



## A Study on the Quality of Work Life with Reference to Swelect Energy Systems Limited

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DOI : <https://doi.org/10.55248/gengpi.5.1224.0221>

### ABSTRACT

This study focuses on analyzing the quality of work life (QWL) at Swelect Energy Systems Limited, a company in the renewable energy sector. It aims to understand the factors that influence employees' job satisfaction, engagement, and well-being. By investigating key variables such as work-life balance, job security, health and safety measures, and organizational culture, the study identifies areas of strength and opportunities for improvement in the work environment. Using a cross-sectional research method, the study gathers primary data through standardized surveys, providing valuable insights into the connection between employee experience and job satisfaction. The findings will guide Swelect in enhancing employee satisfaction, retention, and productivity by fostering a motivating, supportive, and secure work environment.

**Keywords:** Quality of Work Life (QWL), Employee well-being, Work-life balance, Job satisfaction, Organizational culture, Job security, Health and safety, Employee engagement.

### 1. INTRODUCTION TO THE STUDY

Organisations are releasing more and more how important employee well-being is to productivity, creativity, and overall organisational success in the fast-paced corporate world of today. Like many other businesses, Swelect Energy Systems Limited (SESL) recognises the value of creating a healthy work environment that encourages employee engagement and happiness. Because of this, Swelect Energy Systems Limited has made worklife quality a top priority, demonstrating its dedication to fostering a positive work environment and promoting the overall growth of its employees. The goal of the study is to investigate the variables that affect Swelect energy systems restricting workers' quality of worklife. The idea of work-life quality has become more important in today's organisational management environment as a factor in determining employee happiness, productivity, and overall performance of the organisation. Understanding the critical role that employee well-being plays in attaining sustainable growth and competitive advantage, Swelect Energy Systems Limited aims to improve the quality of work-life balance that its employees enjoy.

With this study, we hope to learn more about the different aspects from work-life balance to health and safety conditions—that influence Swelect energy systems' limited workers' work experiences. Through a thorough analysis of these variables, we aim to pinpoint the organisation's work environment's strong points and potential areas for development. This investigation is critical for maintaining Swelect energy systems' limited competitiveness and sustainability throughout time, as well as for improving staff happiness and well-being. A cross-sectional research approach will be used in the study to provide a thorough analysis of the existing situation within Swelect energy. Employees at Select Energy will be given standardised questionnaires to complete in order to gather data and ensure a thorough grasp of their experiences and perspectives. Additionally, secondary data pertaining to organisational policies and HR practices will be leveraged to provide a comprehensive context for the analysis. Utilising a range of statistical techniques, including weighted average (mean), chi-square tests, it will uncover meaningful insights into the relationships between different variables.

### INDUSTRY PROFILE:

One of the main pillars of international efforts to combat climate change and make the transition to a more sustainable future is the renewable energy industry. Within this dynamic and quickly changing business, Swelect Energy Systems Limited is a leader in the development, production, and distribution of renewable energy solutions. The growing concern over climate change and environmental deterioration around the world is one of the main factors propelling expansion in the renewable energy sector. There is a growing recognition among businesses, consumers, and governments of the urgency of cutting greenhouse gas emissions and switching to low-carbon energy sources. As a result, there is now a favourable legislative and regulatory framework encouraging investment in renewable energy projects and technology.

Energy storage products, infrastructure for electric vehicle charging, and solar power generation are just a few of the renewable energy markets in which Swelect Energy Systems Limited operates. A broad spectrum of clientele, including residential, commercial, and industrial clients as well as government agencies and utilities, are served by the company's varied array of goods and services. The renewable energy industry not only solves environmental issues but also presents enormous business prospects that spur investment, innovation, and the creation of jobs. In order to take advantage of these possibilities, support regional economies, encourage technical innovation, and advance sustainable development, Swelect Energy Systems Limited is essential. The intermittent nature of renewable energy sources, problems with grid integration, and unpredictability in policy are only a few of the obstacles that the renewable energy industry faces despite its enormous potential. By means of ongoing research and development, strategic alliances, and a dedication to providing dependable and reasonably priced renewable energy solutions, Swelect Energy Systems Limited effectively navigates these hurdles.

The foundation of industrial economies are manufacturing firms, which produce a wide range of commodities for the consumer and industrial sectors. The conversion of raw materials or components into completed goods via a number of painstakingly planned procedures is the core of their business activities. Product designers and engineers start the process by imagining the shape, functionality, and requirements of the finished product.

