

**A STUDY ON QUALITY OF WORK LIFE IN E.I.D PARRY LTD IN
NELLIKUPPAM, CUDDALORE DISTRICT**

L. Santhana Raj,

Associate Professor in commerce

C. Nishanthi,

Research Scholar in commerce,

St.Joseph's College of Arts & Science (Autonomous) Cuddalore , TamilNadu, India.

ABSTRACT

This study is designed to examine awareness of workers towards work safety and life safety and find out the measures regarding increment offered to the workers. A total of 150 (non management and management staffs) employees were selected to participate in this study. For this study, the sampling technique chosen in convenient sampling. Structured interview schedule was used for primary data collection. Secondary data was collected from earlier research work, various published journals, magazines, websites and online articles. Simple percentage analysis, chi square and ANOVA table tools used for data analysis. Findings, suggestions that there were dissatisfied with their working environment and overall welfare activity. Analysis can be stated that motivating talk is the most influencing factor and the work life that prevails in the organization is conducive.

Keywords: Quality of Work Life, QWL, employee

Introduction

The Quality of Work Life (QWL) has assumed increasing interest and importance in all the countries of the World. It is very significant in the context of commitment to work, motivation and job performance. It also means to facilitate the gratification of human needs and goal achievement. Work life naturally means the life of workers, physical and intellectual, in their work environment in office or factory or field-working. Qualities of work life are expected of the worker, the conditions of the work place, the compensation that the worker gets, the incentives offered to him and about his contentment with the work environment and the

compensation. Quality of work Life is referred to as humanizing the working life and emphasizing the human factor. It mostly refers to favorableness' or unfavourableness of a job environment for the people involved in it. The basic objective is to develop jobs that are excellent for people as well as for production. So they can see the basic questions of Quality Work Life.

Definitions of QWL

“Quality of work life is the degree to which members of a work organisation are able to satisfy important personal needs through their experiences in the organisation.

Meaning of QWL

Quality of work life is a person's life. It covers a person's feeling about every dimension of the work including economic reward and benefits, security, working condition, Organisation and interpersonal relations and its intrinsic meaning in person's life. QWL is a concern not only to improve life at work, but also life outside work.

Statement of the problems

In current scenario every organisation wants more output in comparison of less input it can be possible when working employee find its working place comfortable as per the job requirement. It's very important for an organisation to make a Quality relationship between its employees and working environment. In today's competitive world work life is an important factor influencing the performance of an employee of an employee in an organisational setup.

Objectives of the study:

1. The study the awareness of the workers towards work safety and life safety.
2. To find out the measure regarding increment offered to the workers
3. To identify the various facilities provided to workers by the company.

Methodology

This study covers both primary and secondary data. Primary data was collected by distributing questionnaire to the employees of the E.I.D parry (India) limited, Nellikuppam and Secondary data was collected from various journals, articles, websites, dissertations, company record and annual report pertaining to the relevant matters of the subject under study. Convenience sampling method was adopted to carry out the study. In this connection, out of 585 employees (non management and management staffs) of E.I.D parry (India) limited, Nellikuppam, 156(25%) was selected covering almost all the departments. The sample size was 120 non management staff and 36 management staffs (Executives, Assistant Managers, Deputy Managers)

Hypothesis

H0₁: Marital Status and the Level of awareness created by the organisation regarding work safety and life safety are not independent.

H0₂: Age and the Level of awareness created by the organisation regarding work safety and life safety are not independent.

H0₃: There is no significant difference between Age of the respondents and satisfaction on overall welfare activity in the organisation.

H0₄: There is no significant difference between Designation of the respondents and satisfaction on overall welfare activity in the organisation.

Sampling size

The sample size selected for the analysis was 156. It constitutes 25% of the total universe.

Limitation of the study:

- The project report was designed mainly on the belief that information provided the respondents are correct.

- Even though the respondents are available they are not willing to give their valuable response.
- Few respondents provided the required information in a hurried manner. So accuracy may be affected due to this.
- The sample size was not to be universally applicable.
- Some of them might have answered as per their wishes.
- The time to conduct the survey was a major limitation as most of them were too busy during working hours and had to conduct the survey only on the time allotted.

Chi Square between Marital Status and the Level of awareness created by the organisation regarding work safety and life safety are independent.

