



# A Study On Quality Of Work Life At Venol Fabrications And Engineers, Belgavi

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## Abstract:

Quality Work-life balance has become a critical factor influencing employee productivity and overall organizational success, particularly in industries characterized by high physical and mental demands, such as the fabrication service industry. This paper explores the importance of work-life balance in the context of the fabrication sector, where employees face challenging work environments, tight deadlines, and the need for specialized skills. The study highlights the potential consequences of poor work-life balance, including stress, burnout, decreased morale, and diminished productivity. It also examines the positive impact that a balanced approach to work and personal life can have on employee satisfaction, job performance, and retention rates. Drawing on industry-specific examples, the paper suggests strategies for improving work-life balance, such as flexible working hours, job rotation, supportive leadership, and employee assistance programs. Ultimately, the paper emphasizes that fostering work-life balance is not only a moral imperative but also a strategic business decision that can lead to enhanced productivity, greater employee engagement, and long-term organizational success in the fabrication service industry.

**Index Terms** - Quality work-life balance, employee productivity, fabrication industry, organizational success, employee well-being, stress management, job satisfaction, retention strategies.

## I. INTRODUCTION

In the modern workplace, achieving a harmonious balance between professional responsibilities and personal life is a critical factor in ensuring employee productivity and organizational success. Employees are an organization's most valuable asset, and their performance is directly influenced by the quality of their work environment and the support they receive.

In today's fast-paced business environment, achieving a harmonious balance between work and personal life is essential for employee satisfaction and productivity. Companies like Venol Fabricators & Engineers face challenges in aligning organizational demands with employee well-being. Effective human resource policies that support work-life balance can address issues such as stress, burnout, and declining morale, which directly impact performance and overall organizational success.

As a key player in the fabrication industry, Venol Fabricators must ensure not only the technical excellence of its products but also the well-being of its employees, as they are pivotal to achieving the company's vision of delivering innovative and reliable solutions.

Work-life balance plays a vital role in preventing stress and burnout while enabling employees to excel in their roles and manage personal responsibilities effectively. When organizations fail to prioritize work-life balance, it often leads to increased stress, reduced morale, and decreased productivity, ultimately affecting overall business performance.

This study focuses on understanding the Quality of Work Life (QWL) at Venol Fabricators & Engineers, a company operating in the fabrication industry. By exploring the challenges and concerns faced by employees, the research aims to provide actionable insights that can enhance their work experience and contribute to the company's growth and sustainability.

Venol Fabricators & Engineers operates in a competitive and demanding industry where maintaining high-quality outputs while meeting tight deadlines is paramount. A supportive work culture that prioritizes employee well-being is essential for achieving these goals and fostering long-term success.

## Need of the study

The fabrication industry, which involves skilled labourers working with materials like metals, wood, and laminates to produce components for a wide array of end products, is particularly susceptible to these challenges. Workers in this field often endure physically demanding tasks, tight production schedules, and long hours, which can take a toll on both their physical and mental health. In this context, this study aims to fill the gap by exploring the specific impact of work-life balance on employee productivity, morale, and retention in the fabrication service industry. By investigating the current state of work-life balance in the sector and identifying effective strategies for improvement, this research will provide valuable insights for companies seeking to enhance employee well-being while maintaining high operational standards. The findings of this study are expected to contribute to both academic literature and industry practices, offering practical recommendations for balancing the demands of work with the needs of employees in a critical and growing industry.

## Objectives of the study

- To study the quality of work life of employees in Venol Fabricators and Engineers.
- To offer suggestion based on the study

## Literature Review

1.Nikola Byrtek, Agnieszka Czerwińska-Lubszczyk (2024) The work-life balance (WLB) of Polish employees in large and small firms (SMEs) is examined in this paper. The work-life balance (WLB) of Polish employees in large and small firms (SMEs) is examined in this paper.

2.Nur Hidayah, Izzatunissa Rizqi Rahmadani (2024) This study examines the relationship between employee performance in the micro, small, and medium enterprise (MSME) sector in Magelang City, Indonesia, and perceived organizational support (POS) and quality of work life (QWL). In order to improve employee performance in MSMEs, the study emphasizes the significance of quality of work life aspects such as offering a positive work environment, chances for career growth, efficient communication, and a sense of pride in the company.

3.Ms. Vishala M (2023) and Akshaya J It sought to ascertain the impact of QWL determinants on turnover intention and the link between quality of work life (QWL) and turnover intention among manufacturing industry employees. There are suggestions made for more study that look at different demographic characteristics, do longitudinal studies, and cover more industries.

