



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

A STUDY ON QUALITY OF WORK LIFE AMONG EMPLOYEES WITH SPECIAL REFERENCE MASTER OF BUSINESS ADMINISTRATION

Submitted by

ROHINI.R

MBA Assistant professor

Department of Business Administration

Dhanalakshmi srinivasan college of arts and science for women

Autonomous (Perambalur)

RAMYA.P

MBA (Final year student)

Department of Business Administration

Dhanalakshmi srinivasan college of arts and science for women

Autonomous (Perambalur)

ABSTRACT

Quality of work life is critical concept with having lots of importance in employees life of high quality of work life QWL is essential for all organization to continue to attract and retain employee this study attempted to find out of factors that have an impact and influence on quality of work life of employe the quality of work life of an organization can be assessed by options of employees on statements regarding quality of work life QWL assecpts if employees perceive an organization as offering a good quality of work return of for their contribution to an organization than it is performance and also greater attention and retention of the ability of the organization to deliver higher quality services.the aim of this study was to analysis the QwL among employee

INTRODUCTION:

In simple terms QWL refers to the extent which the members of an organization find the work environment conducive. It is concerned with improving labour – management co – operation to solve many organizational problems, achieving the desired level of performance and securing greater employee satisfaction. QWL means “The degree to which members of a work organization are able to satisfy important personal needs through their experience in the organization”. QWL has gained deserved prominence in the Organizational Behavior as an indicator of the overall of human experience in the work place. It plays a key role in any organization and has an effect on the people, their work, performance and self development as well as organization’s development. works focuses.

MEANING:

Quality of work life refers to the favorableness (or) unfavourableness of job enrichment for people. It refers to the quality of relationship between employees and the total working environment.

DEFINITION:

Sharmir and Soloman: 1985 has defined the QWL in the following way “QWL is comprehensive construct that assess an individual’s job relation well being and the extent to which work experiences are rewarding fulfilling and devoid of stress and other negative personal consequences”.

Lu Luthans “The over riding purpose of QWL is to change the climate at work so that the human- technological-organisational interface leads to a a better quality of work life.” thanks “The over riding purpose of QWL is to change the climate at work so that the human- technological-organisational interface leads to a a better quality of work life.”

REVIEW OF LITERATURE:

Jain Bindu and Swami Yashik(2014) in their study divulged that QWL in Indian weacademic sector is of low level. A planned change in the working environment is required to improve QWL in academic sector. required to grow to QWL in academic sector. Training, redesign of work, workshops for knowledge enhancement and personal growth, valuable participation in decision making, modification in promotion scheme etc. are some of the Ways through which can improve QWL. Improved QWL is beneficial for both the employee and institute it’s the mutual responsibility of the two.

Tanushree Bhatnagar and Harvinder Soni(2015) in their study on the impact of quality of Work life on job satisfaction has been studied based on their demographic variable. Gender, age and work experience of teachers. The Method of this their is word descriptive research and the survey was conducted among. Is 100 school teachers in Udaipur city. Results show that there is a relationship between QWL and job satisfaction.

Madhuri Sitaram Ban and U.V.Panchal(2017) Observed that emotional intelligence will help an employee experience better work – life balance. High self – awareness helps an individual to monitor the actions and try to rectify it if required, self- awareness guides an individual to fine tune the job performance style and become more acceptable and socially networked

Vijayadurai(2017) expressed that today roles of women have changed a lot depending upon their profession throughout the world. Due to financial demands, economical status, education effective usage all is major role for women lecturers. This study concludes performance, satisfaction, stress relief all could be main outcomes in quality of work life for an working women lecturer in colleges.

Normala and Daub (2017) in their study —Investigating the Relationship between Quality of Work Life and Organizational commercial Amongst Employees in Malaysian Firms|| say that the quality of work life of employees is an importance consideration for employers interested in improving employees ‘job satisfaction and commitment.

Bearfield, (2018) used 16 questions to examine quality of working life ,and distinguished between causes of dissatisfaction in professionals, intermediate clerical, sales and service workers, indicating that different concerns might have to be addressed for different groups..

RESEARCH METHODOLOGY:

STATEMENT OF THE PROBLEM

Quality of Work Life in an organization is essential for the smooth running and success of its employees. The work-life balance must be maintained effectively to ensure that all employees are running at their peak potential and free from stress and strain. The Quality of Work Life can affect such things as employees’ timings, his or her work output, his or her available leaves, etc.

SOURCE OF DATA COLLECTION PRIMARY DATA:

Structured interview schedule was used for primary data collection.

