



A Study On "quality Of Work Life Among The Employees" In Srf Ltd, Viralimalai .

KEYWORDS

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ABSTRACT Human resource management is concerned with human beings, who are the energetic elements of management. The success of any organisation or an enterprise will depend upon the ability, strength and motivation of the persons working in it. QWL refers to the favorableness or unfavorableness of a total job environment of the people. The basic purpose is to develop jobs and working conditions that are excellent for people as well as for the economic health of the organisation. QWL provides a more humanized work environment. The success of any organisation is highly dependent on how it attracts recruits, motivates, and retains its workforce. Today's organizations need to be more flexible so that they are equipped to develop their workforce and enjoy their commitment. The present study aims at understanding the level of perception of employees towards quality of work life in SRF Ltd Viralimalai. The universe of the present study is 374. Out of which the researcher has selected 60 respondents through simple random sampling lottery method. The present study observed that half of the respondents (50%) perceive high level towards quality of work life. The researcher recommends that the organization should formulate sound policy regarding promotion of its employees. If there is no recognized policy the employee will be frustrated and restless as they have no opportunity for advancement. Employee counselling is a very good strategy to develop a healthy environment. organisations are required to pay attention to develop the interpersonal relationship, opportunity for career growth to improve the employees quality of work life and to satisfy both the organisational objectives and employee needs.

INTRODUCTION

Quality is generally defined as "Conformance to requirements". Quality is "as fitness for purpose". The concept of quality is not apply to all goods and services created by human beings, but also for workplace where the employees were employed. Quality in the workplace comes from understanding and then fully meeting, the needs of all your internal and external customers, now and into the future and doing so with continual improvement in efficiency and effectiveness. Qwl refers to the favorableness or unfavorableness of a total job environment of the people. The basic purpose is to develop jobs and working conditions that are excellent for people as well as for the economic health of the organization. QWL provides a more humanized work environment. It attempts to serve the higher order needs of workers as well as their more basic needs. It seeks to employ the higher skills of workers and to provide an environment that encourages improving their skills.

DIMENSIONS OF QUALITY OF WORK LIFE

Quality of work life multi - dimensional concept implying concern for the members of an organisation. The basis underlying qwl is the humanisation of work which means developing work environment that ensures dignity to the employees stimulates his creative abilities and facilitates self-growth. What constitutes a high quality of working life may vary in relation to both the worker's aspirations and the objective reality of his work and society. It is ultimately defined by the worker himself."

According to Richard Walton, main aspects of qwl are as follows:

Adequate and fair compensation.

There should be a just and equitable balance between effort and reward. The compensation should help the employee in maintaining a socially desirable standard of living and should be comparable to the pay for similar work else where. Several factors must be considered for determining such compensation, e.g., ability of the organisation to pay, demand and supply of labour, cost of living, productivity of labour, job evaluation etc.

Safe and healthy working conditions

Quality of work cannot be high unless the work environment is free from all hazards detrimental to the health and safety of employees. Reasonable hours of work, cleanliness, pollution free atmosphere, risk free work, etc are the the main elements of a good physical environment for work.

Opportunity to use and develop human capacities

The job should contain sufficient variety of tasks to provide challenge and to ensure the utilisation of talents. Today work has repetitive and mechanical so that the worker has little control on it. Quality of work life can be improved if the job allows sufficient autonomy and control, provides timely feedback on performance and uses a wide range of skills.

Opportunity for career growth

The work should provide career opportunities for development of new abilities and expansion of existing skills on a continuous basis.

Social integration in work force

The worker should be made to feel a sense of identity with the organisation and develop a feeling of self-esteem, openness, trust, sense of community feeling, scope for upward mobility, equitable treatment are essential for its purpose.

Constitutionalisation in the work organisation

QWL provides constitutional protection to the employees. Management action can be challenged. Constitutional protection is provided to employees on such matters as free speech, equity and due process.

Work and personal life

There should be proper balance between work life and personal life of employees. The demands of work such as late hours, frequent travel, quick transfers are both psychologically and socially very costly and detrimental to quality of work life.

Social relevance of works

Work should not be a source of material and psychological

satisfaction but a means of social welfare. An organisation that has greater concern for social causes like pollution, consumer protection, national integration, employment, etc, can improve the quality of work life.

AIMS AND OBJECTIVES

- To study the socio demographic characteristics of the respondents.
- To study the respondents perception towards various dimension of qwl such as adequate and fair compensation, safe and healthy working conditions.
- To find out the association, difference and extent of relationship between the selected socio demographics and various dimension of QWL.
- To suggest suitable measures to improve QWL.

MATERIALS AND METHODS

The present study aims at understanding the level of perception of employees towards quality of work life in SRF ltd viralimalai. The universe of the present study is 374 . Out of which the researcher has selected 60 respondents through simple random sampling lottery method. The researcher has adopted descriptive research design. The required information was collected through standard questionnaire. The researcher used spss to test the data. The statistical test namely karl-pearson's co-efficient of correlation was used to find out the relationship between two variables, student 't' test was used to find out the difference two groups and one way analysis of variance was used to find out the variance between the groups and within the groups.

