employees. Quality of Work Life lead to greater effectiveness because it will make workers "happy" and that, being more satisfied, they will produce more. In order to improve the service of the organization should concentrate in providing a better Quality of Work Life to the employees. The major findings from the study are, most of the employees are satisfied with adequate and fair compensation, accurate information are provided to employees, fair treatment of employees and job never affect their health.

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