SECONDARY DATA:

Secondary data was collected from earlier research work, various published journals, magazines, websites and online articles

DATA ANALYSIS AND INTERPRETATION 1.1 PERCENTAGE ANALYSIS GENDER WISE**CLASSIFICATION OF EMPLOYEES**

ATTRIBUTES	NO OF RESPONDENTS	PERCENTAGE (%)
MALE	66	60
FEMALE	44	40
TOTAL	110	100

INFERENCE

From the above table it is clear that 60% of the respondents of male, 40% of the respondents of female

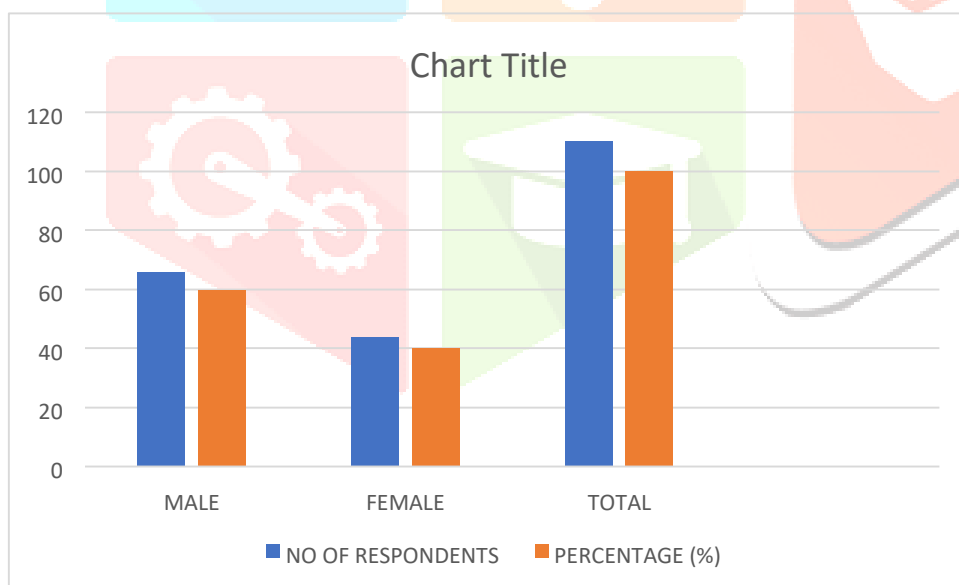
CHART 1.1.1 GENDER WISE CLASSIFICATION OF EMPLOYEES

TABLE 1.1.2

EXPERIENCE OF THE EMPLOYEES IN CONCERN

AGE GROUP	NO OF RESPONDENTS	PERCENTAGE %
LESS THAN 1	10	9
1-2Years	23	21
2-5Years	47	43
MORE THAN 5	30	27
TOTAL	110	100

Source: Primary Source

INFERENCE:

The above table shows that experience of the employees working in the organization where 9% of the respondents worked for below 1 year, 21% of the respondents worked for 1 to 2 years, 43% of the respondents worked for 2 to 5, 27% of the respondents worked for more than 5 years

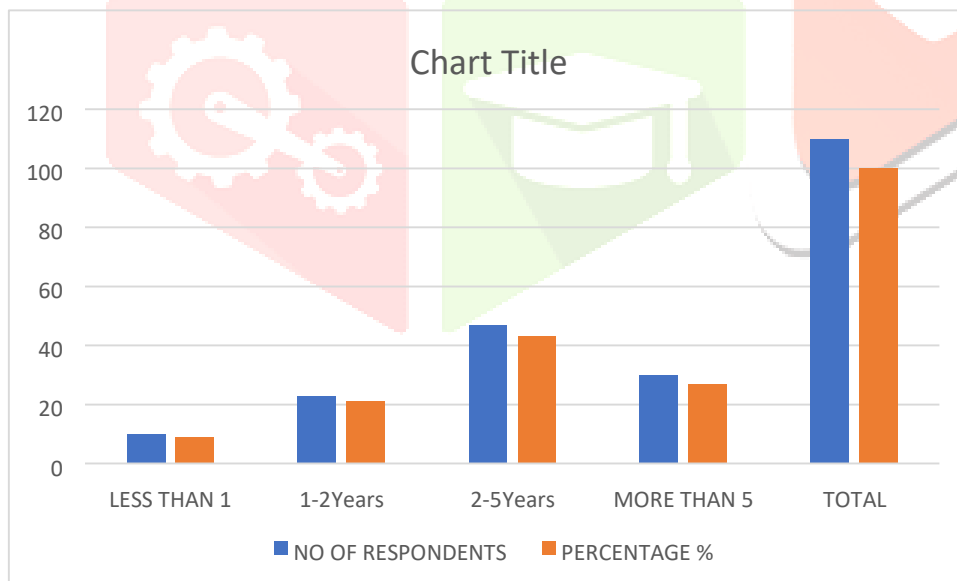
CHART 1.1.2 EXPERIENCE OF THE EMPLOYEES IN CONCERN