Table 1 One way analysis of variance among the department of the respondents with regard to various dimension of quality of work life

S.No	Quality of work life Dimensions	Df	Sum of square	Mean square	Mean	Statistical inference
1	Adequate and overall compensation Between groups With in groups	2 57	8.013 347.921	4.006 6.104	G1=11.94 G2=11.06 G3=11.19	F=0.656 P>0.05 Not Significant
2	Safe and healthy working condition Between groups With in groups	2 57	14.737 885.846	7.369 15.541	G1=11.53 G2=10.88 G3=12.08	F=0.474 P>0.05 Not Significant
3	Opportunities for development Between groups With in groups	2 57	28.095 1414.905	14.048 24.823	G1=36.94 G2=35.41 G3=36.92	F=0.566 P>0.05 Not Significant
4	Opportunities for growth and security Between groups With in groups	2 57	7.983 535.351	3.991 9.392	G1=17.18 G2=16.88 G3=17.73	F=0.425 P>0.05 Not Significant
5	Social integration Between groups With in groups	2 57	77.948 972.235	38.974 17.057	G1=26.00 G2=23.47 G3=26.00	F=2.285 P<0.05 Significant
6	Constitutionalism Between groups With in groups	2 57	14.626 388.624	7.313 6.818	G1=17.47 G2=16.47 G3=17.62	F=1.073 P>0.05 Not Significant
7	Work and life space Between groups With in groups	2 57	11.347 259.903	5.674 4.560	G1=13.00 G2=12.06 G3=13.04	F=1.244 P>0.05 Not Significant
8	Social relevance and working life Between groups With in groups	2 57	53.789 1033.611	26.895 18.134	G1=29.53 G2=28.71 G3=30.92	F=1.483 P>0.05 Not Significant
9	Overall Between groups With in groups	2 57	1208.375 10765.559	604.187 188.896	G1=163.59 G2=154.94 G3=165.50	F=3.199 P<0.05 Significant

From the above table it is inferred that there is a significant difference among the departments of the respondents with regard to various dimensions like adequate and fair compensation, safe and healthy working condition, opportunities for development, opportunities for growth and security, social integration, constitutionalism, work and life space, social relevance and working life.

Table 2 Distribution of respondents by their level of perception towards quality of work life

S.No	Quality of Work Life Dimension	No. of Respondents	Percentage
1	Adequate and overall compensation Low High	23 27	38.0 45.0
2	Safe and healthy working condition Low High	30 30	50.0 50.0
3	Opportunities for development Low High	21 39	35.0 65.0
4	Opportunities for growth and security Low High	30 30	50.0 50.0
5	Social integration Low High	29 31	48.0 52.0
6	Constitutionalism Low High	30 30	50.0 50.0
7	Work and life space Low High	29 31	48.0 52.0
8	Social relevance and working life Low High	30 30	50.0 50.0
9	overall Low High	30 30	50.0 50.0

From the above table it is inferred that more than half of the respondents 62 % have high level of perception towards adequate and fair compensation While 38 % of them have low level of perception on it.

- Half of the respondents 50% perceive high level and 50% of the respondents perceive low level in the dimension safe and healthy working condition.
- Majority 65% of respondents have higher level of perception towards opportunities for development while 35% of respondents have low level of perception on it.
- 50% of respondents perceive high level and the same 50% of respondents perceive low level in the dimension opportunities for growth and security.
- More than half 52% of respondents have high level of perception towards social integration while 48% of respondents have low level of perception on it.
- Half of the respondents 50% have higher perception on constitutionalism and same 50% of respondents have low level of perception on it
- Half of the respondents 50% have higher perception on social relevance working life and same 50% of respondents have low level of perception on it.

FINDINGS

- Nearly half of the respondents 47% are above the age group of 40
- All the respondents 100% are male.
- Majority 66 % of the respondents are non executives
- Nearly half of the respondents 43% belongs to maintenance department
- Half of the respondents 50% has above 10 years of experience
- Majority 62% of the respondents perceive higher level in the dimension of adequate and fair compensation.
- Half of the respondents 50% show higher perception

towards safe and healthy working conditions.

- Majority 65% show higher level of perception towards opportunities for development.
- More than half of the respondents 52 % show higher level of perception towards social integration.
- Half of the respondents 50% show higher perception towards constitutionalism.
- More than half of the respondents 52% show higher level of perception towards work and life space.
- Half of the respondents 50% perceive high level towards social relevance and working life.

SUGGESTIONS

- Organisation can organise various workshops and seminars for their development of self and for the organisation in the context of achieving organizational goals.
- The management can sincerely invite their employees to suggest ways to improve their operation and the quality of their work life.
- To increase the QWL, the management can arrange motivating aspects like appreciation, recognition etc.
- The recreational activities can be enhanced still more so that workers can be motivated to become the member of professional organization.
- The worker supervisor relationship should be developed and enhanced by adopting humanized approach.
- To increase the QWL the organisation can pay attention to develop the interpersonal relationship, opportunity for career growth.
- The organization should formulate sound policy regarding promotion of its employees. If there is no recognized

policy the employees will be frustrated and restless as they have no opportunity for development.

- Work redesign can be effective tool for improving both the quality of work experience and their on the job productivity.
- Offering the individual worker more voice and responsibility in the decision making that pertains to his job.
- Fair compensation will increase the satisfaction of employees which results in higher productivity and enhancing the quality of work life.

CONCLUSION

Quality of Work Life plays a vital role in Human Resource Management. QWL in India can be improved through a variety of instrumentalities like education and training, employee communication, union participation, research projects, and appreciation of changing environment. A good human resources practice would encourage all employees to be more productive while enjoying work. Therefore, QWL is becoming an important human resources issue in all organizations. Improved Quality of Work Life leads to improved performance. Performance means not only physical output but also the behaviors of the worker in helping his colleagues in solving job related problems, team spirit and accepting temporary unfavourable work conditions without complaints. An assured good Quality of Work Life will not only attract young and new talent but also retain the existing experience talent. If the organization provide a better quality of work life to their employees and facilitate in improving the standard of living, it will be a greater benefits for the employee and organization as a whole in achieving the overall objectives.

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