

A Study On Quality Of Work Life Among Employees At Ozone Group

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Abstract:

Quality Of Work Life Is The Degree To Which Individuals Are Able To Satisfy Their Important Personal Needs While Employed By The Firm. The Quality Of Work Life Is A Based On The Individual Satisfaction, Motivation, Involvement, Experience, And Commitments With Reference To Their Work. Quality Of Work Life May Be A Process In Organizations, Which Enables Its Members From All Levels To Participate Actively And Effectively In Shaping The Organization Environment, Methods, And Outcomes. There Is An Attempt To Look Into The Quality Of Work Life Among Employees. The Main Objective Of This Project Is To Understand The Current Scenario On Quality Of Work Life Among The Employees And Provide Measures To Improve It. This Could Be Found Out By Finding The Reasons, Which Affect The Employee's Quality Of Work Life, Satisfaction Level Of Employees Towards The Welfare Activities, Career Development Opportunities Provided By The Employer Which Will Be Our Secondary Objective. The Research Was Carried Out Using Descriptive Research Design And Convenience Sampling Method. The Sample Size Is Taken As 100 And Analysis Was Done Based On The Data Collected From The Questionnaire. The Tools Used For Analyzing The Data Are Chi-Square, Anova, Correlation Analysis. Based On The Findings, The Organization Should Focus On The Factors To Increase The Quality Of Work Life In The Organization. From The Research, The Reasons, The Areas That Is Needed To Improve The Quality Of Work Life Of Employees Could Be Identified And The Methods To Improve Them Could Be Found.

Keywords: Quality Of Work Life, Employee, Satisfaction.

I. Introduction

Quality Of Work Life Is A Philosophy, A Set Of Principles, Which Holds That People Are The Most Important Resource In The Organization As They Are Trust Worthy, Responsible And Capable Of Creating Valuable Contribution They Ought To Be Treated With Dignity And Respect. The Factors That Are Relevant To An Individual's Quality Of Labor Life Include The Task, The Physical Work Environment, Social Environment Within The Organization, The Executive System And Therefore The Relationship Between Life On And Off The Job. Quality Of Work Life Consists Of Opportunities For Active Involvement In Group Working Arrangements Or Problem Solving That Are Of Mutual Benefit To Workers And Employers, Based On Labor-Management Cooperation.

Richard And Loy Define Qwl As "Qwl Is The Degree To Which Members Of A Work Organization Are Able To Satisfy Important Personal Needs Through Their Experience In The Organization"

Ways To Achieve Quality Of Work Life

- Providing Job Security
- Rewards And Recognition
- Flexible Work Timings
- Increased Employee Participation
- Open Communication
- Career Growth Plans
- Job Enrichment

II. Objective

Primary Objective:

- To Understand The Current Scenario On Quality Of Work Life Among The Employees.

Secondary Objective:

- To Study The Satisfaction Level Of Employees Towards The Welfare Activities Provided By The Employer.
- To Know The Opinion Of The Employees On The Working Conditions Of Their Work.
- To Understand The Career Development Opportunities Provided By The Employer To The Employees.
- To Identify The Interpersonal Relationship Among Employees.

III. Scope Of The Study

- This Study Mainly Attempts To Explain About Quality Of Work Life Among Employees.
- In General, It Explains About Employee’s Opinion Towards Various Factors That Constitutes The Quality Of Work Life.
- This Study Also Helps The Management To Understand Their Employees View About The Environment, Welfare Measures, Career Development That Was Provided By Them.
- To Understand Overall Opinion Of Employees About The Organization.
- To Find Out Measures To Improve The Quality Of Work Life.

Iv. Review Of Literature

B. Shanmugam & Dr. R. Ganapathi, 2017 The Analysis From This Paper Indicates That Pay, Working Conditions, Development And Social Integration Are The Important Dimensions Of The Quality Of Working Life For Construction Workers. Meanwhile, Pay, Working Conditions, Social Integration And Development Are Positively And Significantly Impacting The Job Performance Of Construction Workers. To Improve The Job Performance Of Construction Workers, It Is Necessary To Provide Them With Better Pay And A Safe And Healthy Working Environment. Personal Development Opportunities Should Be Provided And Teamwork And Social Relationships Between Them Should Be Encouraged.

Sandhya Manjunathan, 2015 From This Paper We Can Find That The Qwl In Any Organization Has Increased Over The Past Decades And Has Major Implications For Performance. Despite Its Importance, There Has Been A Lack Of Adequate Practices And Policies Followed In The Management Of Private Construction Companies. Since The Lack Of Qwl Affects The Productivity Result. Therefore, The Monitoring And Management Of The Work Is Extremely Important. Even With The Availability Of Employee Assistance Programs In The Organization Such As Stress Management And Flexible Work Arrangements, The Complex Nature Of Stress Still Appears To Adversely Affect Health And Work-Life Balance, Private Life. It Is Therefore The Responsibility Of The Employer And The Employee To Contribute To A Better Work-Life Balance For Fruitful Productivity And To Lead Quality Life / Work Practices.

