



INTERRELATIONSHIP BETWEEN QUALITY OF WORK LIFE, WORK LIFE BALANCE AND QUALITY OF LIFE: A STUDY OF EMPLOYEES IN FOUNDRY UNITS IN KOLHAPUR DISTRICT

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Abstract:

The economic, social, and cultural development of any country mostly depends on human resources it has. The 21 st century most of the business houses understand that their distinctive competencies depend not in particular products or technologies but in distinctive expertise, skills and knowledge pool of their people. According to Arthur lewise "there are great differences in development between countries which seem to have roughly equal resources. The endeavour to establish the criteria of life's worth is called quality of work life. It encompasses an inexhaustible but enumerable range of topics. And quality of life is viewed as a holistic perspective on life and living. The elements existing in the work environment, the workers' performance (behaviour), and their knowledge of the current work environment are all variables.

Key Words: Human resources, skills and knowledge, quality of work life, quality of life, work environment

1.1 INTRODUCTION :

When individual labour to the best of their ability and with zeal, excitement and dedication to the company skyrocket. In actuality, every group has about the same resources to work with, such as supplies, equipment, cash, land, and buildings, among other things. The only thing that sets you apart from the competition is your attitude. Organizations are nothing more than groups of individuals. The QWL has a significant impact on people's overall quality of life. People have a higher quality of life when their work is of high quality, and vice versa. As a result, the quality of one's work life has been viewed as both a means and an aim in and of itself. A good work-life balance should be a top goal for everyone.

1.2 STATEMENT OF THE RESEARCH PROBLEM:

If there is a work–life balance issue, it might affect the quality of Foundry's goods. This research paper aims to expose, examine, and comprehend the work-life balance of foundry employees in the Kolhapur area. As a result, the researcher has chosen the topic of

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1.3 OBJECTIVES OF THE STUDY

I) To study the Inter-relationship between the dimensions of quality of work life, Work life Balance and Quality of life

II) To study the factors affecting on Work–Life balance of Employees working in foundry units.

III) To Study Problems of Employees working in foundry units while maintaining Quality of life

1.4 HYPOTHESES OF THE STUDY

A: H₀: There is no significant relationship between Work Satisfaction (WS) and Quality of Work Life (QWL**).

B: H₀: There is no significant relationship between Demographic Factors (DF**) of workers and Work Life Balance (WBL**).

C: H₀: There is no significant relationship between Demographic Factors (DF**) of workers and Quality of Life (QL**).

1.5 RESEARCH METHODOLOGY

1.6 Sample Design and Sampling Technique

In this 65 industries total of 3700 employees are currently working as on regular basis, for deciding the sample proportionate sampling method is used to select respondents from each industrial sector.

1.7 Scale adoption and Modification:

All the scale used in this research study is adopted from previous research which is published in well reputed journals.

Scale	Source
Work Life Balance	Agha K, Azmi, F, T. & Khan. S.A. (2017)
Quality of work life	Sultan O. Almarshad, (2015)
Quality of Life (QOL) Popularly known as The “Brunnsviken Brief Quality of Life Scale (BBQ)”	Philip Lindner et al (2016)

2. DATA ANALYSIS AND INTERPRETATION

2.1 Statistical Data Analysis with hypothesis testing

The preliminary data screening and analysis in this research study was done in two steps: data cleansing and screening, followed by the provision of a description of the demographic characteristics of the sample.

2.2 Influence of QWL on WLB

Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.561	0.315	0.313	0.561

2.3 Influence of QWL on WLB

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	51.947	1	51.947	164.613	0.000
	Residual	112.975	358	0.316		
	Total	164.923	359			

2.4 Influence of QWL on WLB

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	Regression					
	(Constant)	1.695	0.174		9.730	0.000
	QWL	0.579	0.45	0.561	12.830	0.000

In this model difference between R^2 adjusted R^2 was $(0.315 - 0.313 = 0.002)$. This reduction means that if this model was derived from the entire population the variation in the outcome would be approximately less than 0.2 percent.

Researcher has observed that b_0 is 1.695. b_1 is 0.561. Therefore, if Quality of Work Life (QWL) is increased by one unit, then our model predicts that 0.561 change in Work Life Balance (WLB) Here, t-value is 12.830, which is significant at $p < 0.001$.

There is no multi-co linearity issue in this model because of only one predictor.

