



A STUDY ON QUALITY OF WORKLIFE OF LABOURERS IN TEXTILE INDUSTRY IN VIRUDHUNAGAR DISTRICT, TAMILNADU

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ABSTRACT

The changing economic scenario has ushered in a trend of improving performance of work organizations, in globalization of the economy and the resultant competitive environment demands, new work culture, high levels of commitment to job, and organizational goals among the employees. This cannot be attained unless adequate measures to be taken to improve QWL in organization in India. Improvement in QWL is a source of numerous gains. It might lead to more positive feeling towards one's self (greater self extreme), towards one's job increased QWL might also be result in building up of the physically and psychologically healthier. The society as a whole might gain from QWL enhancement in QWL might help government combat, certain social problems such as unrest in society, mental health problems, drug and alcohol abuse and inequitable distribution of national income.

KEYWORDS :

INTRODUCTION

Industrial organization to a large extent depends on an entrepreneurial behavior which calls for a high degree of achievement and motivation to engender corporate excellence. corporations need to shift from physical technology, to information technology, from capital centered economy to human centered economy, from material growth to sustainable development, from hierarchical pattern to decentralized organization and from conflict to cooperative working relationship. peter Drunker' has rightly observed that to make the organization excellent we need to change the organization from flow of things to 'ranks', and 'powers' have to be replaced by mutual understanding and responsibility.

The nature of work, workforce, workplace, and psychological environment in organizations has undergone and will continue to undergo enormous change, bringing both opportunities and challenges for those involved and interacted in organizations behavior and organizational development. Organization studies are the study of individual and group dynamics in an organizational setting, as well as the nature of organizations themselves. Whenever people interact in organizations, many factors come in to play. Organizational studies attempt to understand and model these factors.

In addition to this concept studying the overall organization role of different department functions of their respective departments, procedures and policies. Organization study refers to the study of organization as a whole and getting adequate knowledge with various departments of organization. The project is mainly focuses on the industry profile, company profile, SWOT analysis. Globalization has forced organizations for joint ventures and cooperative management, giving rise to organizational structure that is a network of contracted relationships and strategic alliances.

The quality of work life improvement programmers, have some characteristics. They are:

1. Invited involvement of members of tasks groups in recommending resolution to identified problem.
2. Training of supervisors to equip them to function effectively in a less authoritative style.
3. Implementation of practicable suggestions and explanation for rejected ideas.
4. Feedback and recognition for good results achieved.
5. Selection of personnel who can be motivated under appropriate conditions to strive for excellence in task performance.

STATEMENT OF THE PROBLEM

Quality of work life in a developing country like India has gained momentum and has now become both "ends and means" it is end in itself as it is the key of all development. It is a means as a decision - makings involves laborers' participation and job redesign , which improve the productivity and overall performance that is skills, and competencies of the laborers. it aims at healthier, more satisfied and more productive employees more adaptive, efficient and thus profitable to the organization. Quality of work life is a generic phrase that covers a person's feelings about every dimension of work, including economic rewards and benefits, security, safety healthy working condition, organizational and interpersonal relationships and intrinsic meaning in the person's life. To sustain and progress in such an environment skills competencies of the employees should be multifaceted, upgraded to specific needs. Hence, the present study is an attempt to evaluate Quality of work life of labourers in textile industry a labour intensive industry, in virudhunagar district, Tamil Nadu.

OBJECTIVES

The major objectives of the present study are;

1. To analyze and compare the dimension of QWL at different levels.
2. To offer suitable suggestions to improve QWL of textile labourers based on the findings of the study.

METHODOLOGY

Designing of a suitable methodology and selection of analytical tools is important for a meaningful analysis of any research problem. This section is devoted to a description of the methodology which includes sample design, collection of data and tools for analysis.

SAMPLING DESIGN

In Virudhunagar District, there are about 515 industries. For the purpose of analysis to select sample workers, the total number of industries (515) has been classified into three categories namely: Ginning, Spinning and weaving industries. Totally 315 sample workers were selected by convenient sampling technique.

DATA COLLECTION:

The primary data has been collected from respondents of the Textile unit. A well structured interview schedule was prepared to administer to workers working in textile unit in the study area.

TOOLS FOR ANALYSIS

The Ranking technique has been used to analyze the data for this study.

Table: 1

RELATIONSHIP BETWEEN HIGH AND LOW LEVEL OF QUALITY WORK LIFE REGARDING THE PERCEPTION OF QWL DIMENSION

Sl. No	Dimension of quality of work life	Level of quality of work life			
		High		low	
		Mean score	Ranks	Mean score	Ranks
1	Adequate wage and fair compensation	20.61	1	18.21	II
2	Healthy working conditions with adequate welfare	16.24	IV	14.31	VI
3	Opportunities to develop skills	14.15	VI	15.38	V
4	Career opportunities and growth	15.21	V	16.41	IV
5	Social integration at work life	17.24	III	19.31	I
6	Constitutional guarantees	19.14	II	17.21	III
7	Good work life	12.14	VIII	12.64	VIII
8	Social relevance of work life	13.26	VII	13.56	VII

Source: computed

FINDINGS

The following are the major findings of the study.

1. It is analysed that satisfaction of salary secures 5.26 points to analyse quality of work life.
2. It is found that there is a strong correlation between social and technical satisfaction.
3. It is known from the study that adequacy of resources has secured low point with 2.19.
4. It is inferred that adequate wage and fair compensation has secured first rank with 20.61 points.
5. It is found that good work life has secured low point with 12.17.

SUGGESTION

The following suggestions are offered to strengthen the work life of workers based on the findings of the study.

1. Even though salary satisfaction has secured highest point, it is an urgent need in some type of industries to give more salary to workers.
2. The social and technical satisfaction of workers has to improve partially in rural based industries.
3. It is advised to textile industry to increase adequate resources in all units as an immediate measure.

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