

QUALITY OF WORK LIFE WITH SPECIAL REFERENCE TO ROYAL APPAREL'S AT COIMBATORE

Dr. D. ELAMPARUTHI

Assistant Professor

Department of Business Administration

Annamalai University.

ABSTRACT

QWL is more concerned with the by and large climate of work has on individuals as well as organizational adequacy. Quality is no more a specialized word but has ended up an essential and most noteworthy resource to any organization. Keeping up the quality of such human inputs rises from keeping up the quality of work-life superbly. A culminate quality of work-life would offer assistance to the organization. Typically an endeavor to capitalize the human resources of the organization the conventional approach to HRD is through preparing of the worker. In straightforward terms, QWL alludes to the degree which the individuals of an organization discover the work environment conducive. It is concerned with moving forward work – administration cooperation to fathom numerous organizational issues, accomplishing the specified level of execution and securing more prominent worker fulfillment. The test estimate of the ponder is 90, the Testing plan is to characterize set of objects, actually called the universe and the inspecting plan utilized within the ponder is likelihood testing. The inspecting method is “Simple arbitrary sampling” of likelihood inspecting method. The result appears there's a noteworthy affiliation between Age and working plan. Consequently, the Invalid theory is acknowledged and Lion's share of the respondents are has a place to the age gather of 25 – 30 a long time (37%).

Key words: Qwl , Organisation , Work Environment and Employee Satisfaction.

INTRODUCTION

In straightforward terms, QWL alludes to the degree which the individuals of an organization discover the work environment conducive. It is concerned with progressing work – administration co – operation to fathom numerous organizational issues, accomplishing the specified level of execution and securing more prominent worker fulfillment. QWL implies “The degree to which individuals of a work organization can fulfil imperative personal needs through their encounter within the organization”. QWL has picked up merited conspicuousness within the Organizational Behavior as a pointer of the generally of human encounter within the work put. It plays a key part in any organization and has an impact on the individuals, their work, execution and self-advancement as well as organization's advancement. It essentially alludes to the relationship between the workers and the environment in which he works. It centres on making a working environment where representatives work co – operatively and accomplish comes about collectively.

QWL alludes to the degree of work allows people to fulfil the ought to survive with a few security to the got to associate with others, to have a sense of individual convenience, to be recognized for accomplishment and to have an opportunity to move forward one's aptitude and knowledge. Quality of work-life alludes to the

favorableness (or) unfavourableness of work enhancement for individuals. On the off chance that alludes to the quality of the relationship between workers and the full working environment. Sharmirand Soloman: 1985 has characterized the QWL within the taking after way “QWL is comprehensive develop that survey an individual’s work connection well being and the degree to which work encounters are fulfilling satisfying and destitute of stretch and other negative individual results “ The concept of QWL is based on the suspicion that work is more than fair a work. It is the middle of a person’s life and a specialist incorporates an entirety person instead of a half-human and half machine identity of Jekyll Hyde type.

- Increase in education level and consequently job aspirations of employees
- Association of workers
- Significance of human resource management
- Widespread industrial unrest
- Growing of knowledge in human behavior

DIMENSION OF QUALITY OF WORK LIFE

Quality of work life could be a multi - measurement concept inferring a concern for individuals of an organization. The premise underlying QWL is the humanization of work which suggests creating a work environment that guarantees nobility to the workers.

- Adequate and fair compensation
- Safe and healthy working conditions
- Opportunity to use and develop human capacities
- Opportunity for career growth
- Social integration in work force
- Constitution in the work organization
- Work and personal life
- Social relevance of work

PRINCIPLES OF QUALITY OF WORK LIFE:

Herrick and Maccobu distinguished four essential standards which humanize that the work there standards are as takes after

- The principles of Security
- The principles of Equity
- The principles of Individualism
- The principles of Democracy

FACTORS OF QUALITY OF WORK LIFE:

There are many factors which can contribute to quality of work life

- Adequate and fair compensation
- A safe and healthy environment
- Jobs aimed at developing and using employees capabilities rather than leading to their Obsolesce
- An environment in which employee’s develop self – esteem and a sense of identify
- Protection of respect for employee’s right to privacy dissents equity and so for
- A sensible integration of job family life and leisure time.

