
QUALITY OF WORK LIFE IN ENGINEERING LIMITED COMPANY

Article Particulars

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Abstracts

This study is conducted on Quality of Work Life in Engineering Limited Company at Trichy. The researcher has gone for both primary and secondary data. The sample size refers to the number of items to be selected from the universe to constitute sample, where 'sample' is the respondents. The sample size for the study is 50 out of 206. The main objective of this study is, therefore, to know the existing work life of the employees in BEPL, to study the level of workers satisfaction with reference to quality of work life at BEPL, to understand the opinion of the workers regarding work, work environment, relationship with superiors, safety and welfare measures and training programmes and to arrive at findings and suggestions to improve the living standards of employees. The study concludes that majority of the respondents are satisfied with their present work life. Attention is sought in certain aspects of quality like stress relieving programmes, tour arrangement, canteen, restroom facilities which need to be catered to build a safer, healthier and better organization/ work environment.

Keywords: Compensation; Carrier Growth; Social Relevance; Work Force.

Quality is no more a specialized word but has become a necessary and a must word for the best survival. In this era, quality of human inputs is the greatest asset to any organization. Maintaining the quality of such human inputs rises from maintaining the quality of work life perfectly.

A perfect Quality of Work Life would help the organization. Better quality of work life would lead to employees well being thereby to the well being of the whole organization. This is an attempt to capitalize the human assets of the organization.

Quality of Work Life improvements are defined as any activity which takes place at every level of an organization, which seeks greater organizational effectiveness through the enhancement of human dignity and growth.

A process through which the stockholders in the organization, management unions and employees – learn how to work together better to determine for themselves what actions, changes and improvements are desirables and workable in order to achieve the twin and simultaneous goals of an improved quality of life at work.

Need of the Study

Since the employee is both a social and economic entity, possessing different characteristics in various work situation. There can be a perfect adjustments of the workers in his work unit if the worker possesses the exact capacities required for the work. The work similarly affords the opportunity for exercising these capacities and the workers interests are generally satisfied in the performance of his job. However, a happy combination of all the elements are seldom achieved in actual practice and a lack of balance form one of the major causes of waste in production, dissatisfied employers and an unhappy employee.

Hence I decided to focus my research work on QUALITY OF WORK LIFE which is an essential criterion which caters to the well being of the employee.

Scope of the Study

This study concerns the quality of work life provided at baby engineering private ltd company. It highlights the area of dissatisfaction as viewed by the employees and suggests positive action to be taken by the management So as to ensure satisfaction and ease of performance.

Objectives of the Study

The objectives of the study are

- To know the existing work life of the employees in BEPL.
- To study the level of workers satisfaction with reference to quality of work life at BEPL.
- To understand the opinion of the workers regarding work, work environment, relationship with superiors, safety and welfare measures and training programmes.
- To arrive at findings and suggestions to improve the living standards of employees

Research Design

The type of research design used for the study is descriptive and survey method.

Methods of Data Collection

The researcher prepared the questionnaire that comprises of 58 questions in total. It is split into 3 parts. The first part consists of 10 questions explaining the personal details of the respondents.

The second parts comprises of 42 questions pertaining the dimensions as QWL concept. The third part comprises of 6 questions regarding suggestions. The questionnaire was framed in 5-point scale.

* Strongly agree * Agree * Nuetral * Disagree * Strongly disagree

Sources of Data

For smooth execution of research study the researcher has gone for both primary and secondary data.

Primary Source

The information required for the study was directly collected from the respondents by using questionnaire method as primary source to collect the data.

Secondary Source

The records and documents pertaining to the details of the organization and the employees constitute the secondary sources.

Sample Size

The sample size refers to the number of items to be selected from the universe to constitute sample, where 'sample' is the respondents. The sample size for the study is 50 out of 206.

Sample Design

A sample design is a definite plan for obtaining a sample from a given population. It refers to the technique or the procedure the researcher would adopt in selecting items for the sample. While developing the sample design, the researcher has paid attention to the following point.

Sampling Procedure

Simple random sampling method has been applied for the selection of the sample from the universe 50 samples were selected constituting 24.27% of the universe accordingly questionnaire were distributed to the sample respondents to elicit their responses.

Data Analysis Method

The collected data are converted into tables. To analyze the data, the statistical tools namely Chi-square test.

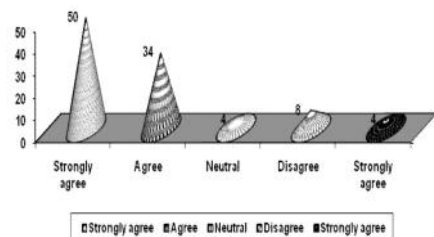
Giving scores to each response as 1,2,3,4 & 5 measured the perceptions of the workers. As instructed in the standard scale, 5- Strongly agree, 4- Agree, 3- Undecided, 2- Disagree, 1- Strongly disagree.

Limitations of the Analysis

1. Respondents in equal importance from all departments or with respect to the number of workers in each department cannot be taken due to the non-availability, willingness and free time of the skilled workers.
2. The primary data is collected from the employees during their very limited leisure hours.

