



A STUDY ON FACTOR AFFECTING QUALITY WORK LIFE AMONG WORKING WOMEN WITH SPECIAL REFERENCE TO KANCHIPURAM

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ABSTRACT

Quality of work life is an important perception in the employee's life as employees spend 50% of their awake time in the organisation. Quality work life motivates employees to increase the productivity and job satisfaction at work place. The absence of QWL leads to the dissatisfaction in job, lack of motivation and moral. The research study attempts to find out the various factors which have impact on the Quality work life. Five factors were found out and questionnaire prepared and distributed among 50 women employees in the Kanchipuram district.

Key words: Quality work life, Productivity, Work environment, Team Work

INTRODUCTION

Quality of work life has been defined as the workplace environments that promote and maintain employee satisfaction with an aim to improving working condition for employees. The term Quality work life was originally discussed at the first international conference on QWL in 1972 at Arden House, Toronto in Canada (Davis and Cherns, 1975). It is a philosophy, a set of principles, which holds that people are the most important resource in the

organization as they are trustworthy, responsible and capable of making valuable contribution and that should be treated with dignity and respect (Reddy and Reddy, 2010, P. 827). Quality work life includes good working environment, job satisfaction, adequate pay and compensation, career advancement.

Variable given by Walton (1975) are as follows:

1. Adequate And Fair Compensation,
2. Safe And Healthy Working Conditions,
3. Immediate Opportunity To Use And Develop Human Capacities
4. Opportunity For Continued Growth And Security,
5. Social Integration In The Work Organization,
6. Constitutionalism In The Work Organization,
7. Work And Total Life Space
8. Social Relevance of Work Life.

The general goal of QWL programs is to satisfy the full range of employee needs. They emphatically stressed that QWL has eight categories: -

1. Adequate and fair compensation
2. A safe and healthy environment
3. Jobs that develop human capacities
4. A chance for personal growth and security
5. A social environment that foster personal identity, freedom from prejudice, a sense of community, and upward mobility.
6. Constitutionalism or the rights of personal privacy, dissent, and due process.
7. A work role that minimizes infringement on personal leisure and family needs.
8. Socially responsible organizational actions.

The research study has considered following factor to understand the quality work life:

- Work environment
- Career growth and opportunities
- Adequate & fair compensation
- Job satisfaction
- Team work

OBJECTIVE OF THE STUDY

1. Determining the variables that affect the quality of work life of employees.
2. Determining which variable plays the most significant role on quality of work life.

3. Establishing hypothesis on the basis of the research work.
4. Drawing a qualitative and quantitative conclusion on the basis of the survey.

REVIEW OF LITRATURE

According to Sangeeta Jain (2004) in Indian industrial worker, working conditions, opportunity to develop human skills and opportunity for advancement can result in better Quality of Work Life to workers.

Ellis and Pompli (2002) conducted a study on QWL of nurses in Canberra. The study revealed that poor working environments, resident aggression, workload, inability to deliver quality of care preferred, imbalance of work and family, shift work, lack of involvement in decision making, professional isolation, lack of recognition, poor relationships with supervisor and peers, role conflict and lack of opportunity to learn new skills are the major barriers in the improvement of QWL of employees.

Nitesh Sharma et al., (2013) used seven dimensions to measure the status of QWL in small scale industries like Good working environment, Chance of growth, Fair compensation, Job satisfaction, Employees motivation, Communication flow, Flexible or suitable working time.

In the list of coaching model of Noer (2005), one of the behavioral indices of managers is his support of his staff by creating interpersonal relationships for facilitating the trust, open relation, respect and perception which consists of behavioral elements attending, inquiring, reflecting and affirming.

Bowels and Picano assert that in a work environment in which there is managerial coaching style, there is a higher level of job satisfaction. One of the objectives of coaching management is the promotion of occupational security and safety. It can be said that the success or failure of manager's actions, work environment and coaching, can be effective on occupational security and communications and totally, the meaning of coaching includes different matters of work life (Cavanagh and Grant, 2006).

RESEARCH METHODOLOGY

The present study has been conducted to find out the impact of Work environment, Career growth and opportunities, Adequate & Fair compensation, Job satisfaction, team work. The primary data is collected through the structured questionnaire from various organisations in the Kanchipuram district. The sample size is 50. The questionnaire is divided into three parts:

- Demographic profile: it consist of age, marital status, current position, salary, experience
- The second part consists of questions related to factors Work environment, Career growth and opportunities, Adequate &Fair compensation, Job satisfaction, team work.

The simple random sampling technique is used. Primary data is collected through questionnaire. Secondary data is collected through internet, journals and magazines. The total of 50 samples collected through the questionnaire. The ages of responded is between 22 to 55 years.

Q 1 with age

Influence of age group in working environment in the organization

		Sum of Squares	df	Mean Square	F	Sig.
I respect my immediate supervisor as a leader.	Between Groups	.204	3	.068	.061	.980
	Within Groups	51.476	46	1.119		
	Total	51.680	49			
People in my work group encourage each other to work together	Between Groups	1.166	3	.389	.478	.699
	Within Groups	37.414	46	.813		
	Total	38.580	49			
Communications is good in my work group.	Between Groups	4.249	3	1.416	1.259	.300
	Within Groups	51.771	46	1.125		
	Total	56.020	49			
Members of my work group trust each other.	Between Groups	6.226	3	2.075	2.951	.042
	Within Groups	32.354	46	.703		
	Total	38.580	49			
If I have problems with my job I can count on my co-workers for help.	Between Groups	5.857	3	1.952	2.237	.097
	Within Groups	40.143	46	.873		
	Total	46.000	49			

There is too much bickering and fighting at work	Between Groups	3.744	3	1.248	2.375	.082
	Within Groups	24.176	46	.526		
	Total	27.920	49			
I am very satisfied with my job	Between Groups	.450	3	.150	.450	.719
	Within Groups	15.330	46	.333		
	Total	15.780	49			

From the above table it is found that the respondent age group influence the” Members of my work group trust each other” in the organization ($f = 2.951$, $p = 0.042$) is statistically significant @5% level. This leads to the mean wise comparison.