We know that we fair can't halt "working at it", finding, making and sharing modern stuff. We're all so active mentally, work has continuously been one of the foremost critics of human encounters. But when for numerous individuals sex and connections are troublesome since they are regularly unsafe to our wellbeing work plays an indeed more prominent part in keeping us "out of inconvenience." In any case of how much we gain, most of us have a few kinds of plan or work arrange and with so numerous individuals opening a domestic and a cyber-office, with mounting levels of technology-related stretch, proprietor turned substance. Numerous of us conclusion up included in more than one work, which we feel compelled to induce done, investing the most prominent parcel of our lives in what we consider our work environment.

So, Quality of Work Life (QWL) isn't a few ideas of pointless extravagance. QWL is fair as genuine and valuable as virtual reality itself. The brainchild of Quality of Work Life Administrations, Manhattan-based, woman-created undertaking, QWL SPACE has been involved by similarly experienced, open-minded, goal-oriented experts men and ladies with a sense of extent, future, humankind and humour. QWL Administrations welcomes you to hang out at our extending settings toward the by and large enhancement of your Work-Life and toward get to more beneficial ways of life.

RESEARCH METHODOLOGY

OBJECTIVES:

- To Consider socio - statistic variables of the respondent
- To Investigation the favorableness (or) unfavourableness of the environment by the organization
- To Distinguish the Quality of Work Life by the employees
- To Consider the working conditions that are great for individuals as well as for financial wellbeing of the organization
- To Propose a reasonable degree for the moving forward Quality of working condition

SAMPLE SIZE:

The sample size of the study is 90 handed over to the various respondents are the purpose of the study was explain to them.

SAMPLING/TECHNIQUES:

The sampling plan is to characterize a set of objects, actually called the universe and the examining plan utilized within the pondering is likelihood examining. The inspecting strategy is "Simple irregular sampling" of likelihood inspecting method

TOOLS AND STATISTICAL ANALYSIS

In this ponder the analyst has utilized survey as a device the survey comprise of 25 things with 4 measurement The information collected were cautious investigation and prepared measurable chi-square test were connected to draw significant inferences.

➤ PERCENTAGE ANALYSIS

This method is used as making comparison between two (or) source of data percentage can also be used to compare the distribution of two (or) more sources of data

➤ **CHI – SQUARE TEST**

Chi – square test in the simplest and most widely used non probability test in statistical work. Chi – square represent the magnitude of discreminance between theory and observation **Formula for Chi – square: $(O - E)^2/E$** With $(n - 1)$ degree of freedom

TABLE – 1

DISTRIBUTION OF THE RESPONDENTS BY THEIR AGE

S.NO	AGE	NO. OF RESPONDENTS	PERCENTAGE
1	25 - 30	33	37
2	30 - 35	29	33
3	35 - 40	15	16
4	Above - 40	13	14
Total		90	100

Source: Primary data

INFERENCE: The table shows that 37% of the respondents are belongs to be in the age group of 25 – 30 year, 33%oftherespondentsareintheagegroupof30–35year, 16% of the respondents are in the age group of 35 – 40 year, and the remaining 14% of the respondents belongs to the age group of above 40 year.

TABLE – 2

DISTRIBUTIONS OF THE RESPONDENTS BY THEIR GENDER

S.NO	GENDER	NO. OF RESPONDENTS	PERCENTAGE
1	Male	70	78
2	Female	20	22
		90	100

Source: Primary data

INFERENCE: From the table its found that 78% of the respondents are Male, and the remaining 22% of the respondents are Female.

TABLE – 3

ASSOCIATIONS BETWEEN AGE AND WORKING SCHEDULE

Null Hypothesis (Ho): There is no significant association between Age and Working schedule

Alternative Hypothesis (Ha): There is significant association between Age and Working schedule.

S.NO	Age	Working Schedule				
		Highly satisfied	Satisfied	Dis satisfied	Highly Dis satisfied	Statistical Inference

1	25-30	4	20	6	5	C.V = 8.27 T.V = 17.01 C.V < T.V No Significant
2	31-35	9	12	6	3	
3	36-40	6	8	4	2	
4	Above -41	2	5	2	0	

Degree of freedom : 9 at the significant level of 5%

INFERENCE: There is a significant association between Age and working schedule. Hence the Null hypothesis is accepted.

TABLE-4

ASSOCIATIONS BETWEEN EXPERIENCE AND PROMOTION PROCEDURE Null Hypothesis

(Ho): There is no significant association between Experience and promotion procedure.

