

A STUDY ON QUALITY OF WORK LIFE OF EMPLOYEES WITH SPECIAL REFERENCE TO AAVIN, SALEM

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Abstract— *The study has been undertaken with a view to study the quality of work life of employees in Aavin. Quality Work Life means having good supervision, good working conditions, good pay and benefits and an interesting, challenging and rewarding job. High Quality Work Life is sought through an employee relations philosophy that encourages the use of Quality Work Life efforts, which are systematic attempts by an organization to give workers greater opportunities to affect their jobs and their contributions to the organization's overall effectiveness. That is, a proactive human resource department finds ways to empower employees so that they draw on their "brains and wits," usually by getting the employees more involved in the decision-making process. The objective of the project is to analyze the work life of employees in Aavin., For this purpose 100 employees were selected. In order to get the required information, questionnaires were used to collect primary data. secondary data was collected from the company, magazines and websites. For analysis simple percentage, correlation were used. The study will help the company management to check whether employees are satisfied in the quality of work life.*

INTRODUCTION

The drastic changing world led to the advancement of technological developments. These development have greatly affected the working environment and the working condition leading to cut throat competition among the organizations. Since the employees are the backbone of the organization, they became very important and vital factor in deciding the success of any organization. It therefore became a Herculean task for the employees to retain the existing employees and increase productivity. The employer is compelled to make a cordial environment. Which includes both physical infrastructure and interaction between the employees and a healthy superior subordinate relationship. The term refers to the favorableness or un favorableness of a total job environment for people.

STATEMENT OF THE PROBLEM:

Quality of Work-Life in an organization is essential for the smooth running and success of its employees. The work-life balance must be maintained effectively to ensure that all employees are running at their peak potential and free from stress and strain. The quality of work-Life can affect such things as employees timings, his or her work output, available leaves, etc. Quality of Work-Life helps the employees to feel secure and like they are being thought of and cared for by the organization in which they work. An organization's HR department assumes responsibility for the effective running of the Quality of Work-Life for their employees.

OBJECTIVES OF THE STUDY:

- To study the quality of work life in AAVIN , SALEM
- To find out how the quality of work life of employees lead to higher satisfaction.
- To know the existing working conditions, workers participation, industrial health and safety helps to Improve the quality of work life
- To study the employees rewarding system prevailing in AAVIN , SALEM
- To know how the welfare activities and other employees monetary benefits helps to bring a better quality of work life.
- To offer suggestion based on the study for the further improvement.

SCOPE FOR FUTURE STUDY

- The study will help in keeping about the work life of employees followed by AAVIN, Salem.
- The study will further help in development of organization by recognizing their responsibility to develop jobs & working condition that are excellent for people as well as for economic health of the organization.
- The data were collected through questionnaire method. Here simple percentage, weighted average, standard deviation, correlation, are used for doing the project. In future researcher can use various other methods.

LIMITATIONS OF THE STUDY:

- The time span was less in order to conduct a detailed research and investigation.
- There is a possibility of personal bias creeping in.
- Evaluation was conducted, on the employees' reaction to the programme only through questionnaire; other experimental test of evaluation was not prepared.
- Unfavorable responses from the respondents due to hesitation.

RESEARCH METHODOLOGY

The word research means searching more relevant facts from the existing facts. Today social research applies scientific steps in proving the social phenomena. The research process consists of a number of selected steps, which are essentially interdependent. Using scientific technique and tools to arrive at a reasonable conclusion will follow the collection of facts and informations.

RESEARCH DESIGN

In this research, the questionnaire was designed to collect primary data from respondents. The questionnaire was given to the respondents and they were asked to fill them up. Necessary help was rendered whenever they found it difficult to answer. The study come under the descriptive analysis.

Descriptive research design

All the items under consideration in any field of inquiry constitute a „universe“ or population“. A complete enumeration of all the items in the „population“ is known as a census inquiry. The researcher must decide the way of selecting a sample or what is popularly known as the sample design. A sample design is a definite plan determined before any data are actually collected for obtaining a sample from a given population.

SAMPLE DESIGN

Sample size

The sample taken for the project is 100 respondents from the company out of 150 employees.

Sample techniques

In this study, simple random sampling method was adopted for selecting the respondents.

DATA COLLECTION METHOD

Collection of data

The primary data collection was done through the questionnaire method.

Primary Data:

Primary data are those, which are original in character. They are collected for first time and for a particular problem. The actual collection of primary data was through direct interview and observation method.