#### COMPANY PROFILE:

Since 1994, SWELECT Energy Systems Limited—previously known as Numeric Power Systems Ltd—has been publicly traded on the BSE and NSE. The business has a wealth of 40 years of experience in the energy sector and was created in November 1984. Providing a wide range of Rooftop and Utility-scale Solar Power projects, SWELECT is a prominent player in the manufacturing of solar panels and the Balance of Systems (Module Mounting Systems, Array Combiners, Intelligent Junction Boxes, and Electrical Accessories for Solar Power Generating Systems). Using MONO PERC cells for both mono-facial and bi-facial applications, the state-of-the-art 500 MW (700 MW nameplate capacity) solar PV module manufacturing facility in Coimbatore is a fully automated facility outfitted with the newest cutting-edge manufacturing technology. Module power ratings of 540 / 550 / 600 Wp and above are produced there. The plant is also capable of producing G12, HJT, and TOPCON modules. One of the most well-known national leaders in the solar photovoltaic sector, SWELECT, has proven its strong dedication to upholding international quality standards and technological leadership. Offering the longest plant up time and having a strong brand recall, SWELECT has gained the respect and confidence of its important clients. The Company has always strived to be an investor friendly company ensuring business continuity and upholding the stakeholders' value with highest importance.

#### Manufacturing plants

- Fully Automated Pv Manufacturing Facility at Coimbatore: The state-of-the-art 500 MW (700 MW nameplate capacity) Solar PV Module manufacturing facility at SWELECT HHV Solar Photovoltaics Pvt. Ltd. (SHPV) in Coimbatore is fully automated, outfitted with the newest in manufacturing technology, and run by a team of knowledgeable and experienced solar PV professionals.
- Boundary Of Systems (Bos) Production Plant in Salem: The complete line of Electrical and Mechanical Balance of Systems (BOS), such as Solar PCUs, Module Mounting Structures (MMS), AJs, ACDBs, DCDBs, and so forth, is also offered by SWELECT from its cutting-edge facilities in Salem. With a lifespan of over 20 years, the plant's roll-forming equipment can create 10 MW of MMS monthly at a throughput of 1 MW every three days.

#### REVIEW OF LITERATURE

**M Shubhangini, Nalina K B & Aruna Adarsh (2024)**, "Worklife Quality and Evaluating the Effect of Employee Perceptions on Productivity" The study examined the complex relationship that exists between employees' perceptions of their influence on organisational performance and their quality of work life (QWL). The study clarifies the critical roles that the behavioural and subjective aspects have in influencing the goals that each employee has for improving the efficiency of the organisation. The empirical results highlight the ways in which employees' wisdom in enhancing organisational performance is largely influenced by factors like their perception of support from their supervisors in the form of attentive listening and responsiveness, their assimilation into a positive work environment, and their earning of professional and humane respect.

**Akhirudin Akhirudin, Bambang Moertono Setiawan, Nur Wenig & Sujoko Sujoko (2024)**, "Systematic Literature Review: How Corporate Culture and Work-Life Balance Affect Employee Engagement" The study had established how much work-life balance One of the things that really drives a company is its workforce. To meet organisational objectives, they must contribute consistently, effectively, and practically in both quantitative and qualitative terms to day-to-day operations. Systematic literature review (SLR) of journal papers published between 2017 and 2022 is the study methodology employed. It was determined that employee involvement in a company is influenced by both company culture and the quality of the work environment.

**Zefanya Marthasari Sibuea, Marina Sulastiana & Efi Fitriana (2024)**, "A Systematic Review of Factors Affecting Nurses' Quality of Work Life" With the intention of improving nurses' general well-being, work experience, and the development of a more encouraging and fulfilling work environment in the nursing field, the study attempts to assess the elements that influence nurses' quality of work life. The findings show that three main factors—personal (socio-demographic), occupational, and psychological—affect the quality of work life for nurses. Finding the best approach to raise the quality of nurses' work lives and address the reasons lowering it requires an identification of the contributing variables.