Alternative Hypothesis (Ha): There is significant association between Experience and promotion procedure

S.NO	Experience	Promotion procedure				Statistical Inference
		Strongly Agree	Agree	Disagree	Strongly Disagree	
	Up to 5yrs	13	13	4	4	C.V = 61.91 T.V = 12.602 C.V = T.V Significant
	6 to 10yrs	12	16	12	4	
	Above 11yrs	3	8	1	1	

Degree of freedom : 6 at the significant level of 5%

INFERENCE: There is a significant association between Experience and promotion procedure. Hence the Null hypothesis is rejected.

TABLE - 5

ASSOCIATION BETWEEN EDUCATIONAL QUALIFICATION AND DEVELOP OUR SPECIAL ABILITIES

Null Hypothesis (Ho): There is no significant association between Educational qualification and develop our special abilities.

Alternative Hypothesis (Ha): There is significant association between Educational qualification and develop our special abilities

S.NO	EDUCATIONAL QUALIFICATION	Develop our special abilities				Statistical Inference
		very little	little	good	very good	
	SSLC	3	20	6	6	C.V.= 24.0 T.V.=17.01 C.V > T.V Significant
	H.Sc	11	11	6	2	
	Diploma holder	6	7	4	1	
	Degree holder	2	5	0	0	

Degree of freedom : 9 at the significant level of 5%

INFERENCE: There is a significant association between Educational qualification and develop our special abilities. Hence the Null hypothesis is rejected.

TABLE – 6
ONE WAY ANALYSIS OF VARIANCE AMONG DESIGNATION AND COMPANY WORKING ENVIRONMENT

S.NO	Source of variance	WORKING ENVIRONMENT				S% Limit (From F Table)
		Sum of sample	Degrees of	SS/DF	F - Ratio	
	Between Sample	238.70	2	117.84	117.84	T.V.=4.13 Degrees of Freedom = (2,9) P > 0.05 C.V = 1.930 No Significant
	Within Sample	570.25	9	64.01	1.930	

INFERENCE

The table shows that there is significant association between Designations and Working Environment Hence the Null hypothesis is accepted.

FINDINGS

- Age-wise dispersion appears that the lion's share of the respondents has a place to the 'below 25 -30 years' and '31 – 40 years' (37%).
- Gender-wise, lion's share (78 per cent) of them are male and the remaining 22 per cent of them are female.
- Marital status-wise conveyance appears that simply a half (31 per cent) of them are single and the remaining 69 per cent of them are hitched.
- Educational qualification-wise, the respondents are chosen as Recognition holders. (32%)
- Experience shrewd Larger part of the respondents having 5 – 10yrs just a half (50%)
- Majority of the respondents have gotten Rs. 5000 – 10000 . (47%) and 65% of the respondents are Specialists.
- Majority of the respondents are fulfilled that their Working environment (52%) and most of them respondents are anticipated alteration in your working environment(72%).
- Majority of the respondents are fulfilled that their Physical structure of an organization(41%)
- Majority of the respondents are acknowledged the company rules and control (41%) and most of the respondents are Fulfilled the company Welfare measures (51%)
- Majority of the respondents are the relationship between administration and representatives at exceptionally great level (52%) and most of the respondents are fulfillment towards the motivational program in our organization at fulfilled (52%) more than half.

SUGGESTIONS

The organization can be demonstrated by preparing programs for the representatives and to making strides the information upgrade.

- The organization can be progressing the Framework offices with firefighting types of gear where were it required.
- The organization can be concentrate on motivations and plans for representatives improvement.
- The company giving veil and eye lesson of representatives to maintain a strategic distance from the dust
- The organization can frame the superior special approach and exchange of the specialists in shifts departments.
- Quality of work execution is influenced by the Quality of life. So the administration ought to give the individual counselling for the Quality of the work of life.

CONCLUSION

With the assistance of factual investigation the analyst has completed the interpretation of essential information together with analyst perception amid the field visit and auxiliary information. With this few words, the taking after are the conclusion of this investigate work. The victory of any organization depends on the effectiveness of labour are expanding the productivity. The organization advance of Quality of work-life within the employee. The venture shows the administration has taken the work environment into the concern and has done the most excellent to keep their representatives cheerful. A man cheerful and a upbeat working climate make a upbeat man to contribute more. At long last, I would like to conclude that all my recommendations would bring positive result both to administration and to the representatives, in case the administration put in hone. There the approaches of the company it great and it ought to designate a few time to know the issues of the representatives, at that point the representatives feel positive towards the organization.

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