TABLE2.1.3 COMFORT LEVEL OF JOBS

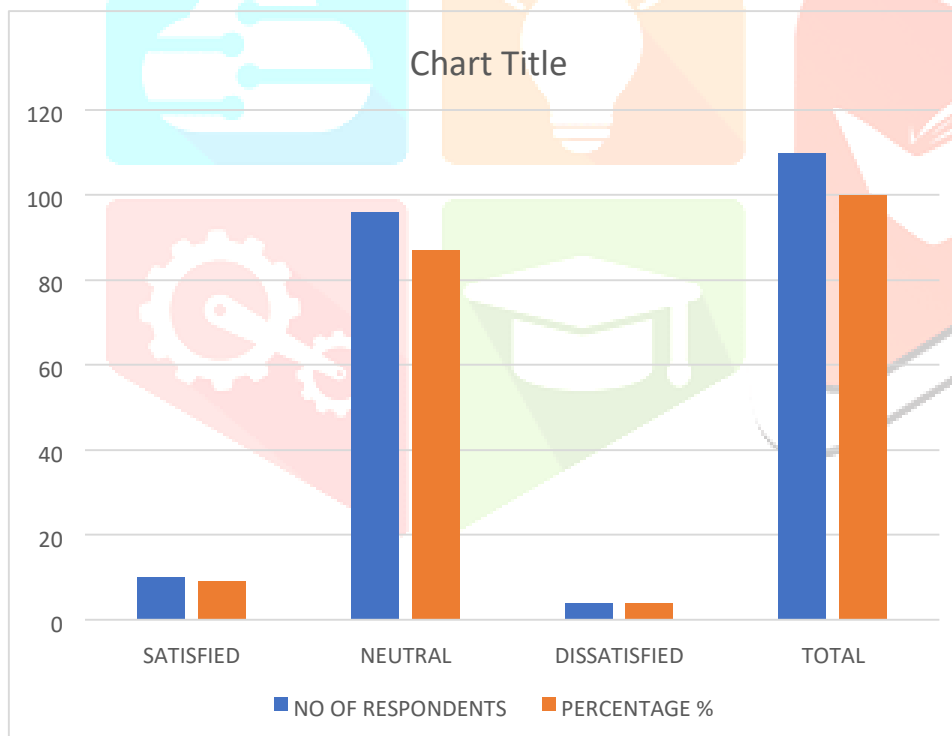
ATTRIBUTES	NO OF RESPONDENTS	PERCENTAGE %
SATISFIED	10	9
NEUTRAL	96	87
DISSATISFIED	4	4
TOTAL	110	100

Source: Primary Source

INFERENCE:

The above table shows that 9% of the respondents are satisfied with their working condition, 87% of respondents stated neutral and 4% are dissatisfied with the satisfaction.

**CHART2.1.3
COMFORT LEVEL OF JOBS**



CONCLUSION:

the quality of work life in Kothari sugars and chemical limited was provided by the organization. It was also found that the working condition of the organization was satisfactory.

The main motivational factor for the employees was found to be the monetary incentives followed by job satisfaction. The main causes of the stress due to the respondents was found to be family problem, stress due to work load, and relationship with superiors.

BOOK REFERENCE:

1. K. Aswathappa (1997), "Human Resources and Personal Management" Tata Mcgraw-Hill Publishing Company Limited, New Delhi – 110 001.
2. John M. Ivancevich (2003), "Human Resources and Personal Management" TataMcgraw -Hill Publishing Company Limited, New Delhi – 110 001.
3. C. R. Kothari (2001) "Research Methodology" of WishwaPrakashan Publishing, Chennai – 17, Edition.
4. C. B. Mamoria and S. V. Gankar (2001), "Personnel Management Text & Cases", Himalaya Publishing house Mumbai, XXI Edition.
5. R.S.N. Pillai and V. Bhagavathi (1998), "Statistics" of Sultan Chand and sons, New Delhi, pp. 132-141, II Edition.
6. Biswajet attanayak (2001), "Human Resources and Personal Management" Prentice Hall of India Pvt., Ltd. New Delhi.