Influence of marital status towards the Career growth opportunities in your organisation

		Sum of Squares	df	Mean Square	F	Sig.
I am free of annoying distractions	Between Groups	1.157	2	.578	1.010	.372
	Within Groups	26.923	47	.573		
	Total	28.080	49			
The ambience of the work place is congenial for working(Cleanliness, noise, lightning, temperature) in my work place	Between Groups	.158	2	.079	.114	.892
	Within Groups	32.562	47	.693		
	Total	32.720	49			
There is ample space for movement of people within the working area (space, distances, layout) of my work area	Between Groups	1.794	2	.897	1.369	.264
	Within Groups	30.786	47	.655		
	Total	32.580	49			

There is an upkeep of the facility where you work.	Between Groups	.622	2	.311	.359	.700
	Within Groups	40.658	47	.865		
	Total	41.280	49			
I feel the organisation provides a environment which is free from any harassments, gender bias etc.	Between Groups	.157	2	.078	.109	.897
	Within Groups	33.863	47	.720		
	Total	34.020	49			
I feel emotionally secure in my work place	Between Groups	.280	2	.140	.212	.810
	Within Groups	31.000	47	.660		
	Total	31.280	49			

From the above table it is found that there is no significant among the marital status of the respondent towards the Career growth opportunities in your organisation

Influence of age group towards the Adequate & Fair Compensation in the organization

		Sum of Squares	df	Mean Square	F	Sig.
My pay is fair considering what other places in this area pay	Between Groups	.554	3	.185	.231	.874
	Within Groups	36.726	46	.798		
	Total	37.280	49			
How much pay I receive depends almost entirely on how well I perform my job	Between Groups	2.944	3	.981	.951	.424
	Within Groups	47.476	46	1.032		
	Total	50.420	49			
I am very dissatisfied with my pay	Between Groups	8.490	3	2.830	2.105	.113
	Within Groups	61.830	46	1.344		
	Total	70.320	49			

My pay is fair considering what other people in this organization are paid	Between Groups	.530	3	.177	.196	.898
	Within Groups	41.390	46	.900		
	Total	41.920	49			
Your fringe benefit fair considering what other organization offers	Between Groups	1.048	3	.349	.292	.831
	Within Groups	54.952	46	1.195		
	Total	56.000	49			

From the above table it is found that there is no significant among the age group of the respondent towards the Adequate & Fair Compensation in the organization

Influence of marital status towards job satisfaction in the organization

		Sum of Squares	df	Mean Square	F	Sig.
I am not satisfied with the benefits I receive.	Between Groups	2.647	2	1.323	1.305	.281
	Within Groups	47.673	47	1.014		
	Total	50.320	49			
Many of our rules and procedures make doing a good job difficult.	Between Groups	10.182	2	5.091	3.626	.034
	Within Groups	65.998	47	1.404		
	Total	76.180	49			
I don't feel my efforts are rewarded the way they should be	Between Groups	2.049	2	1.024	1.224	.303
	Within Groups	39.331	47	.837		
	Total	41.380	49			
I am satisfied with my chances for promotion	Between Groups	.143	2	.072	.116	.891
	Within Groups	29.077	47	.619		
	Total	29.220	49			
There is too much bickering and fighting at work	Between Groups	.157	2	.078	.077	.926
	Within Groups	47.863	47	1.018		

	Total	48.020	49			
I am very satisfied with my job	Between Groups	.129	2	.064	.131	.877
	Within Groups	22.991	47	.489		
	Total	23.120	49			
I feel great sense of personal satisfaction when I do my job well	Between Groups	.632	2	.316	.566	.572
	Within Groups	26.248	47	.558		
	Total	26.880	49			

From the above table it is found that the age group of the respondents influences many of our rules and procedures make doing a good job difficult ($f = 3.626$, $p = 0.034$) is statistically significant @5% level. This leads to the mean wise comparison.

Influence of age group towards team work in the organization

		Sum of Squares	df	Mean Square	F	Sig.
I respect my immediate supervisor as a leader.	Between Groups	.204	3	.068	.061	.980
	Within Groups	51.476	46	1.119		
	Total	51.680	49			
People in my work group encourage each other to work together	Between Groups	1.166	3	.389	.478	.699
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	Total	27.920	49			
I am very satisfied with my job	Between Groups	.450	3	.150	.450	.719
	Within Groups	15.330	46	.333		
	Total	15.780	49			

From the above table it is found that the respondent age group influence members of my work group trust each other ($f = 2.951$, $p = 0.042$) is statistically significant @5% level. This leads to the mean wise comparison.

CONCLUSION

Quality work life plays an important role in the employee's life and all the five factors plays an vital role to give good environment to the employees. To retain and increase the productivity of the employees organisation must improve the quality of work life. Employers should offer open door policies to women and devise specific mechanisms to identify the WLB-related problems they encounter. Employers should display a copy of rules concerning women as well as FFPs for them at workplaces. This would also increase the "sense of entitlement" (Lewis, 1997; p. 15) among the workforce. In the era of globalisation work environment is the most important factor of quality of work life to retain the employees. Providing sittings, suitable restrooms, transport facilities to all the employees may encourage the employees moral and the productivity. Employers must encourage employees to participate in decision making process.

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