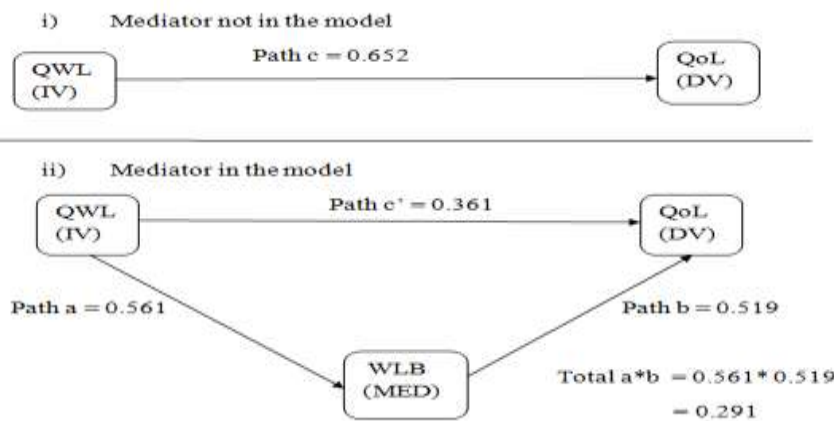
From coefficient table it is concluded that Work Life Balance (WLB) depends on Quality of Work Life (QWL).

2.5 Inter-relationship between the QWL, WLB and QoL

Meditation Analysis Using Regression

Testing Path	Unstand Beta	SE	Stand Beta	t	sig	95% CI	R Square in Percentage
Path c : DV : QoL (Quality of Life)							
R square =0.425 , F (1,358)=264.544 , p=0.000							
IV: QWL(Quality of Work Life)	0.619	0.038	0.652	16.265	0.001	(0.544,0.694)	42.50%
Path a: DV: WLB (Work Life Balance)							

R square =0.315 , F (1,358)=164.613 , p=0.000							
IV: QWL(Quality of Work Life)	0.579	0.045	0.561	12.83	0.001	(0.490,0.668)	31.50%
Path b and c' : DV: QoL (Quality of Life)							
R square =0.609 , F (2,357)=278.318 , p=0.000							
IV: QWL(Quality of Work Life) (c')	0.342	0.038	0.361	9.025	0.001	(0.268,0.417)	52.00%
IV: WLB (Work Life Balance) (b)	0.477	0.037	0.519	12.977	0.001	(0.405,0.550)	8.90%
Total Effect (a*b)			0.291				



Interrelation between QWL, WLB and QOL

Mediator not in model:

Path c

Independent variable Quality of Work Life (QWL) and dependent variable Quality of Life (QOL) these two variables put into linear regression model then the value of $R^2 = 0.425$, tell us that Quality of Work Life (QWL) can accounted for 42.5 percent of the variance in Quality of Life (QOL). This means that till 57.5 percent of variance in Quality of Life (QOL) cannot be explained by Quality of Work Life (QWL).

This model is significant model $F(1,358) = 264.44$ at significant level 0.001. The path value c is 0.652 which is significant at t value = 16.265 at $p = 0.001$.

Mediator in model: Work Life Balance (WLB)

Path a

Independent variable Quality of Work Life (QWL) and dependent variable Work Life Balance (WLB) these two variables put into linear regression model then the value of $R^2 = 0.315$, tell us that Quality of Life (QWL) can accounted for 31.5 percent of the variance in Work Life Balance (WLB). This means that till 68.5 percent of variance in Work Life Balance (WLB) cannot be explained by Quality of Work Life (QWL).

This model is significant model $F(1,358) = 164.613$ at significant level 0.001. The path value c is 0.561 which is significant at t value = 12.83 at $p = 0.001$.

Path b and c'

Independent variable Quality of Work Life (QWL) and dependent variable Quality of Life (QOL) and mediator variable Work Life Balance (WLB) then path value c' is 0.361, path b is 0.519. Total effect of $a*b = 0.561 * 0.519 = 0.291$. All path values in model (Path c, c', a, b) are significant at $p = 0.001$ (See above table and diagram). The value of $R^2 = 0.609$ tell us that total variance. Quality of Work Life (QWL) can accounted for 52.00 percent on variance Quality of Life (QOL) and Work Life Balance (WLB) can accounted for 8.90 percent on variance Quality of Life (QOL). In this way, total variance on Quality of Life (QOL) can accounted 60.9 percentage which is greater than by 18.4 percentage (60.9 - 42.5) of variance without mediator.

Hence we can say that there is partially significant mediating relationship between Quality of Work Life (QWL), Work Life Balance (WLB) and Quality of Life (QOL). High degree of Quality of Work Life (QWL) is positively and significantly related with Work Life Balance (WLB) similarly high degree of Quality of Work Life (QWL) is positively and significantly associated with Quality of Life (QOL). In other word we can say that lower degree of Quality of Work Life (QWL) is decreasing Work Life Balance (WLB) which lead to degrade Quality of Life (QOL). This finding is on the same line of previous research studies (Bhola, 2016). Quality of Work Life (QWL), Work Life Balance (WLB) and Quality of Life (QOL) existed then relationship between Quality of Work Life (QWL) and Quality of Life (QOL) is partially mediating through the variable Work Life Balance (WLB).

