

“IMPACT OF LABOUR WELFARE SCHEMES ON QUALITY OF WORK LIFE ON SMALL SCALE INDUSTRY IN SIDCUL”

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Abstract:

In today's world of stiff competition among the organizations, all organizations have a number of opportunities to grab and number of challenges to meet. Owing to such environment, the active establishments are smoothly surviving in the current rivalry. While facing these contests, there is a great compression of work on the carries of management. To survive and become a successful pillar in the market; quality of work life can help in gaining competitive advantages. Through maintaining good interpersonal relationship among employees we can develop good human resource department. This gives them job satisfaction which ultimately enhances their performances. The objective of the study is to analyze the impact of quality of work life on an organizational conflict.

KEYWORDS: Quality of work life, labour welfare

Introduction

With the quickly shifting technological, socio-economic, political, and legal environment, effective management of human resources has become a challenging job. Effective utilization of human resources requires better quality of work life by providing suitable financial compensation, good working conditions, suitable opportunities for growth and development, workforces' participation in management and by ensuring social justice in the organization. In current situation of high technology world, it has developed a great worry for organization as well as employees. Quality of working life is the most substantial work related behavioral phenomenon which has positive impact on production, work culture and effectiveness of the organization. The term employee welfare means the efforts to make existence values living for workmen. It includes various services, schemes and schemes offered to employees by the employers, unions and government. The purpose is to improve the living standard of workers and thereby improve the quality of work life. Employers voluntarily extend a number of schemes to employees in the hope that these indirect compensation plans motivate employees to perform better. Over the years the types of schemes offered have been expanding in line with competitive pressures, changing job market trends, employees' expectations, union demands and legislative requirements.

Labour welfare

The term employee welfare means the efforts to make life worth living for workmen. It includes various services, facilities and benefits offered to employees by the employers, unions and government. The purpose is to improve the living standard of workers and thereby improve the quality of work life. Employers voluntarily extend a number of benefits to employees in the hope that these indirect compensation plans motivate employees to perform better. Over the years the types of benefits presented have been increasing in line with competitive pressures, changing job market trends, employees' expectations, union demands and governmental requirements

Literature Review

Balkrishnan (1976) examined the relational importance of physical, social, Financial, security, achievement, responsibility, recognition, and growth factors of Industrial employees.

Hartenstein and Huddleston (1984) enumerated that for Quality of Work Life measures to be successful, management and labour must have shared values, without such values, managers are often authoritarian and deny workers sense of involvement, responsibility and autonomy, resulting in the workers lack of commitment and low productivity

Chakraborty (1986) found out that there are many organizational situations which indicate hidden realities of Quality of Work Life. Researchers are required to examine Quality of Work Life in light of new paradigm based on study of Indian psycho-philosophy offered from a strict problem-solving point of view and may have relevance to educate predicting managers

Havlovic (1991) studied the influence of Quality of Work Life initiatives on HR Outcomes. Data was collected by unionized Midwestern heavy manufacturing firm for Period during 1976-1986. Results indicated that Quality of Work Life initiatives Significance reduce absenteeism, minor or accidents, grievances and quits.

Taylor (1977) suggested usefulness of job satisfaction measures in assessing job characteristics in improving Quality of Work Life is problematic. Paradoxically the high and stable levels of job satisfaction can not explain the frustration and alienation in the organization.

Hackman et al. (1978) propounded that the job can be re-designed to have the attributes desired by the people and organization, and also to have the environment desired by the people. This approach seeks to improve the quality of working life.

Sayed and Sinha (1981) examined the relationship between Quality of Work Life dimensions, job satisfaction and performance measures on the two groups of sample working in high Quality of Work Life and low Quality of Work Life organizations. The result revealed that Quality of Work Life dimensions are related to job satisfaction in both the types of organizations.

Singhal (1983), emphasized on the job quality of life where it is pointed out that quality of working life (Quality of Work Life) will be meaningful if the people working in organization live a happy life in society. Economic, family and health related aspects to which employees are exposed as member of larger significant-society are significant factors that influence their quality of working life (Quality of Work Life) experience.

Hartenstein and Huddleston (1984) enumerated that for Quality of Work Life measures to be successful, management and labour must have shared values, without such values, managers are often authoritarian and deny workers sense of involvement, responsibility and autonomy, resulting in the workers lack of commitment and low productivity.

Sirgy et al. (2001) developed a new measure of Quality of Work Life based on

Need satisfaction and spillover theories. The measure was designed to capture the extent to which the work environment, job requirement, supervisory behavior, and ancillary programs in an organization are perceived to meet the needs of employees. Seven major needs were identified, each having several dimensions. There are: (a) Health and safety needs, (b) Economic and family needs (c) Social needs, (d) esteem needs (e) self-actualization needs, (f) knowledge needs, (g) Aesthetic needs. The measures convergent and discrimination validities were tested and the data provided support to construct validity of Quality of Work Life measuring. Further the measure homological predictive validity was tested by hypothesis deduced from spill over theory.

