



A Study on Quality of Work Life at AKR Textiles

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Abstract:

The paper aims to study the concept Quality of Work-Life and the role it plays in enhancing the productivity and performance in an organization. It also helps to understand the organization to wide range of welfare activities to be undertaken in order to improve Quality of Work-Life (QWL) in an organization. The success of any organization is highly dependent on how it attracts recruits, motivates and retains its work force.

INTRODUCTION

Quality of work life (QWL) is viewed as an alternative to the control approach of managing people. The QWL approach considers people as an 'assets' to the organization rather than as 'cost'. It believes that people perform better when they are allowed to participate in managing their work and make decisions. This approach motivates people by satisfying not only their economic needs but also their social and psychological ones. To satisfy the new generation workforce organizations need to concentrate on job designs and organization of work. Further, today's workforce is realizing the importance of relationships and is trying to strike a balance between career and personal lives.

REVIEW OF LITERATURE

U Thakur (2018)¹-Quality of Work Life and its Relationship with Work - . Journal of Strategic Human Resource Management; New Delhi Vol. 8, Iss. 3, (2019): 45-52. Arden house, us and thereafter, there was greater pressure on quality of work life studies as organizations increasingly adopting the philosophy of making the man happy at work for enhancing their motivation and will to work. In present scenario of high technology world, it has become a great concern for management as well as employees.

Singh (2019)² - Quality of Work Life and Dynamics of Work -related Wellbeing: An Exploratory Study of Textile Employees. Vol. 15, Iss. 2, (2019): 77-84,90. the light of an interesting study conducted on organizational climate came to conclusion that job satisfaction is an indicative of positive quality of work life. This was to highlight qualities of employee's work life. Job satisfaction is an indicative of positive quality of working life. Hence, whatever studies will be put forth on job satisfaction would be determining relationship of some variable as its important determinants.

Sabarirajan -A Study on Employee morale and its impact on QWL among the employees of Spinning mills. Journal of Contemporary Research in Management; Coimbatore Vol. 9, Iss. 2, (Apr-Jun 2014)⁴: 13-22. Examined the relational importance of physical, social, financial, security, achievement, responsibility, recognition and growth factors were very important as compared to other factors. Workers were found to be above physical and safety needs and were somewhere between social and ego needs.

Sahni, Vol. 13, Iss. 2, (2019)⁵:285-00. DOI: 10.24874/IJQR13.02-03. While reviewing the literature on quality of work life found the decline of work entered approach and the growth of interest in the relationship between work and non-work sphere. The prime perspective adopted during 1960 and 1970 are summarized, citing the emphasis on organizational and socio- technical studies of post Taylorism labor transformation.

Meelim, yet and bain (2020)⁸ have studies relationship between quality of work life programmers and organizational performance measures through a review of 27 studies on unionized firms. Impact of quality of work life on organizational effectiveness.

Adams, G.R. and marshall, S.K (2020)⁹ in their study on identity offered as one proposition that identity is shaped by the living systems around the individual and in turn, adolescents will shape and change these same living systems. Indeed, they identified five common functions of identity that incorporate varying representations of the Ego-Strengths.

STATEMENT OF THE PROBLEM

Quality of Work Life in an organization is essential for the smooth running and success of its employees. The Quality of Work Life can affect such things as employees "timings, his or her work output, his or her available leaves, etc.

OBJECTIVES OF THE STUDY

- The study the quality of work life among the employee in AKR Textiles.
- To analyze quality of work will enhance the productivity of employees.
- To know about quality of work life reinforce workplace learning.
- To understand relationship between work load and performance of employees.

SCOPE OF THE STUDY

- The sample size taken for this study is only 60, it can be extended to a larger sample.
- The study can be done by considering some other factors to measure the quality of work life.
- This study can be used to measure the satisfaction level of employee.
- This study can also be extended to the other production centers of the company.

RESEARCH – MEANING

The systematic method consisting of enunciating the problem, formulating a hypothesis, collecting the facts or data, analyzing the facts and reaching certain conclusion either in the form of solutions towards the concerned problem or in certain generalizations for some theoretical formulation.

RESEARCH METHODOLOGY

Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge. Typically, it encompasses concept such as paradigm, theoretical model phases and quantitative techniques.

RESEARCH DESIGN

The research design used in this project is descriptive inn nature. The descriptive research is study in an attempt to obtain all relevant and accurate descriptive of the situation includes surveys and fact findings enquiries of different kinds.

DATA COLLECTING METHOD

To achieve all the said objectives through both primary and secondary data collected.