3. Hypotheses Testing Summary

Two null hypotheses are rejected and alternate hypothesis is supported by the data. It is concluded that:

H1: Null hypothesis not rejected ($p > 0.05$, $p = 0.549$) hence there is no significant relationship between work satisfaction (WSA) with work stress (SW).

H2: Null hypothesis is rejected ($p < 0.05$, $p = 0.000$) and alternate hypothesis is supported by the data. There is significant relationship between Job and Career Satisfaction (JCS) and work Condition (WC).

H3: Null hypothesis is rejected ($p < 0.05$, $p = 0.000$) and alternate hypothesis is supported by the data. There is significant relationship between Job and Career Satisfaction (JCS) and work occupy (WO).

H4: Null hypothesis is fail to rejected ($p > 0.05$, $p = 0.177$) hence Work Interference in Personal Life (WIPL) is insignificant with age of the respondents.

H5: Null hypothesis is fail to rejected ($p > 0.05$, $p = 0.139$) hence Personal Interference in Work Life (PIWL) is insignificant with age of the respondents

H6: Null hypothesis is rejected ($p < 0.05$, $p = 0.003$) hence there is significant difference in age of the respondents and their Work personal Life Enhancement (WPLE)

H7: Null hypothesis is fail to rejected ($p > 0.05$, $p = 0.563$) hence Work Interference in Personal Life (WIPL) is insignificant with experience of the respondents

H8: Null hypothesis is fail to rejected ($p > 0.05$, $p = 0.258$) hence Personal Interference in Work Life (PIWL) is insignificant with experience of the respondents

H9: Null hypothesis is fail to rejected ($p > 0.05$, $p = 0.258$) hence Work Personal Life Enhancement (WPLE) is insignificant with experience of the respondents

4. FINDINGS SUGGESTIONS AND CONCLUSION

Finding 1 : in the light of research objective I

There is partially significant mediating relationship between Quality of Work Life (QWL), Work Life Balance (WLB) and Quality of Life (QoL). High degree of Quality of Work Life (QWL) is positively and significantly related with Work Life Balance (WLB) similarly high degree of Quality of Work Life (QWL) is positively and significantly associated with Quality of Life (QoL). In other word we can say that lower degree of Quality of Work Life (QWL) is decreasing Work Life Balance (WLB) which lead to degrade Quality of Life (QoL). This finding is on the same line of previous research studies (Bhola, 2016). Quality of Work Life (QWL), Work Life Balance (WLB) and Quality of Life (QoL) existed then relationship between Quality of Work Life (QWL) and Quality of Life (QoL) is partially mediating through the variable of Work Life Balance (WLB).

Finding 2: in the light of research objective II

Work interference with personal life (WIPL) shows (M= 2.20, SD= 0.83). In this research Researcher observed that Work interference with family has been associated with lower job satisfaction (M=2.05 SD=2.26) This study is similar to previous study, Work interference with family has been associated with lower job satisfaction and higher turnover intention , as well as more general indicators of poor well being including lower life satisfaction, increased physical symptoms of poor health and increased depression (Allen at al., 2000).

Finding 3 : in the light of research objective III

Researcher found that View On Life shows (M=4.24 & SD=0.88). It shows workers in foundry units of Kolhapur district are highly satisfied with their own view towards their life. As well as they feel their own view towards their life plays important role in maintaining and increasing quality of life ,this results are similar to Greek philosophers Plato and Aristotle, they were looking for meaning of life and guidelines that could have helped to achieve a higher level of existence.

5. Suggestions

Following suggestions are based on data an analysis and observation during visit to the foundry units and discussion held with HR managers and workers in selected foundry units.

1. Spending quality time with family members plays important role in career and family. So every companies management should distribute workload and working hours considering balance between working life and family life.
2. There is need of healthy communication between workers and top level management.
3. Management should take meetings on regular basis with all levels of employees or at least representatives. For building informal relation arrange events or formal get-together and family get-together.

6. CONCLUSION

This study made an attempt to explore relationship between QWL, WLB & QOL among employees in foundry units. Study also throws light upon employees opinion regarding existing Quality of work life of foundry units.

There is no significant difference between age of the respondents and mean between our groups means friends and friendship. There is statically significant difference between age of the respondents and their mean difference between leisure, view in life, creativity, learning and view on self. So it is concluded that the null hypothesis put for this study were rejected and respective alternative hypothesis were accepted.

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