



# QUALITY OF WORK LIFE AMONG WOMEN EMPLOYEES IN KERALA TEXTILE SECTOR

Sanjay George

Teacher

SMSNV HSS Vaikom

## Abstract

*Quality of work life is a critical concept with having lots of importance in employee's life. Quality of work life indicates a proper balance both in work and personal life which also ensure organizational productivity and employee's job satisfaction. This topic deals with several characteristics of job climate, which empowers the human resource development. The opportunities of quality of work life measure which originally included only work restructure effort based on the socio technical systems approach has progressively extended very much so as to include a wide variety of interventions such as quality circles, suggestions schemes, employee participation, empowerment, autonomous work teams etc. The quality of work life in an organization is greatly influenced by the ethical and moral values prevalent in the organization.*

**KEYWORDS:** *Quality of work life, Human resource management, Job satisfaction.*

## INTRODUCTION

Quality of work life refers to the level of happiness or dissatisfaction with one's career. Those who enjoy their careers are said to have a high quality of work life, while those who are unhappy or whose needs are otherwise unfilled are said to have a low quality of work life. Quality of work life is a general statement that overall areas of employee's thoughts about all parts, or cooperate with financial motivations and welfares, well being, security, work environment, and key importance in a humans life. It is a process by which an organization endeavors to realize the imaginative capability of its human by including them in choices influencing their work lives. Its objectives are not just outward concentrating of the enhancement of results and performance. The vital or most important segment of work life change is the existence of a genuine opportunity for individuals at any level in the organization to influence their working environment. It focuses on creating a good human work atmosphere where employees work mutually and contribute to organizational

objectives. The indicators of quality of work life are job engrossment, job fulfillment, and production efficiency. The development of human resource includes performance analysis, training, career planning, organization change and advancement and quality of work life of the women employees in textile industry. This study deals with various aspects of work environment, which facilitates the human resource development.

The quality of work life involves three most important intellectual regions namely work related health care, proper working time and fair salary. The good and safe working atmosphere offers the source for the women employees to dynamic working. The work ought not to represent a health hazard for the women employees in textile industry. The top management individuals and other management individuals, conscious of their own difficulties, risks and fundamental human rights, could reach a lot in their mutually beneficial dialogue.

## REVIEW OF LITERATURE

Kanakarathinam (2017), Explains about the “Measuring qualities of work life balance in the organization, examined the relationship between quality of work life and performance”

Delina and Prabhakara Raya (2013) , Analyzed the work life balance quality in organization for the industrial workers in relation to size of employees, work life is positively related to performance of worker and their motivational factor.

Jonnalagadda Vanaja and Yvvss Varas Prasad (2018), Stated the “Quality of work life balance in a textile shop “, work life dimensions of economic benefits, marital status and general life satisfaction.

Indumathy and Kamalraj (2012) , Concluded the level of happiness or dissatisfaction with one’s career. The peoples are asset in the organization rather than costs, it will be consider as a quality of work life of employees. Today’s workforce is realizing the importance of balance between carrer and personal lives.

Yogesh Jain and Renil Thomas (2016), Defined that major conceptual area of work life balance are necessary in the recent era. Several experiments indicate that the interest in improving the QWL reflects social changes.

## OBJECTIVES OF THE STUDY

1. To study the need and importance of quality of work life of employees.
2. To measure the quality of work life practices applied in the women employees in textile sector in Kerala.
3. To examine the satisfaction level of women employees towards quality of work life in selected textile companies in Kerala.

## LIMITATIONS OF THE STUDY

1. Any study having a bearing on attitude, incomplete, false data and non responses to some questions could not be avoided; however, in any case, the researcher took most extreme efforts to limit such mistakes.
2. The quality of work life is a subject including number of exercises; the most widely familiar practices only were considered in this study.
3. The results of the investigation are limited to textile companies in Kottayam district. It is not pertinent for the comparable association in different districts and states.

## RESEARCH METHODOLOGY

In order to examine the perception of the women employees towards work life balance, the following null hypothesis will be formulated and tested.

H01 : There is no noteworthy relationship among the acceptance levels of the employees belonging to different demographic profile towards factors responsible for work life imbalance in textile companies in kottayam.

H02 ; the demographic variables of the employees do not have any noteworthy impact on their level of work life balance in textile companies in Kottayam.

H03 ; there is no noteworthy relationship among the acceptance level of women employees belonging to different demographic profiles towards impact of work life balance in textile companies in Kottayam.

**Research Design:** This study is empirical in nature and based on survey method. The direct data for this study has been collected from the human resource department of the company. The vital part of the study, the primary data was collected from 100 women employees. Questionnaire method was employed to collect primary data. The data so collected was entered in to a master table and was charted to attain at beneficial conclusion. The secondary data was collected from journals, reports and books. The scope of the study is evaluating the quality of work life among women employees in textile companies in Kottayam.

