



An opportunity to Develop Human capacities for better Quality of Work life among the employees in the selected Garments Industries in Tirupur city, Tamil Nādu.

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Abstract

The organization should give work freedom for better QWL. The autonomy can be given to employees in the form of independent decision making, provide a chance to utilize their knowledge, skills and abilities and planning and execution of work. So, this research has been considered the opportunities to develop human capacities as a one of the components of QWL

Key words: Develop Human capacities, Quality of Work life.

Introduction

The concept of QWL talks about development of workforce from all angles. It involves employee empowerment by allowing workers to participate in important decisions relating to them. It is concerned with bringing employee engagement so as to improve the organization citizenship behavior. This will definitely improve the performance at all levels. The prime motive is to design jobs, ameliorate working conditions that are best suited for workforce as well as for the overall development of the organization.

Literature Review

Chandranshu Sinha (2012) explored the reasons of perception of employees through high QWL. 100 middle level managers were the respondents of the study. Career opportunities, communication, effective supervision, flexi work arrangement, family culture and motivation were the factors influencing QWL. The study identified three sets of new factors viz., relationship sustain, futuristic orientation and professional orientation.

Indumathy.R.& Kamalraj.S (2012) attempted to look into the Quality of Work Life among Workers with special reference to textile industry in Tirupur District – A textile hub. The study aimed to identify the factors affecting quality of work life. The study referred to the

workers of the selected 5 textile industry related Organizations in Tirupur district. The respondents were selected by using convenient sampling technique and the sample constituted 600. The study identified the major factors that influenced and decided the Quality of Work Life. These factors were attitude, environment, opportunities, nature of job, people, stress level, career prospects, challenges, growth and development and risk involved in the work and rewards etc.,

Valarmathi and Hema (2013) have focused on satisfaction of employees towards QWL in Textile industry in Coimbatore District of Tamil Nādu. The study found that fair compensation, safety, working conditions, opportunities for the development of human capabilities, scope for career growth, and implementing alternative programmes were significantly influenced in the QWL. The study recommended that organization should provide attractive salary to satisfy expectations of the employees for attracting quality work force.

Objectives of the study:

To analyze the Opportunities to develop human capacities for better quality of work life.

Methodology

The study is empirical in nature. The results are based on the close observations and actual experience of the researcher during the field survey. Therefore, practical knowledge of the researcher helped to quantify the qualitative phenomenon. The findings of the study are based on the results rather than mere remedies, theory and beliefs. Viable sample size has been selected by conducting research surveys to collect the data. Proper control has also been exercised to include the variable by using well- structured questionnaire.

Tools used for the study

- The Exploratory Factor Analysis is employed to shrink the variables of opportunities to develop human capacities and to detect the hidden factors.
- 't' test is used to find significance of the variables of opportunities to develop human capacities.

Data Analysis

Table - 1
Rotated Component Matrix for Opportunities to Develop Human Capacities

Variables	Component			
	1	2	3	4
Induction to all employees is arranged.	.798			
Opportunities for the self-improvement of members are possible.	.705			
Training before assigning a new job is suitable.	.675			
Opportunities for technical planning of work is provided.		.865		
Enough freedom for decision making and its implementation		.743		
Appreciation to individuals who suggest new changes / ideas.			.735	
Special appreciations for the well committed employees			.701	
Promotions are need based and regular.			.630	
No personal prejudices in appraising the job performance.				.689

Source: Computed from the Primary Data

The first set of variable loading have three variables with 19.185% of variance. They are: Induction to all employees is arranged (.798), Opportunities for the self-improvement of members are possible (.705) and Training before assigning a new job is suitable (.675). This component is aptly named as ***'Training Opportunities'***,

The second component consists of two variables with 14.061% of variance. They are: Opportunities for technical planning of work are provided (.865) and enough freedom for decision making and its implementation (.743). These variables are suitably named as ***'Work Freedom'***.

The third component consists of three variables with 12.398% of Variance. They are: Appreciation to individuals who suggest new changes ideas (.735), Special appreciations for the well committed employees (.701) and Promotions are need based and regular (.630). These variables are suitably named as ***'Career Prospects'***.

The fourth component consists of one variable such as No personal prejudices in appraising the job performance (.689) with 10.702% of variance.

Table - 2
One-Sample 't' test for Opportunities to Develop Human Capacities

Variables	\bar{x}	σ	t	df	Sig.
Enough freedom for decision making and its implementation	4.32	1.196	34.220	955	.000
Promotions are need based and regular.	4.54	.815	58.281	955	.000
Induction to all employees is arranged.	4.31	.923	43.850	955	.000
No personal prejudices in appraising the job performance.	4.42	.855	51.180	955	.000
Opportunities for technical planning of work is provided.	4.34	.889	46.611	955	.000
Appreciation to individuals who suggest new changes / ideas.	4.08	.793	41.926	955	.000
Opportunities for the self-improvement of members are possible.	4.39	.840	51.306	955	.000
Special appreciations for the well committed employees	4.11	.743	46.058	955	.000
Training before assigning a new job is suitable.	4.45	.690	65.012	955	.000

Source: Computed from the Primary Data

It is concluded that there are four factors such as Training Opportunities, Work Freedom, Career Prospects and Performance Appraisal primarily influenced on the opportunities to develop human capacities.

The table 4.24 discloses that 't' test values of the variables for opportunities to develop human capacities are significant at 5% level. The mean values (\bar{x}) for the variables of opportunities to develop human capacities ranges between 4.08 and 4.54 with the constant standard deviation (σ).

Findings

The factor analysis identified that there are four factors such as Training Opportunities, Work Freedom, Career Prospects and Performance Appraisal primarily influenced on the opportunities to develop human capacities. The employees are highly level of satisfaction with freedom for decision making, Promotions, performance appraisal, Opportunities for technical planning, Appreciations, Opportunities for the self- improvement, and Training.

Conclusion

It shows that the employees are highly level of satisfaction with freedom for decision making, Promotions, performance appraisal, Opportunities for technical planning, Appreciations, Opportunities for the self-improvement, and Training.

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