Table -1 Distribution of Respondents by their Satisfaction with Drinking Water and Recreational Facilities

S. No	Response	No. of Respondent (n:50)	Percentage
1	Strongly agree	25	50
2	Agree	17	34
3	Neutral	2	4
4	Disagree	4	8
5	Strongly disagree	2	4



Inference

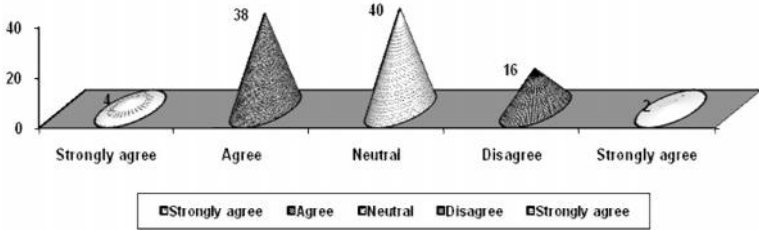
It is inferred from the above table that majority of 50% of the respondents strongly agreed, 34% of the respondents agreed, 8% of the respondents disagreed, 4% of the respondents neutral and 4% of the respondents strongly disagreed that the respondents are satisfied with the drinking water and recreational facilities respectively.

Table -2 Distribution of Respondents by their Satisfaction with Uniform and Shoes Provided at Work

S. No	Response	No. of Respondent (n:50)	Percentage
1	Strongly agree	2	4
2	Agree	19	38
3	Neutral	20	40
4	Disagree	8	16
5	Strongly disagree	1	2

Inference

It is inferred from the above table that majority of 40% of the respondents neutral, 38% of the respondents agreed, 16% of the respondents disagreed 4% of the respondents strongly agreed and 2% of the respondents strongly disagree that the respondents strongly agree that the respondents are satisfied with the uniform and shoes provided at work respectively.



Chi-Square Test

To find whether the employees level of exploiting the opportunities available to use and develop human capacities varies with his age

Null Hypothesis

There is no association between the age group with respect of opportunities to use and develop human capacities.

Alternative Hypothesis

There is a association between the age group with respect of opportunities to use and develop human capacities

Calculated Value

The calculated value is 33.5714.

Degree of Freedom

$$\text{Degrees of freedom} = (r-1) (c-1)$$

r = number of rows

c = number of columns

here r = 5, c = 4

$$= (5-1) (4-1)$$

$$= 12$$

The table value of chi-square for 12 at 5% level of significant is 21.026

Therefore calculated value > table value

$$33.5714 > 21.026$$

Inference

Hence the calculated value of chi-square is greater than table value, the alternative hypothesis is accepted. So, there is a association among the employees perception towards the usage and development of human capacities in terms of age

Findings

1. Nearly 50% of the respondents are satisfied with the safety and healthy working conditions provided by the organization, which includes working environment, first-aid facilities, infrastructural facilities, safety equipment, lighting and ventilation facilities.
2. The respondents have agreed that they have the job security but they feel that the compensation provided by the organization is not adequate.
3. Half of the respondents agreed that the training programmes helps to improve their skills, knowledge and it was conducted by efficient faculty and there is enough sharing of information about the company activities.
4. Most of the respondents have neutral response, that they have good relationship with superiors and the superiors invites their suggestion in all cases of problem and the organization facilitates self improvement for employees.
5. That stress relieving programmes and tour arrangement were not organized said 60% of the respondents.
6. Nearly 50% of the respondents are satisfied with the opportunity for career growth.
7. There was a neutral response towards extra-curricular activities, quality of work life, community welfare programmes and interest in their work by the respondents.
8. 60% of the respondents strongly agree on social integration in the work force.
9. Majority of the respondents are satisfied with work and quality of life.
10. Most of the respondents are not satisfied with the supply of uniforms, shoes and restroom facilities.
11. There was a neutral response towards the interpersonal relationship in the work organization.

Suggestions

Work

1. Productivity can be improved by motivation and training.
2. Division of work can also be implemented and sustained.
3. Work timings can be changed periodically according to shift basis.

Work Environment

1. Sufficient tools can to be provided adequately.
2. More spacious dining and restroom can be provided.

Worker –Superior Relationship

- Arranging get-togethers for the workers, will enhance good relationship.

Safety and Welfare Measures

1. Strictly adhering to use of safety equipments given to each worker.
2. Preventive maintenance can be done in all machineries and equipments to avoid accident and improve safety of workers.

Training

1. Required to upgrade their skills in other related areas also.
2. Industrial training tour can be conducted for the employees.

Conclusion

Quality of work life is mandatory in today's organization it is the watch word in today's competitive business environment which taps the worker's high-order needs and thereby motivates them.

In this study it is found that majority of the respondents are satisfied with their present work life. Attention is sought in certain aspects of quality like stress relieving programmes, tour arrangement, canteen, restroom facilities which need to be catered to build a safer, healthier and better organization/ work environment.

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