PRIMARY DATA:

The primary data are collected by using questionnaire. The questionnaire was prepared mainly to know quality of work life in the organization.

SECONDARY DATA:

Secondary data means data that the already available, the data collected in the annual report and organizational profile.

SAMPLING POPULATION:

The sampling population is 150 employees in AKR Textiles, Tirupur.

SAMPLING SIZE:

The sampling size of the study is 60 employees in AKR Textiles, Tirupur.

AREA OF SAMPLING:

The area of sampling is in AKR Textiles, Tirupur.

SAMPLING METHOD:

Sampling method used to the study is non probability – convenient sampling.

TOOLS USED FOR THE STUDY:

The following statistical tool have been used to analyze the collected data form simple percentage analysis

ANALYSIS & INTERPRETATION

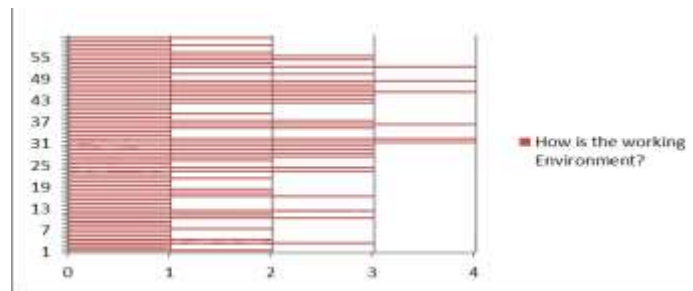
TABLE 01

1. Working Environment.

Particulars	No of Respondents	Percentage
Participative	20	33.3%
Autonomy	13	21.7%
Whimsical	20	33.3%
Red Tapism	7	11.7%
Total	60	100

CHART 01

Working Environment



Interpretation

From the table it infers that 20% of people are highly satisfied working environment with participative and 13% of people are satisfied with autonomy and 20% of people are whimsical and 7% of people are red tapism in working environment.

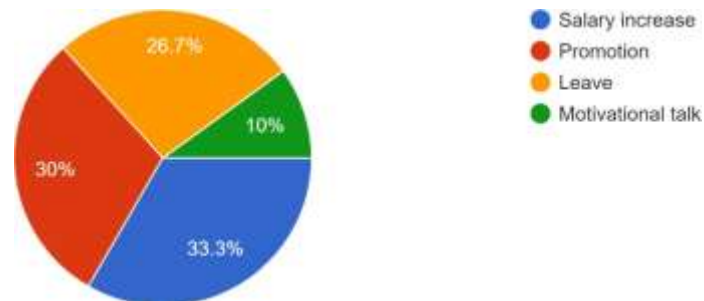
TABLE 02

2. Factor motivating the employees.

Particulars	No of Respondents	Percentage
Salary increase	20	33.3%
Promotion	18	30%
Leave	16	26.7%
Motivational talk	6	10%
Total	60	100

CHART 02

Factor motivates



Interpretation

From the table it infers that 20% of people are highly satisfied with salary increase and 18% of people are satisfied with promotion and 16% of people are satisfied leave and 6% of people are satisfied with motivational talk.

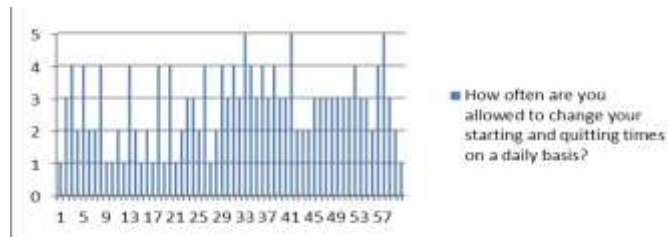
TABLE 03

3. How often are you allowed to change your starting and quitting times on a daily basis.

Particulars	No of Respondents	Percentage
Often	10	16.7%
Always	14	23.3%
Sometimes	19	31.7%
Rarely	14	23.3%
Never	3	5%
Total	60	100

CHART 03

Starting and quitting times



Interpretation

From the table it infers that 10% of people are satisfied with starting and quitting times on a daily basis and 14% people are always and 19% people should be sometimes and 14% are rarely and 3% should be nevered.

