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AN ANALYTICAL ENQUIRY ON QUALITY OF WORK LIFE OF EMPLOYEES IN RANE BREAKE LINING LIMITED, TRICHY

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and functionalities in associations are measured: Adequate and reasonable remuneration; Good occupation outline; individual connections; Career progression; Health and wellbeing principles; Good work life adjust; Less worry at work; Participatory oversee ment; Constitutionalism; Management social responsibility to all partners.

KEYWORDS: Work life balance, Quality of work life, Career advancement, Compensation.

ABSTRACT

Quality of Work Life is becoming an progressively mainstream idea lately. It essentially discusses the strategies in which an association can guarantee the all encompassing prosperity of a representative rather than simply concentrating on business related angles. It is a rationality, an arrangement of standards, which hold that individuals are the most imperative asset in the association as they are dependable, mindful and equipped for making significant commitment and they ought to be treated with nobility and regard. The

components that are significant to an individual's nature of work life incorporate the undertaking, the physical workplace, social environment inside the association, regulatory framework and relationship between life on and off the occupation. Information was gathered using self-managed polls. The poll was isolated into two segments. The principal area comprised of statistic files that gathered data on the respondents' demography. The second area comprised of the accompanying ten "nature of work life" pointers got from the writing whose accessibility is

INTRODUCTION :

In today's focused business environment, representatives of associations can be seen as representing an interesting authoritative asset, which can be utilized for increasing upper hand under a workplace that is favorable for human work. A hierarchical environment helpful for human work requires the formation of work conditions that can

upgrade the nature of a representative's work life in the association towards expanded execution and efficiency. As such, the hierarchical environment must have the ability to fulfill seriously a worker's authoritative and individual needs, furthermore the capacity to shape' authoritative qualities that better support and advance representatives' wellbeing and prosperity, employer stability, work fulfillment, competency improvement and harmony amongst work and non-work life.

Nature of Work Life is turning into an inexorably well known idea lately. It essentially discusses the techniques in which an association can guarantee the all encompassing prosperity of a representative rather than simply concentrating on business related viewpoints. It is a rationality, an arrangement of standards, which hold that individuals are the most essential asset in the association as they are reliable, dependable and fit for making important commitment and they ought to be treated with nobility and regard. The components that are significant to an individual's nature of work life incorporate the errand, the physical workplace, social environment inside the association, authoritative framework and relationship between life on and off the employment.

STATEMENT OF THE PROBLEM

In any association labor administration is of incredible significance as it suggests ID of preparing needs of the labor every once in a while and making a move towards all round improvement of the HR to accomplish its foreordained objectives on the premise of productive working of its prepared and persuaded labor. For accomplishing the destinations of the association legitimate labor administration and reasonable nature of work like projects are fundamental. Nature of work life covers all parts of laborer's existence with extraordinary reference to his connection with his work and his workplace. Its concentration is on the issue of making a human workplace where representatives world agreeably and add to authoritative targets.

REVIEW OF LITERATURE

Joanna mensal (2006) in high analysis, oncology employees valued painted- oriented research over quality of work –life research: a qualitative study. A verity of research activities are carried out in the center including clinical trials and a QWL project. Participants: 32 employees from a Variety of activity groups were recruited by electronic mail and interviewed for approximately 1 hour. Two main questions (“Tell me about the research sty the center” what do you thing about the research activities at the center?”) Were posed to participants. Quality of work life (QWL), Voluntary dissemination of new practices is limited in effectiveness by a lack of knowledge and incentive for adopting practices directed toward

According to Rethinam (2008) QWL is a multi-dimensional construct, made up of a number of interrelated factors that need careful consideration to conceptualize and measure. It is associated with job satisfaction, job involvement, motivation, productivity, health, safety and well-being, job security, competence development and balance between work and non-work life and also he concluded as QWL from the perspective of IT professionals is challenging both to the individuals and organizations. However, from the literature it can be summarized that QWL may be viewed as a wide-ranging concept, which includes satisfaction towards work, participative management and improved work environment. Table 1 lists some of the components of QWL as considered by the scholars in their studies along with the type of the sector and outcome.

Hosseini and Jorjatki (2010) concluded that the career satisfaction, career achievement and career balance are not only the significant variables to achieve good quality of work life but quality of work life (QWL) or the quality of work system as one of the most interesting methods creating motivation and is a major way to have job enrichment, Which has its roots in staff and managers' attitude to motivation category that is more attention to fair pay, growth opportunities and continuing promotion improves staff's performance which in turn increases QWL of social insurance employees in Tehran?