**Achmad Sudiro, Agung Nugroho Adi, Noora Fithriana, Muhammad Fajrul Iskam & Mochamad Soelton (2023)**, "Work attitude: Enhancing its role towards emotional intelligence and improving the quality of work life" The study looked at how the primary job attitudes mediated the association between work-life quality and emotional intelligence. The study used a survey design with participants from different industries and levels in Indonesia. The study's conclusions showed that emotional intelligence and work-life quality were mediated by employee involvement, satisfaction, and perceived organisational support. Nonetheless, there was no mediating effect between the quality of work-life balance and emotional intelligence on employee engagement or organisational commitment.

**Bilal Husain & Kamlesh Santosh Umbarkar (2023)** A study on worker satisfaction levels, specifically pertaining to Shivangi Bakers Private Limited (also known as the Parle-G Biscuit Company) in Khamgaon Out of 650 employees, 100 employees from the mixing department, packing, cream mixing, supervisors, security guards, maintenance room, cleaners, porters, and operators made up the sample size for the study. Aspects of job satisfaction including compensation and benefits, job security, work environment, communication, and employee engagement were all covered in the questionnaire. According to the study's findings, Shivangi Bakers Private Limited's overall employee satisfaction rate was between moderate and low. The area of work security had the highest degree of job satisfaction among the many dimensions, whereas the region with the lowest level of happiness was identified. According to the survey, age, tenure, and gender all significantly affect how satisfied employees are with their jobs. Based on the results, the study recommends that in order to increase employee job satisfaction, the organisation should concentrate on enhancing communication channels and provide more chances for employee participation. The business should monitor and raise employee satisfaction levels by conducting surveys on a regular basis, according to certain suggestions.

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### 3. OBJECTIVES

- 1) to research the elements influencing Swelect Energy Systems Limited workers' quality of worklife.
- 2) To analyse the association between experience and the security of a job.
- 3) To ascertain the link between safety measure protocols and workplace satisfaction with safety.
- 4) To study the variations in the degrees of experience held by Swelect Energy Systems Limited employees.

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### 4. RESEARCH METHODOLOGY:

Research design

The study falls under descriptive research, which uses descriptive study to characterise the features of a population or phenomenon.

#### SAMPLING TECHNIQUE:

In the study it would be the census sampling where the data gathering from the entire population is referred to as a census. Every single approach is chosen using the sampling method. There are CHAs in Triway Forwarders around the universe. The Complete Enumeration Survey Method is another name for it.

Instruments utilised:

Analysis of Percentages: It is one of the most often used research methods, enabling the researcher to compare two or more data sets. Respondent number / total number of respondents \* 100 equals percentage of respondents

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### 5. STATISTICAL ANALYSIS

CHI-SQUARE: This statistic is used to determine how the two research variables differ from one another. A comparison has been made between experience and job security in terms of how stable and secure individuals feel about their jobs.

One statistical method for figuring out the link between two variables is correlation. In the study, bivariate correlation has been made.

ANOVA: Analysis of variance is used to determine how different experience levels are from one another when considering experience as the independent variable and income as the dependent component.

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### 6. CONCLUSION

A "Study on the quality of worklife" looked at the effectiveness and identified opportunities for improvement in the policies and environment of the organisation. The findings indicated that while workers were generally satisfied with their current workspace, many aspects still need development to meet their demands. The analysis discovered that all levels of experienced employees were receiving compensation payments that were comparable. To improve the employees satisfaction and the motivation towards them, the organisation should think about welfare policies and the compensation to the employees. The work environment is conducive to productivity, with strong interpersonal relationships and adequate resources. Work-life balance is satisfactory for many, although challenges arise during peak project periods, indicating a need for more flexible arrangements. The study on the

quality of worklife at Swelect Energy Systems Limited reveals that employees generally experience high job satisfaction and a positive work environment, supported by meaningful work and strong managerial support. However, there are areas for improvement, such as enhancing benefits packages, promoting work-life balance, and providing clearer career growth opportunities. By addressing these areas, Swelect can further enhance employee well-being and retention, ultimately fostering a more productive and engaged workforce. Career growth opportunities are perceived as robust, but clearer pathways and structured mentorship programs are desired. Overall well-being initiatives, including wellness programs and mental health support, are well-received. To further improve, Swelect should consider expanding benefits, promoting flexible work options, and establishing transparent career development frameworks. Regular feedback mechanisms could help address ongoing concerns and continuously improve the quality of worklife. In conclusion, while Swelect excels in creating a supportive and satisfying work environment, targeted improvements can further enhance employee satisfaction, retention, and organisational success.

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