Analysis of the data

The analysis of data requires a number of closely related operations such as establishment of categories, the application of these categories to raw data through editing, coding, classification and tabulation then drawing statistical inferences.

STATISTICAL TOOLS APPLIED

The data collected was analyzed by the use of statistical tools. Due to the availability of numerous analysis tools, the following tools were used for the study.

- ❖ Simple percentage
- ❖ Correlation

DATA ANALYSIS AND INTERPRETATION

TABLE 1

THE RELATIONSHIP BETWEEN WORKING TIME AND THE COMPENSATION FOR THE WORK DONE

Null Hypothesis (H₀):

There is no linear relationship between the working time and the compensation for the work done.

Alternative Hypothesis (H₁):

There is a significant relationship between the working time and the compensation for the work done.

WORKING TIME (X)	COMPENSATION FOR WORK DONE (Y)
40	25
30	50
15	20
10	5
5	0

Co-efficient of correlation (r)

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{n\sum x^2 - (\sum x)^2} \sqrt{n\sum y^2 - (\sum y)^2}}$$

X	X²	Y	Y²	XY
40	1600	25	625	1000
30	900	50	2500	1500
15	225	20	400	300
10	100	5	25	50

5	25	0	0	0
100	2850	100	3550	2850

$$\begin{aligned}
 R &= \frac{5(2850) - (100)(100)}{\sqrt{(5(2850) - (100)^2)(5(3550) - (100)^2)}} \\
 &= \frac{14250 - 10000}{\sqrt{(14250 - 10000)(17750 - 10000)}} \\
 &= \frac{4250}{\sqrt{(4250)(7750)}} \\
 &= \frac{4250}{5739.1} \\
 &= 0.74
 \end{aligned}$$

INFERENCE

The above table denotes that the relationship between working time and the compensation of the work done. Since the correlation value (r) is 0.74 ,we can assume that compensation for the work done and the working time are positively correlated. So the alternative hypothesis is accepted.

FINDINGS

- It is found that most of the respondents belong to the age group of 31 and above.
- Most of the respondents in Aavin belongs to male category.
- Majority of the respondents have completed their higher secondary.
- It is found that most of the respondents belongs to the salary range of 25000-50000.
- Most of the respondents are operational level employees.
- Most of the respondents have experience of less than 2 years.
- Majority of the respondents are preferred 11nd shifts in Aavin .
- Most of the respondents are highly satisfied with the work timings of the organization.
- Most of the respondents agree that there is a fair compensation for the work done.
- Majority of the respondents agree with the salary that is paid by considering the responsibilities at work.
- It is found that most of the respondents are sometimes enjoy the breaks.
- Majority of them agree that the job utilizes most of the skills and abilities.
- Majority of the respondents are satisfied with the training programs to a great extent.
- It is found that most of the respondents are satisfactory with the present performance appraisal system.
- Most of the respondents are motivating from the feedback given by the higher authority.

- Most of the respondents has the right to raise their opinion.
- It is found that most of the respondents has the right to point out the defects.
- Majority of the respondents are agree that they are proud to be as a part of Aavin .
- Most of the respondents get an opportunity for decision making.
- Most of the respondents have sometimes get chance to participate in decision making.

SUGGESTIONS

- It is the responsibility of the management to create a safe and hazardless working environment. Workers need awareness in using machines and precautionary activities. Organization should provide training program, awareness and safety apparels for the employees.
- Higher authority can move friendly with employees in order to improve the communication system in the company.
- Employees are considered as the backbone of any industry. Nowadays many companies face the problem of getting employees for taking care of their day to day factory operations. So it is the responsibility of the management to keep the employees satisfied and make them feel better by providing housing, transport, rest rooms, canteen facilities, etc, which the management may think about.
- Organization can provide better reward for the job performance which make the employee to perform the job very effectively by using their skills and abilities.
- Employees may not be aware of the available policies regarding accidents; so the management may take necessary steps to create awareness among the employees regarding personal accident policy cover offered by the company

CONCLUSION

- This project is an attempt to study the worker's perception about quality of work life of employee and schemes followed in AAVIN , SALEM. The various issues with regard to the aspect of the study has been made and effectively dealt with and solutions were made to overcome the pit falls.
- Current work life of employees in the company is good. But they want to add monetary rewards for improving the performance of the employees. It should be provide frequently. Do not miss any appreciation either it is small or big.
- The outcome of the study may help the organization to identify the satisfied factors, effective steps that can be taken to improve the work life of employee and also the morale measures provided will lead the increase in the efficiency of work life.

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