Refits Abdul Aziz & halide husani (2011) all those analyse quality of work life of librarians in government academic libraries in the valley, Malaysia. The success of any organization is highly dependent on how it attracts and motivates and retains its workforce. Today's organization needs to be more flexible and understanding. So that they are well prepared to develop their employees and enjoy their commitment. The purpose of the study was to investigate the relationship between the work and non-work variables and the quality of work life. It is

anticipated that the contribution for the purpose of planning appropriate policies can enhance employees overall life satisfaction.

OBJECTIVE OF THE STUDY

The following objectives were coined by the researcher for this study.

- 1.To identify the factors influencing the quality of work life.
- 2.To determine how work related factors enhance better quality of life.

Scope of quality of work life

The scope of QWL movement which originally included only job redesign efforts based on the socio-technical systems approach has gradually widened very much so as to include a wide variety of interventions such as quality circles, suggestion schemes, employee participation, empowerment, autonomous work team etc. These have been described in the following pages. While the specifics of these interventions vary in each case the common elements in all these interventions seem to be as under:

- (i) Restructuring of multiple dimensions of the organization by instituting a mechanism which introduces and sustains changes over time.
- (ii) focus on work teams
- (iii) Autonomy in planning work and
- (iv) Focus on skill development

Research design

Information was gathered through the utilization self-regulated surveys. The survey was separated into two areas. The principal area comprised of statistic files that gathered data on the respondents' demography. The second segment comprised of the accompanying ten "nature of work life" markers got from the writing whose accessibility and functionalities in associations are measured: Adequate and reasonable pay; Good occupation plan; individual connections; Career headway; Health and security models; Good work life adjust; Less worry at work; Participatory administration; Constitutionalism; Management social duty to all partners.

a) Area of Study

The present study is descriptive in nature. It has been done at RANE BREAKE LINING LIMITED, TRICHY

b) Sampling Design

To select the sample for the study the researcher has adopted simple random sampling method. The researcher has divided the entire employees of the company into 7 groups based on the number of department in that company (production, quality control, stores, hr and purchase,)

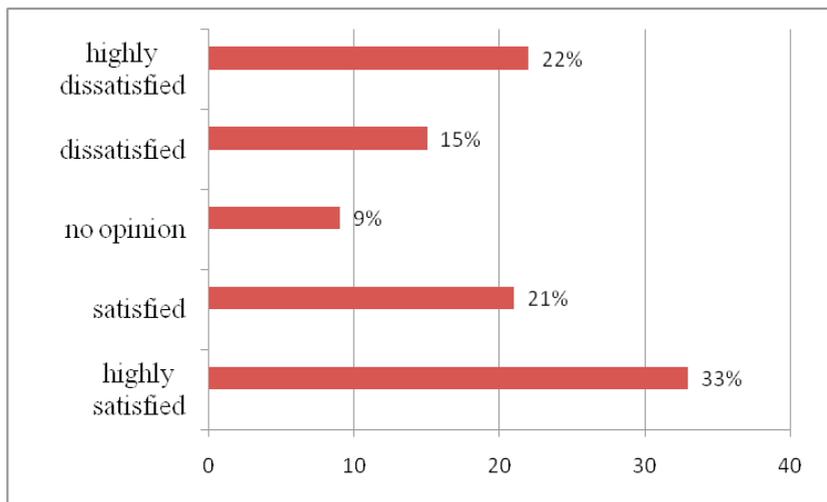
c) Sample Size

Size of sample of their present study is 90 respondents who were selected from study area.

d) Data Collection Method

The collection of data is considered to be one of the important aspects in the research methodology. There are two types of data that exists one is primary data and the other is secondary data.