**DATA ANALYSIS**

## A. Key variables of quality of work life of women employees

Table I : salary and satisfaction towards quality of work life

Variables	Level of attitude			total
	Highly satisfied	Satisfied	dissatisfied	
Emoluments	62	31	7	100
Meeting financial needs	56	27	17	100
Willing to continue the present job	55	26	19	100
Right compensation of the job	51	39	10	100
Overall	56	31	13	100

Source : Primary data

Here 56%, 31% and 13% of the respondents had highly satisfied, satisfied and dissatisfied attitude respectively with the wage and salary of employees in textile companies in Kottayam. Ranging from 51% to 62% of the respondents had good attitude with the emoluments, meeting financial needs, willing to continue the present job and right compensation of the job.

Table 2 : Working conditions and satisfaction towards quality of work life

Variables	Level of attitude			Total
	Good	Fair	Poor	
Duties occupied by the members	54	34	12	100
Risk free working conditions	56	35	9	100
Over crowding and neatness	64	27	9	100
Humanized working conditions	53	31	16	100
Tolerance of noise and illumination	40	41	19	100
Importance given to individuals in the work environment	57	30	13	100
Overall	54	33	13	100

Source : Primary data

Here 54%, 33% and 13% of the respondents had good, fair and poor attitude respectively with the safety and working conditions in textile companies in kottayam. Ranging from 53% to 64% of the respondents had good attitude with the duties occupied by the members, risk free working conditions, overcrowding and neatness, humanized working conditions and importance given to individuals in the work environment. About 40% of the respondents had good attitude with the tolerance of noise and illumination.

Table 3: Gender and Variations in the attitude

Gender	No: of respondents	Average Attitude Score	Standard deviation	Co- variation
Female	76	2.53	0.65	26
Male	24	2.08	0.77	37.25
Total	100	2.41	0.79	32.78

Source : Primary data

Table 3 shows the variations in the attitude level of male and female employees towards quality of work life. It is inferred that the variations in the attitude level was high among female employees followed by male employees.

Table 4: Age and Variations in the attitude

Age (in years)	No: of respondents	Average Attitude Score	Standard deviation	Co- variation
Up to 25	9	2.11	0.8736	41.40
26-40	26	2.11	0.8458	40.08
41-55	44	2.27	0.6842	30.14
Above 55	21	1.95	0.8426	43.21
Total	100	2.15	0.7914	36.81

Source: Primary data

Table 4 shows the variations in the attitude level of employees belonging to different age groups towards the quality of work life. It is inferred that the variations in the attitude level was high among the respondents belonging to above 55 years followed by the age group up to 25 years and 26 – 40 years.

Table 5: Education and Variations in the attitude

Educational status	No: of respondents	Average Attitude Score	Standard deviation	Co- variation
Upto SSLC	55	2.10	0.7786	37.08
H. Sc	21	2.28	0.7643	33.52
Diploma	13	2.38	0.4772	20.05
Degree and above	11	1.81	0.8327	46.07
	100	2.15	0.7914	36.81

Source: Primary data

Table 5 shows the variations in the attitude level of employees belonging to different educational status towards quality of work life in textile companies in Kottayam. It is inferred that the variations in the attitude level was high among the respondents belonging to graduation and above qualifications followed by respondents having up to S S L C.

Table 6: Cadre and variations in the attitude

Cadre	No: of respondents	Average Attitude Score	Standard deviation	Co- variation
Managerial personnel	7	2.14	0.8288	38.72
Clerical and Supervisory staff	14	2.21	0.7722	34.94
Workmen	79	2.13	0.7913	37.15
Total	100	2.15	0.7914	36.81

Source: Primary data

Table 6 shows the variations in the attitude level of employees belonging to different cadres towards quality of work life in textile companies in kottayam. It is inferred that the variations in the attitude level was high among managerial personnel followed by clerical and supervisory staff.

Table 7: Salary and Variations in the attitude

Salary (in Rs.)	No: of respondents	Average Attitude Score	Standard deviation	Co- variation
Below 10000	30	2.06	0.7713	37.44
10000-15000	46	1.97	0.7367	37.39
15000-20000	13	2.46	0.8421	34.23
Above 20000	11	2.72	0.6149	22.60
Total	100	2.15	0.7914	36.81

Source : Primary data

Table 7 shows the variations in the attitude level of employees belonging to different salary groups with the quality of work life in textile companies in Kottayam. It is inferred that the variations in the attitude level was high among the respondents belonging to the salary range of below 10000 followed by employees belonging to the salary range of 10000- 20000.

## CONCLUSION

The quality of work life approach considers human as asset to the organization rather than costs. Employees should love their work and love the place they work with the quality of work life. Better quality of work life promotes human dignity and growth, collaborative work, compatibility of people, organizational goals, etc. only when the right ambience is provided to the employees, they will be able to deliver their goods effectively and efficiently. As a result, employees become satisfied, motivated, involved and committed individuals with respect to their lives at work. Majority of the employees are being closely associated with every efforts of the company. However a small segment of workforce had few problems with the quality of work life. The researcher has suggested suitable measures for improving the quality of work life.



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