4.Alger P. Dura a and Ma. Abegail F. Buñao a\* (2023) The study looks into how emotional intelligence influences the relationship between commitment and quality of work life for public sector workers in the Provincial Government of Agusan del Sur, the Philippines. In order to improve emotional intelligence, quality of life at work, and commitment, the study advises organizations to take into account employees' personal compatibility, develop competent strategic human resource practices with employee-friendly policies, offer adequate and fair compensation, opportunities for training and development, and foster a supportive work environment.

5.Lankanath, R.K.M. (2023) The study looks into how leaders in Sri Lanka's telecommunications industry perform when they work remotely. It looks at the mediating roles that job satisfaction and work-life balance play in this relationship. The study emphasizes how critical it is to comprehend how work-life balance and job satisfaction, two aspects of remote work dynamics that have a significant impact on performance, particularly in industries like telecommunications that have embraced greater remote work practices

6.Dr. K. MAJINI JES BELLA (2023) addresses the difficulties women in the IT industry encounter in striking a healthy work-life balance. In doing so, it draws attention to the particular difficulties that women in the IT industry encounter in juggling work and personal obligations. It also offers advice and suggestions on how businesses might foster a more encouraging work environment for their female staff members.

7.Sandya Jain and Shreya Gupta (2023) An uncomplicated, low-cost, somewhat safe, and portable equipment called the "Churro Fabricator" for creating the Churro Jumper orthodontic appliance is described in the article. They came to a conclusion as The wires' locking mechanism keeps the user safe and helps to avoid injury in the case that they slip. This is made possible by the fabricator. It is affordable, lightweight, and easily stored. The authors speculate that this manufacturer might promote the broad adoption of the labour-intensive yet efficient Churro Jumper device.

8.K. Subha, S. Senthilkumar, and K.A. Asraar Ahmed (2022) The study examines how employees in the IT and healthcare sectors in Tamil Nadu and Karnataka, India, perceive quality of work life (QWL) elements and how this affects employee turnover. In order to lower employee turnover, the report advises IT companies and hospitals to concentrate on enhancing elements like equitable compensation, possibilities for professional growth, etc. Sufficient QWL metrics have the potential to improve service quality and productivity in these high attrition areas.

9.In a study by S. Sutiyatno (2022), the impact of a leader's communication skills on employees' job satisfaction and quality of work life (QWL) at a local bank in Magelang, Indonesia, was examined. According to the study's findings, good leadership communication is essential to fostering a positive work environment, which raises employee job satisfaction.

10.A study by Roslyn B. Lodewyk, Marissa Brouwers, and Vernise Els (2021) The study looked at the relationship between employees' intentions to leave and their quality of work life (QWL), as well as whether organizational commitment acts as a mediator in this relationship. The participants were workers in South African manufacturing companies. The findings indicate that in order to lower turnover intentions, organizations should improve QWL and promote organizational commitment.

11.Dr. C. Venkateswaran and Mandeep Kaur (2020), The significance of the banking industry and the service sector for job creation and economic growth is covered. In comparison to other industries, the service sector needs personnel with more education. The significance of the service industry, the requirement of high-quality services for financial security, and the necessity of advancing gender equality by successfully empowering women are all emphasized in the conclusion.

12.Adedara Subomi Oduguwa Ph.D(2020) and Clement Uchechukwu UkwadinamorPh.D.,FCE 1The study looked into how employee performance was affected by work overload and hours worked in a few manufacturing businesses in Ogun State, Nigeria. The primary goals were to ascertain how employees' performance was impacted by job overload and hours worked. The study came to the conclusion that in order for firms to increase employee effectiveness and efficiency at work, work-life balance programs are crucial.

13.In 2019, Mrs. Surbhi Mehra and Professor Shiv Prasad, The study looks at the components of work-life balance (WLB) for female academicians working in Rajasthan, India's higher education system. It seeks to ascertain how WLB is affected by variables such as workload, working hours, leave regulations, work schedules, incentive programs, etc. They came to the conclusion that women in India are conditioned by society to shoulder the majority of home duties. For enhanced WLB of employees, organizations must offer a supporting environment and policies.

14. Quality of work life (QWL) in the fabrication sector is defined as integrating employees' socio-psychological demands with organizational goals and generating a positive work environment, based on a descriptive study by R. Vidhya (2016). The study's objective is to investigate the quality of work life (QWL) of workers in a few Coimbatore district private sector fabrication firms.