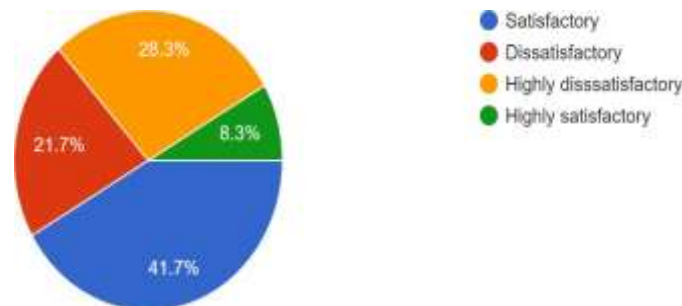
TABLE 04

4. There are good career prospect in your organization.

Particulars	No of Respondents	Percentage
Highly satisfactory	5	8.3%
Satisfactory	25	41.7%
Highly dissatisfactory	17	28.3%
Dissatisfactory	13	21.7%
Total	60	100

CHART 04

Good career prospect in organization



Interpretation

From the table it infers that 5% of respondent are highly satisfied with good career prospect in the organization and 25% of respondent are satisfied and 17% of respondent are highly dissatisfied and 13% of respondent are dissatisfied.

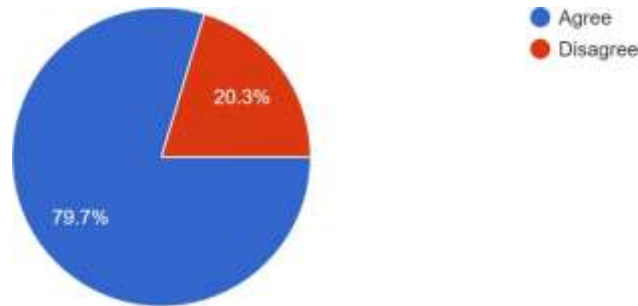
TABLE 05

5. *Quality of work life of the organization helps to improve your productivity.*

Particulars	No of Respondents	Percentage
Agree	47	79.7%
Disagree	13	20.3%
Total	60	100

CHART 05

Quality of work life of the organization to improve the productivity



Interpretation

From the table it infers that 47% of respondent are agree with quality of work life of the organization helps to improve the productivity and 13% of respondent are disagreed.

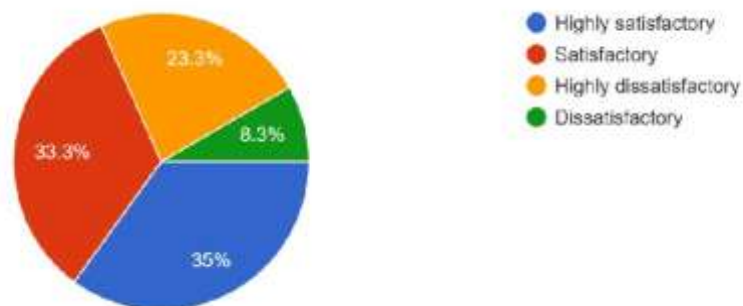
TABLE 06

6. *Working hours of the organization.*

Particulars	No of Respondents	Percentage
Highly satisfactory	21	35%
Satisfactory	20	33.3%
Highly dissatisfactory	14	23.3%
Dissatisfactory	5	8.3%
Total	60	100

CHART 06

Working hours



Interpretation

From the table it infers that 21% of respondent are highly satisfied with working hours in the organizations and 20% of respondent are satisfied and 14% of respondent are highly dissatisfied and 5% of respondent are dissatisfied.

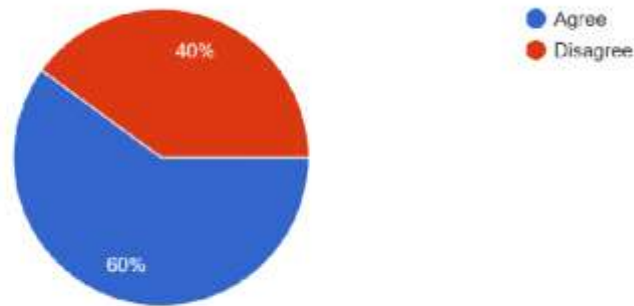
TABLE 07

7. Company provide training for enriching the skills of employees.

Particulars	No of Respondents	Percentage
Agree	36	60%
Disagree	24	40%
Total	60	100

CHART 07

Company provide training for enriching the skills of employees



Interpretation

From the table it infers that 60% of respondent are agree with company provide training for enriching the skills of employees and 40% of respondent are disagreed.

CONCLUSION

Quality of work life 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 along with stress free healthy working environment. So, the company takes steps to improve the interpersonal relationship among the employees and encourage the employees to work as a team. The safety facilities is one of important determinant factor in quality of work life. Even though the company has given first priority in safeguarding the workers, so some safety devices and equipment has to be fitted in the working environment.

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