



A STUDY ON QUALITY OF WORK LIFE BALANCE AMONG WORKERS WITH SPECIAL REFERENCE TO GARMENTS INDUSTRY IN TIRUVANNAMALAI DISTRICT – GEETHA APPARELS

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Abstract

Quality of work life refers to the favourableness (or) unfavourableness of a job environment of people. There is an attempt to look into the quality of work life balance among workers with special reference to garment industries in Thiruvannamalai district – Geetha Apparels. The research design chosen is descriptive in nature. The sample size taken to conduct the research is 60 respondents. For this study the sampling techniques chosen is convenient sampling. Interview schedule was used for primary data and earlier research work was used to secondary data, various books, articles and websites was used for this study. Statistical tool that is simple percentage method is used for data analysis. The investigation has remarkably pointed out that the quality of work life balance are attitude, environment, opportunities, nature of job people, stress level, growth and development, work and rewards.

Keywords: *Quality of work life, workers, organisation, job satisfaction.*

Introduction

Quality of work life refers to the favourableness (or) unfavourableness of a job environment for people. The basic purpose is to developed jobs that are excellent for people as well as for production. QWL means different things to different people J. Richeerds & J. Loy define QWL the degree to which member of work organization are able to satisfy importance personal need through their experience in the organization. In the search for unproved productivity manager executive alike are discouraging the importance contribution on of QWL.

Methodology

The research investigates the relationship between QWL among workers of GeethaApparels, Tiruvannamalai, a self-designed questioner was distributed to 110 employees out of which only 60 valid responses were received resulting in a response rate of 55 per cent from the survey. In this study I have used percentage analysis.

Review of Literature

In today's competitive business environment, employees of organisation can be viewed as representing a unique organisational resource, which can be used for gaining competitive advantage under a work environment that is conducive for human work. An organisational environment conducive for human work requires the creation of work condition that can enhance the quality of an employees work life in the organisation towards increased performance and productive. In other words, the organisational must have the capacity to satisfy meaningfully an employee's organisational and personal needs and also the ability to shape' organisational values that better support and promote employees' health and wealth beings, job security, job satisfaction competency development and balance between work and non- work life.

Quality of Work Life Constructs

The quality of work life is a program designed to increase employee's satisfaction with their work environment along with their productivity (carrel and heavrin, 20009).

Quality of Work Life in Organisational In Work Designs

The quality of work life concepts is multi-dimensional and can include many programs aside what has been stated in the literature, employers are managers have a duty to identify other needs of employees as they evolve at the work place.

Work Scheduling and the Sociology of Work Life

Work life balance involves the ability of an employee to have a meaningful daily work life in a state of self-achievement, satisfaction, and enjoyment derived from the positive association between the employees' emotional self and his/her work, friends, family. Work should be designed so that employee's' work schedule, career demand and travel requirements do not take up leisure and family time on a regular basis (white & bednar, 1991).



Analysis and Interpretation

Table No: 1, The table showing that the satisfaction of employee with the opportunity for career development

S.No	Particular	No. of Respondents	% of Respondents
1.	Highly satisfied	6	10 %
2.	Satisfied	26	43 %
3.	Neither satisfied nor Dissatisfied	13	22 %
4.	Dissatisfied	13	22 %
5.	Highly dissatisfied	2	3 %
	Total	60	100 %

Interpretation

From the above table it shows that 10% of the respondents are in highly satisfied with opportunity for career development, 43% of the respondents are satisfied, 22% of respondents are in neither satisfied nor dissatisfied, 22% of respondents are in dissatisfied and remaining 3% of respondents highly dissatisfied with opportunity for career development in an organization.

Table No: 2, The table showing that the satisfaction with the given salary

S.No	Particular	No. of Respondents	% of Respondents
1.	Highly satisfied	9	15 %
2.	Satisfied	33	55 %
3.	Neither satisfied nor Dissatisfied	12	20 %
4.	Dissatisfied	3	5 %
5.	Highly dissatisfied	3	5 %
	Total	60	100 %

Interpretation

From the above table it shows that 15% of the respondents are in highly satisfied with the given salary, 55% of the respondents are satisfied 20% of respondents neither satisfied nor dissatisfied, 5% of respondents are in dissatisfied and remaining 5% of respondents highly dissatisfied with the given salary in an organization.

Table No: 3, The table showing that dimension of QWL make satisfaction in their job

S.No	Particular	No. of Respondents	% of Respondents
1.	Adequate & fair compensation	10	20 %
2.	Safe & Healthy working condition	5	11 %
3.	Opportunity of use & develop human capacity	6	12 %
4.	Opportunity for career growth	6	12 %
5.	Social integration in work force	1	2 %
6.	Able to manage work life & personal life	19	39 %
7.	Social relevance of works	2	4%
	Total	49	100%

Interpretation

From the above table it shows that 20% of the respondents have satisfied with Adequate & fair compensation, 11% of the respondents have satisfied with Safe & Healthy working condition, 12% of respondents have satisfied with Opportunity of use & develop human capacity, 12% of respondents have satisfied with Opportunity for career growth, 2% of respondents are in Social integration in work force, 39% of respondents have satisfied with Able to manage work life and personal life, and remaining 4% of respondents have satisfied with Social relevance of works.

Table No: 4, The table showing that the interference of family life with work life

S.No	Particular	No. of Respondents	% of Respondents
1.	Highly related	12	23 %



2.	Related	23	43 %
3.	Neither related nor Not related	7	13 %
4.	Not related	11	21 %
5.	Highly not related	-	-
	Total	53	100 %

Interpretation

From the above table it shows that 23% of the respondents said that interference of family life is Highly related status, 43% of the respondents said that the interference is related with work life, 13% of respondents said that the interference of family life neither related nor not related and remaining 21% of respondents said that interference of family life is not related with work life.

Findings

- 43% of respondents are satisfied with the opportunity for career development.
- 55% of the respondents are satisfied with given salary.
- 39% of the respondents said that work life balance is one of the dimension of QWL which make satisfaction in their job.
- 43% of respondents said that the interference family life related to work life.

Suggestions

- The insurance benefit should be provided to an employee.
- Social integration and social relevant of work should be improved.
- The perception of employee regarding job involvement and productivity should be improved.
- The management should give attention to provide job security for their employees.

Conclusion

The quality of work life is based on the assumptions that the job in more than just a job. Even though there is a lack of educational qualification, safety & healthy working condition, social relevance of work, lack of job security the employees are satisfied with their salary and there is an existence of job satisfaction and work life balance. From this study we would like to conclude some important dimension of quality of work life, job satisfaction & work life balance is existing Geetha apparels & some other dimension like job security and fair working condition are to be improved.

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