Objective of the study

- To analysis the various labour welfare schemes used by small scale industry in sidcul.
- To evaluate the impact of labour welfare schemes and quality of work life of employees.

Research Methodology

Research Methodology is a method to scientifically solve the research problems. Research methodology constitute of research method. For this project the steps which are taken are as follows:

Research Design

Descriptive research is selected for this study. Descriptive research enables to determine the answer to various questions formulated with prior knowledge of the situation or the problems under study. Both primary as well as secondary data will be used to analyze the problem under consideration. Secondary data will be collected from various sources like books, journals & research paper web sites and other relevant source. - For this study convenience sampling (non-probability sampling) was used to collect the data from the population.

A simple random sample is a subset of a statistical population in which each member of the subset has an equal possibility of being chosen. A simple random sample is meant to be an balanced illustration of a group. Sample size measures the number of individual samples dignified or explanations used in a survey or experimentation. Sample units are the affiliates of the population from which measurements are taken through sampling.

Reliability Test

Reliability refers to the extent to which a scale produces consistent results, if the measurements are repeated a number of times. The analysis on reliability is called reliability analysis. Reliability analysis is determined by obtaining the part of organized variation in a scale, which can be done by defining the association between the scores obtained from different administrations of the scale.

Descriptive statistics

Mean and Standard deviation of statutory scheme

		Mean	Std. Deviation
satisfied with medical and first aid schemes	.642	2.08	.922
work place regularly cleaned		2.14	1.125
Satisfied with ventilation and lighting schemes		1.90	.909
Satisfied with lunch room and rest room schemes		2.10	.953
satisfied with drinking water schemes		2.10	.863
satisfied with canteen schemes		2.18	1.155

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Interpretation : In above Table we can see that Cronbach's alpha is .642., which indicates a high level of internal consistency for our scale with this specific sample. Thus the data is reliable enough for further test.

With respect to the dimensions of quality of work life assessed by the schemes and satisfaction questionnaire, and table 1 indicates that the means for the satisfied with lunch room, rest room and drinking water schemes. 2.84 which is highest and Standard Deviation is also highest for the same that is 1.155

Mean and Standard deviation of no statutory scheme

		Mean	Std. Deviation
Are you satisfied with transport schemes	.642	2.24	1.287
Are you satisfied with housing and recreational schemes		2.48	1.111
Satisfied with social security schemes		2.04	.903
satisfied with the fair distribution of work and provision for rest hours		2.06	.890
Is there maternity schemes provided to women employee		2.38	.923

Interpretation: In above Table we can see that Cronbach's alpha is .642 , which indicates a high level of internal consistency for our scale with this specific sample. Thus the data is reliable enough for further test.

With respect to the dimensions of quality of work life assessed by the schemes and satisfaction questionnaire and table indicates that the means for satisfied with housing and recreational schemes is 2.48. which is highest and Standard Deviation is also highest for the same that is 1.287.

Mean and Standard deviation of quality of work life

		Mean	Std. Deviation
working in the organization give feel of security and improve your productivity	.642	1.92	.778
schemes provided by organization motivate you to improve your quality of work life		2.16	.710
organization provide satisfactory salary according to your work		1.96	.638
Quality of work life of organization helps to improve your productivity		2.02	.622
There is a good career prospect in your organization		2.24	.797
Is there higher pay and opportunity for growth in your organization		1.92	.665
Is there adequate and fair compensation for the work you do		2.00	.808
Do you agree that welfare measures improve the quality of work life		1.94	.620

Interpretation: In above Table we can see that Cronbach's alpha is **0.642**, which indicates a high level of internal consistency for our scale with this specific sample. Thus the data is reliable enough for further test.

With respect to the dimensions of quality of work assessed by the schemes life and satisfaction questionnaire and table indicates that there is a good career prospect in your organisation is 2.24 which is highest and Standard Deviation of the satisfied with the information flow is also highest for the same that is .808

Testing Hypothesis:

Hypothesis 1:

H₀:-There is no significant impact of statutory schemes on quality of work life.

H₁:- There is significant impact of statutory schemes on quality of work life.

Hypothesis 2:

H₀:-There is no significant impact of non-statutory schemes on quality of work life.

H₁:- There is significant impact of non-statutory schemes on quality of work life.

REGRESSION ANALYSIS

Linear regression is the next step up after correlation. It is used when we need to forecast the value of a variable based on the value of another variable. The variable we need to forecast is called the dependent variable (or sometimes, the outcome variable). The variable we are using to forecast the other variable's value is called the independent variable (or sometimes, the predictor variable).

Testing Hypothesis

Hypothesis 1:

H₀:-There is no significant impact of statutory schemes on quality of work life.

H₁:- There is significant impact of statutory schemes on quality of work life.