Analysis and Interpretations
Satisfaction of Job Security

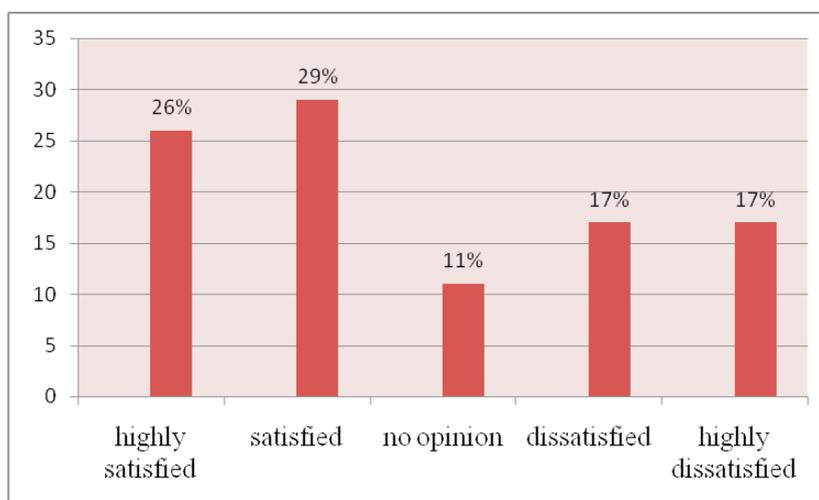


Gross tabulation of Satisfaction of Social Security and Satisfaction of Compensation

Sl. No	Satisfaction of Compensation	Satisfaction of Social Security					Total
		Highly dissatisfied	Dissatisfied	No opinion	Satisfied	Highly satisfied	
1.	Strongly Agree	1	3	0	09	04	17
2.	Agree	2	4	1	12	05	24
3.	Neither agree nor Disagree	2	01	3	5	4	15
4.	Disagree	03	05	0	10	4	22
5.	Strongly Disagree	0	4	0	6	2	12
	Total	08	17	4	42	19	90

The above table shows maximum of the (42) 46.7% of the respondents are expressing their views about satisfaction of Social security given by management is enough for employees. The employees satisfaction about their compensation is not good enough, because (41) 45.6% of the respondents agree that their compensation is good enough, but remaining majority of them are not favour about their compensation package.

Satisfaction safety measures provided by the management



Chi-Square Analysis between Age Group and the adequate compensation provided

H_0 : "There is no significant relationship between age group and the adequate compensation provided.

H_1 : "There is a significant relationship between age group and the adequate compensation provided.

Sl. No	Age Group	Factors					Total
		Strongly Agree	Agree	Neutral	Strongly Disagree	Disagree	
1	Below 30 years	4	14	0	3	2	23
2	30-40 years	8	12	2	4	3	29
3	40-50 years	5	6	1	2	0	14
4	Above 50 years	4	5	4	6	5	24
	Total	21	37	07	15	10	90

Factors	Calculated χ^2 Value	Table Value (5% level of significance)	Degree of Freedom	Remark
Age Group	17.264	21.026	12	Not significant

Inference

The table 4.21 reveals that, the calculated Chi-square value (17.264) is less than the table value (21.026) and the result is significant at 5% level. Hence, the null hypothesis is accepted and the alternative hypothesis is rejected. From the analysis, it is concluded that there is no significant relationship between age group and the adequate wages provided by company.

SUGGESTIONS

- + Employees expect mutual relationship between co-workers, so the management has to conduct programmes like week end parties, employees' tour.
- + Employees' need special training from the company related to their job during working period.
- + It is advised that the management concentrate more on workload of the employees to reduce the work stress. The source of stress in organisational aspects contains job qualities, physical environment, roles in organisation, relationships career development and organizational change. Individual aspects stress contains needs and values, life stage and flexibility. It is suggested, that the organization would reduce the workload through avoiding committees, be clear about priorities.
- + Employee absenteeism is one of the serious problems in the industry. These problems are caused by several factors and they have many undesirable consequences. In this study it is found that employees take leave in the first day of the month due to miscellaneous causes and they get back to their work after spending their salary. It is recommended that, the organization take effective measures to minimize the rate of absenteeism through disciplinary action, regular leave provision, employee counselling and proper records.

CONCLUSION

There is need to roll out the seamless succession planning as it keeps the employees ready for taking up higher positions as well as for facing organizational challenges. Always champion the concept of 'employee first and customer second'. Only the satisfied employees keep their clients satisfied and that leads to strong bottom lines and more returns to shareholder. All over the world, people are craving for their human dignity and respect. Besides their aspirations and expectations are rising along with rapid changes in times and technologies. There is growing significance attached to human resources. Therefore, it is necessary to ensure quality work life for all-round peace and prosperity. The employees are satisfied with some of the facilities such as medical, food and refreshment, transport facilities provided by the organization but the implementation of the suggestions would improve the QWL of the employees and henceforth, ensure the development of organisation.

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