



A Study on the Quality of Work Life of Employees in Private Company

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Abstract

Quality of Work Life is a crucial component for a business to recruit and retain competent and multi-talented people. This study aimed to identify the characteristics such as satisfaction, work environment, physical, psychological, labour turnover, and work environment of the firms that have an impact and influence on the quality of work life of employees in private limited enterprises. The study's goal is to examine workers' work-life quality. QWL includes a wide range of components that impact employee performance. This article focuses on and examines QWL - related literature results. The sample size used to conduct the research is 50 employees from private limited enterprises in Salem. This study's research design is descriptive in nature. The primary data of the study were collected by Structured questionnaire and the secondary data were collected from books, journals and previous research data. The study concludes that companies should improve the quality of work life.

INTRODUCTION

The level of satisfaction or dissatisfaction with one's job is referred to as the quality of one's work life. A person with a high quality of work life likes their job, whereas someone with a low quality of work life is unhappy at work or whose needs are not addressed in any other manner. To continue attracting and retaining employees, a company must provide a high standard of living. The quality of one's working environment is viewed as an alternative to people management. Under the quality of work-life approach, employees are considered as a "asset" rather than a "cost" to the firm. When employees are given the power to govern their tasks and make decisions, their performance improves. This motivates individuals by fulfilling their social, psychological, and financial requirements. The link between employees and the overall work environment determines the quality of the work environment. Using organizational objectives is critical to the success of any business. Every organization's management should solicit ideas from its employees on how to improve the efficiency and standard of their working environment. The phrase "quality of work life" (QWL) refers to a person's whole working environment. Income, health, social relationships, and other factors such as happiness and fulfillment all contribute to one's quality of life.

OBJECTIVES OF QUALITY OF WORK LIFE

- Enhance employee productivity
- Reinforce workplace learning
- Improved management of the ongoing change and transition;
- Build the company's reputation as the best in terms of hiring, retaining, and generally motivating employees.
- Improve employee satisfaction, and physical and psychological health of employees, which creates positive feelings, and enhances employee productivity.

THE FOUR BASIC ELEMENTS OF QUALITY OF WORK LIFE

- The program aims to improve human dignity and possibilities for advancement.
- Employees must collaborate to attain the group goal(s).
- Employees make decisions about work-related problems with full involvement.
- By combining individual and organizational goals, the program integrates people into the organization.



REVIEW OF THE LITERATURE

Swamy, et al., (2015) Entitled the research presented in "Quality of Work Life: Scale Development and Validation" assists technical personnel in understanding their level of perception of QWL and management's capacity to enhance it. The sample consists of 109 employees from a technical institution. The questionnaire was constructed with the help of nine major QWL components. Male employees are happier than female employees, according to the survey. The researcher employs the Chi-Square test to investigate the QWL and staff demographics. The correlation analysis also shows that all of the QWL aspects are positively related to faculty QWL, implying that enhancing faculty QWL as a whole can result in improvements in all of the QWL dimensions.

M.Aarthy, et al., (2016) Entitled the study, "A study on quality of work life among the faculty members at engineering Institutions IN COIMBATORE DISTRICT," focuses on faculty members at engineering institutions in the Coimbatore District. The study contains 100 participants, resulting in a small sample size. The study concluded that faculty members had a moderate level of job satisfaction and that demographic parameters such as age, gender, marital status, salary, experience, and the number of children have a significant influence on that satisfaction.

Shweta Pandey, et al., (2016) According to the study "A study of quality of work life and its effect on Performance appraisal," enterprises must have a high quality of life in order to continue recruiting and retaining employees. This is why the QWL concept has recently gained popularity, and why studies are being done all around the world to uncover resources for developing effective QWL methods. Furthermore, this study demonstrates the relationship between QWL, worker performance, and career-growth elements that impact performance evaluation. More study is needed to thoroughly investigate the many aspects of QWL.

S.Jerome entitled "A Study of Work-Life Employees at Jeppiar Cement Private Ltd: Perambalur," focused on learning about the employees' socioeconomic origins and contributions to QWL. The sample size consists of 50 replies picked from the workman category. As a result, the researcher employs a simple random sampling technique based on a lottery system. According to the study's findings, the quality of a worker's working environment influences their performance, and it also indicates the company's weaknesses in providing their basic requirements.

OBJECTIVES OF THE STUDY

- To discover the employees social - demographic information.
- To identify the elements influencing workers' work-life balance.
- To investigate employees' physical and psychological wellness.
- To investigate the link between the elements influencing the quality of work life and employee satisfaction.
- To recommend appropriate measures for increasing work-life quality.

METHODOLOGY

The research design chosen is descriptive in nature. The sample size taken to conduct the research is 50 employees in a private company by census method. A structured questionnaire was used for primary data collection. Secondary data was collected from earlier research work like journals, magazines, websites and online articles.

CRITERIA OF QUALITY OF WORK LIFE

Adequate and fair compensation

Various people have different perspectives about what constitutes suitable and fair remuneration. According to the Committee on Fair Earnings, fair wages are "...above the minimum wage but below the living wage."

Safe and healthy working circumstances

Most organizations provide safe and healthy working conditions owing to humanitarian and/or legal needs. In truth, these conditions are in the best interests of the enlightened self.

Opportunity to use and develop human capacities

Contrary to popular belief, QWL is improved "...to the extent that the worker may exercise more control over his or her work, and the degree to which the job comprises a complete meaningful task," but not as a component of it. To maximize human potential, QWL provides opportunities such as autonomy in the workplace and participation in planning.

Opportunity for professional advancement

Opportunities for professional advancement are limited in all work categories, either due to educational barriers or a lack of posts available at higher levels. QWL provides the opportunity for long-term success and stability through developing one's abilities, knowledge, and credentials.

Social integration in the workforce:

Legalitarianism, upward mobility, fostering a feeling of community and inter-staff openness, and eradicating prejudice seems to be some approaches to achieving social integration in the workforce.

Constitutionalism in the workplace

QWL only offers constitutional protection to employees to the extent that it is desirable given the negative effects on workers. It occurs because every management decision is met with resistance, and at that level, bureaucratic protocols must be adhered to. Employees are given constitutional protection in relation to issues including privacy, free expression, equity, and due process.

Work and quality of life

A healthy balance of work, non-work, and family duties is encouraged by QWL. In other words, working hours, including overtime and working at inconvenient hours, along with business travel, transfers, and vacations, should not interfere with family and social life.

Work's social relevance

QWL is concerned with the establishment of work's social relevance in a socially desirable manner. Workers' self-esteem will be high if their job is beneficial to society, and vice versa.

CONCLUSION

Employees are regarded as the organization's most valuable asset in today's environment. Guaranteed high quality of work life not only attracts young and new talent but also keeps currently experienced personnel. Private enterprises must satisfy and go the additional mile in order to retain employees with the least effort and deliver the greatest outcomes to the company in order to have a higher and more effective quality of work life. The success of every organization is dependent on the efficiency of labour, which is rising. The business encourages workers to have a high quality of life at work.

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