15. Quality of work life (QWL) is a multidimensional construct that covers fair compensation, safe working conditions, opportunities for growth, social integration, and work-life balance. Ms. Pallavi P. Kulkarni (2013) concluded that improving employee quality of work life through training improves employee and organizational performance while improving the overall quality of work life.

## Measures & Methods

### 1. Data Collection

#### o Primary Data:

- Questionnaires: Distributed to 80 employees, featuring:
  - Likert-scale questions (e.g., satisfaction levels).
  - Multiple-choice questions.
  - Open-ended questions for detailed feedback.
- Surveys: Structured to capture both quantitative and qualitative insights.

#### o Secondary Data:

- Sources include books, journals, research papers, and online articles.

### 2. Sampling Design

#### o Population: Employees of Venol Fabricators and Engineers.

#### o Sample Size: 80 employees representing various roles and departments.

#### o Sampling Technique: Random sampling ensures unbiased representation.

### 3. Data Analysis

#### o Quantitative Analysis:

- Use statistical tools to interpret numeric data from questionnaires (e.g., mean, median, and frequency distribution).

#### o Qualitative Analysis:

- Thematic analysis of open-ended responses to identify recurring patterns and suggestions.

## Scope of the study:

The management can benefit from this analysis by strengthening its areas of weakness by implementing the project's suggested changes and recommendations. Eighty employees make up the sample for the poll. The fabricator organizations' personnel were included in the poll. The project's data are primary in nature. The study offers a foundation for comprehending employee issues and suggests potential solutions.

## Limitations of the study:

This study is conducted only in VENOL FABRICATORS AND ENGINEERS located in Belgavi district Karnataka.

The study has been conducted only for a period of 6 weeks.

**Data Interpretations****Happiness with the current job**

Criteria	No. of respondents	No. % of respondents
1	7	8.8%
2	8	10%
3	23	28.7%
4	27	33.8%
5	15	18.8%
<b>Total</b>	<b>80</b>	<b>100%</b>

**Analysis & Interpretations:**

Employee happiness with juggling work and personal obligations is displayed in the data. Employee satisfaction is evaluated from 1 to 5, with 5 denoting the highest degree of satisfaction. All things considered, the evidence points to the majority of workers (52.5%, or 42 out of 80) as being either extremely

**TABLE;3 MANAGEABLE WITH WORK LOAD**

Criteria	No . of respondents	No. % of respondents
Yes	35	43.8%
No	16	20%
Maybe	29	36.3%
<b>Total</b>	<b>80</b>	<b>100%</b>

**Analysis & Interpretations:**

This criterion indicates that the responders' workload inside the organization is manageable also emphasizes that company must continue to evaluate and handle issues related to workload since excessive work can have a negative impact on output, happiness at work, and staff morale

**Suggestions & Conclusion****Suggestions**

Enhance Job Satisfaction: Conduct employee satisfaction surveys regularly and address concerns related to job satisfaction, such as workload, compensation, and work-life balance.

- Promote Work-Life Balance: Implement policies and programs that support a healthy work-life balance for employees, such as flexible work arrangements, employee assistance programs, and wellness initiatives.
- Manage Workload: Evaluate workload distribution and staffing levels to ensure that employees have a manageable workload that does not lead to excessive stress or burnout.
- Provide Stress Management Support: Offer resources and programs to help employees manage stress effectively, such as counselling services, stress management workshops, and mindfulness practices.

- Foster a Supportive Work Environment: Encourage open communication, collaboration, and teamwork among employees and supervisors to create a more supportive and inclusive work environment.
- Enhance Career Development Opportunities: Invest in employee training and development programs, provide clear career paths, and offer opportunities for growth and advancement within the organization.

## CONCLUSION:

The majority of the firm's employees, according to the survey results, express satisfaction with a variety of characteristics of their work environment, suggesting that they have an optimistic overall impression. However, there are several places that require attention. To begin with, most employees think that their burden is manageable and that they may postpone work during their free time. This suggests a healthy work-life balance. However, a sizable minority (about 30%) did report higher stress levels, indicating the need for stress management. Second, even while most employees feel supported and valued by their supervisors and co-workers, some expressed concerns about feeling underappreciated and stressed out. Third, there are contradictory responses in the data. Employee morale and job satisfaction may be further increased by initiatives to create a collaborative, grateful, and supportive work environment.

## References

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