REGRESSION

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.191 ^a	.036	.016	.575

a. Predictors: (Constant), Quality_of_work_life

Interpretation: Table describes how perfectly the model fits for the analysis. R shows the degree of correlation between the statutory And Non-statutory Rewards and quality of work life as the value of R is .191 that means there is moderate degree of relationship between both sets of data. R^2 states the strength of association, the value of R^2 ranges from 0 to 1 value closer to the 1 shows high degree of association. In the model the value of R^2 is .036 which means the strength of association between two set of data is 3.6%. That means the statutory schemes and quality of work life are moderately associated with each other. Thus the statutory schemes have significant impact on quality of work life

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.599	1	.599	1.812	.185 ^b
	Residual	15.860	48	.330		
	Total	16.458	49			

a. Dependent Variable: Statutory schemes.

b. Predictors: (Constant), Quality work life.

Interpretation: The table indicates that the regression model predicts the dependent variable significantly well. We have to look at the "**Regression**" row and go to the "**Sig.**" column. This shows the statistical significance of the regression model that was run. Here, $p < 0.0005$, which is less than 0.05, and indicates that, overall, the regression model statistically significantly predicts the outcome variable (i.e., it is a good fit for the data).

From the above table the value of Significance is .000 which means it is more than .05 indicating that the null hypothesis is accepted . Hence there is a no significant impact of statutory schemes on quality of work life.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.414	.504		2.807	.007
	Quality of work life	.318	.236	.191	1.346	.185

a. Dependent Variable: Statutory schemes

Interpretation: From the above table the regression equation can be equated as

Quality of work life = 1.414 + .318(statutory Schemes)

Thus it is concluded that statutory schemes has positive impact on quality of work life. It indicated that increase in statutory schemes will help in improving quality of work life.

Hypothesis 2:

H₀:-There is no significant impact of non-statutory schemes on quality of work life

H₁:- There is significant impact of non-statutory schemes on quality of work life

REGRESSION

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.191 ^a	.036	.016	.575

a. Predictors: (Constant), Quality of work life

Interpretation: Table how perfectly the model fits for the analysis. R shows the degree of correlation between the statutory And Non-statutory schemes And quality of work life as the value of R is .191 that means there is moderate degree of relationship between both sets of data. R² states the strength of association, the value of R² ranges from 0 to 1 value closer to the 1 shows high degree of association. In the model the value of R² is .036 which means the strength of association between two set of data is 11%. That means the non - statutory schemes and quality of work life are moderately associated with each other. Thus the non-statutory schemes have significant impact on quality of work life.

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.440	1	.440	1.555	.219 ^b
	Residual	13.579	48	.283		
	Total	14.019	49			

a. Dependent Variable: Non statutory schemes

b. Predictors: (Constant), Quality_of_work_life

Interpretation: The table indicates that the regression model predicts the dependent variable significantly well. We have to look at the "**Regression**" row and go to the "**Sig.**" column. This indicates the statistical significance of the regression model that was run. Here, $p < 0.0005$, which is less than 0.05, and indicates that, overall, the regression model statistically significantly predicts the outcome variable (i.e., it is a good fit for the data).

From the above table the value of Significance is .000 which means it is more than .05 indicating that the null hypothesis is accepted . Hence there is a no significant impact of non-statutory schemes on quality of work.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.730	.466		3.712	.001
	Quality of work life	.272	.218	.177	1.247	.219

a. Dependent Variable: Non-statutory schemes

Interpretation: From the above table the regression equation can be equated as
Quality of work life=1.730 +.272(statutory schemes)

Thus it is concluded that non statutory schemes has positive impact on quality of work life. It indicated that increase in non-statutory schemes will help in improving quality of work life.

CONCLUSION

The main goal of this study was for knowing the existing welfare status, awareness and implementation of labour scheme and its impact on the Quality of work life. Taking into consideration, all the principles of “labour welfare” like social responsibility, efficiency, participation, accountability and timeliness all of these aim to convey that inducing an employee welfare program which helps to build up a sense of loyalty which will helps to achieve organizational goals. In the study conducted on “labour welfare schemes on Quality of work life” it was found that organization adopted most of the statutory and non-statutory welfare schemes

It is evident from the study that a variety of factors such as influence Quality of work life. It was also significant to discover that there is a direct and positive relationship between labour welfare scheme and Quality of work life .

The management required to provide good scheme to all labour in such way that labour become satisfied about labour welfare scheme. It increases productivity as well as Quality of work life. Therefore there is necessity of making some provision for improving the welfare facility through that labour will become happy, labour performance level become increase. It leads to improve favorable effects of profitability and

products of the organization. At last it can be conclude that the labour welfare scheme provided by the company to labour are satisfied and it is commendable, but still of scope is there for further improvement. So that Quality of work life can be enhanced to accomplish the organizational goals.

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