V. Data Analysis And Interpretation

1. Percentage Analysis

Table 1- Classification Based On Demographic Factors

Response	Frequency	Percentage %
1. Gender		
Male	67	67.0
Female	33	33.0
Total	100	100.0
2. Age		
Less Than 25	22	22.0
25-30	22	22.0
30-40	51	51.0

More Than 40	5	5.0
Total	100	100.0
3.Education Qualification		
Bachelors	73	73.0
Masters	27	27.0
Total	100	100.0
4.Income		
Less Than 10000	4	4.0
10000-20000	10	10.0
20001-40000	65	65.0
More Than 40000	21	21.0
Total	100	100.0
5.Experience		
Less Than 1 Year	8	8.0
1-3yrs	16	16.0
3-5yrs	59	59.0
More Than 5yrs	17	17.0
Total	100	100.0

(Source: Primary Data)

Interpretation

Table 1 Show That 67% Of The Respondents Are Male And 33% Of Them Are Female, 51% Of The Respondents Are From 30-40 Years. It Also Shows That 73% Of The Respondents' Educational Qualification Is Bachelors. 59% Of The Respondents' Work Experience Is Between 3-5 Years And 65% Of The Respondents 'Income Is Between Rs.20001 To Rs.40000 Only.

2. Chi-Square Analysis

Balance Of Work/Personal Life With Company's Working Hour

Null Hypothesis Ho: There Is No Significance Relationship Between Balances Of Work/Personal Life With Company's Working Hour.

Alternative Hypothesis H1: There Is Significance Relationship Between Balances Of Work/Personal Life With Company's Working Hour.

Table 2- Chi-Square

Balancing Of Work Life And Personal Life * I Am Satisfied With The Company Working Hours Cross Tabulation							
Count		I Am Satisfied With The Company Working Hours					Total
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Balancing Of Work Life And Personal Life	Yes	2	5	19	50	3	79
	No	1	5	4	1	0	11
	Maybe	0	1	4	5	0	10
Total		3	11	27	56	3	100

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-Sided)

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Pearson Chi-Square	22.337 ^a	8	.004
Likelihood Ratio	20.023	8	.010
Linear-By-Linear Association	4.828	1	.028
N Of Valid Cases	100		
A. 10 Cells (66.7%) Have Expected Count Less Than 5. The Minimum Expected Count Is .30.			

Inference: Since $0.004 < 0.005$ H1 Is Accepted. There Is Significance Relationship Between Balances Of Work/Personal Life With Company's Working Hour.

3. Correlation

Null Hypothesis Ho: There Is No Association Between Age And Relationship With Colleagues Is Satisfactory.

Alternative Hypothesis H1: There Is Association Between Age And Relationship With Colleagues Is Satisfactory.

Table 3: Correlation

Correlations			
		Age In Years	The Relationship With My Colleagues Is Satisfactory
Age In Years	Pearson Correlation	1	.437**
	Sig. (2-Tailed)		.000
	N	100	100
The Relationship With My Colleagues Is Satisfactory	Pearson Correlation	.437**	1
	Sig. (2-Tailed)	.000	
	N	100	100
**. Correlation Is Significant At The 0.01 Level (2-Tailed).			

Inference: Since $0.437 > 0.005$ Ho Is Accepted. There Is No Association Between Age And Relationship With Colleagues Is Satisfactory.

4. Weighted Average Method

Table 4: Benefits That Are Best Served In The Company

Benefits	Rating					No Of Respondents	Weighted Total	Rank
	5	4	3	2	1			
Transport	19	61	16	3	1	100	394/100 3.94	2
Toiletries And Sanitary	65	20	14	1	0	100	449/100 4.49	1
Fringe Benefits	4	25	64	7	0	100	326/100 3.26	5
Medical Amenities	15	47	36	2	0	100	375/100 3.75	3
Leave Schemes	13	19	62	6	0	100	339/100 3.39	4
Loan Facilities	8	15	23	52	2	100	275/100 2.75	6

(Source: Primary Data)

Inference: It Is Inferred That From The Table Toiletries And Sanitary Are Best Served By The Company, Next Comes The Transport Facilities After That Medical Amenities. With The Rank Four Leave Schemes Lines Up Next With Fringe Benefits And Sixth And Least Served Are The Loan Facilities

Vi. Findings:

- From The Analysis It Is Inferred That 79% Of The Respondents Have A Balance Of Work Life And Personal Life .
- It Is Inferred That 56% Of Respondents Agree That They Are Satisfied With The Company Working Hours.
- It Is Inferred That 72% Of The Respondent Says Relationship With Colleagues Is Satisfactory.
- There Is Significance Relationship Between Balances Of Work/Personal Life With Company's Working Hour Inferred From Chi-Square.
- There Is No Association Between Age And Relationship With Colleagues Is Satisfactory Is Found Using Correlation.
- Toiletries And Sanitary Are Best Served By The Company Identified Through Weighted Moving Average Method.

Vii.Suggestions

- Stress Management Program Can Be Implemented To Reduce The Stress Factor Of The Respondents.
- Leave Amenities Like Earned Leave Can Be Introduced.
- Loan Facilities Can Be Improved
- The Company Can Give Equal Importance To All The Type Of Training Provided.
- The Activities Like Group Insurance, Extended Transport Facilities Can Be Included For Increase In Satisfaction Of The Respondents.
- The Frequency Of Recreational Activities Can Be Done 3months Once By The Company.

Viii.Conclusion

Quality Of Working Life Isn't An Idea , That Deals With One Area But It's Been Observed As Incorporating A Hierarchy Of Concepts That Not Only Include Work Based Factors Such As Job Satisfaction, Satisfaction With Par And Relationships With Work Colleagues, But Also Factors That Broadly Focuses On Life Satisfaction And

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General Feelings Of Well Being. To Retain A Good Talent In The Organization It Is Important For The Organization To Have High Qwl And Low Stress Level.From The Study We Can Conclude By Saying That Quality Of Work Life Of Employees Is Effective Although There Certain Factors That Were Suggested In The Study Can Be Improved In Order To Have A More Effective Quality Of Work Life Which Could Lead To Happy And Healthy Employees.

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