Marital Status and Level of awareness created by the organisation regarding work safety and life safety

H1: Marital Status and the Level of awareness created by the organisation regarding work safety and life safety are independent.

H0: Marital Status and the Level of awareness created by the organisation regarding work safety and life safety are not independent.

Table 1

Chi-Square Tests			
Particulars	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.731	4	.000
Likelihood Ratio	8.819	4	.000
Linear-by-Linear Association	.221	1	.022

Chi-Square Tests			
Particulars	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.731	4	.000
Likelihood Ratio	8.819	4	.000
Linear-by-Linear Association	.221	1	.022
N of Valid Cases	156		

Sources: Primary Data

The chi-square value obtained is 5.731. The value is significant as the P-value (.000) is less than 0.005. Therefore the null hypothesis between Marital Status and the Level of awareness created by the organisation regarding work safety and life safety are independent is rejected. i.e., Marital Status and the Level of awareness created by the organisation regarding work safety and life safety are not independent.

Chi Square between Age and the Level of awareness created by the organisation regarding work safety and life safety are independent.

Age and awareness created by organisation regarding work safety and life safety

H1: Age and the Level of awareness created by the organisation regarding work safety and life safety are independent.

H0: Age and the Level of awareness created by the organisation regarding work safety and life safety are not independent.

Table 2

Chi-Square Tests

Particulars	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.716	12	.030
Likelihood Ratio	8.445	12	.005
Linear-by-Linear Association	1.780	1	.182
N of Valid Cases	156		

Sources: Primary Data

The chi-square value obtained is 2.716. The value is significant as the P-value (.030) is not less than 0.005. Therefore the null hypothesis between Age and the Level of awareness created by the organisation regarding work safety and life safety are independent is accepted. i.e., Age and the Level of awareness created by the organisation regarding work safety and life safety are not independent.

One way ANOVA between Age and satisfaction on overall welfare activity in the organization.

H0: There is no significant difference between Age of the respondents and satisfaction on overall welfare activity in the organisation.

H1: There is significant difference between Age of the respondents and satisfaction on overall welfare activity in the organisation.

Table 3

Satisfaction level on overall welfare activity in your organisation					
Particulars	Sum of Squares	D f	Mean Square	F	Sig.
Between Groups	2.137	4	.534	.358	.838

Within Groups	225.299	151	1.492		
Total	227.436	155			

Sources: Primary Data

ANOVA table provides information for testing hypothesis. F-value is used as a test of significance of differences in means across groups. F-value is the ratio between groups' mean square and within group mean square. The F-value is .358 and its associated p-value is 0.838. It indicates probability of observed value happening by chance. Since p-value is greater than 0.05 null hypotheses is accepted and say that there is no significant difference between Age of the respondents and satisfaction on overall welfare activity in the organisation.

One way ANOVA between designation and satisfaction on overall welfare activity in the organisation

H0: There is no significant difference between Designation of the respondents and satisfaction on overall welfare activity in the organisation.

H1: There is significant difference between Designation of the respondents and satisfaction on overall welfare activity in the organisation.

Table 4

ANOVA					
Satisfaction level on overall welfare activity in your organization					
Particulars	Sum of Squares	df	Mean Square	F	Sig.

Between Groups	8.299	4	2.075	1.430	.227
Within Groups	219.137	151	1.451		
Total	227.436	155			

Sources: Primary Data

ANOVA table provides information for testing hypothesis. F-value is used as a test of significance of differences in means across groups. F-value is the ratio between groups' mean square and within group mean square. The F-value is 1.430 and its associated p-value is 0.227. It indicates probability of observed value happening by chance. Since p-value is greater than 0.05 null hypotheses is accepted and say that there is no significant difference between Designation of the respondents and satisfaction on overall welfare activity in the organisation.

Findings

- Marital Status and the Level of awareness created by the organisation regarding work safety and life safety are not independent.
- Age and the Level of awareness created by the organisation regarding work safety and life safety are not independent.
- There is no significant difference between Age of the respondents and satisfaction on overall welfare activity in the organisation.
- There is no significant difference between Designation of the respondents and satisfaction on overall welfare activity in the organisation.

Suggestions

Many of the respondents have stated that the motivated talk is the most influencing factor, so the organisation should conduct many motivational programs so that the employees will be motivated. Some of the respondents are unaware that the quality of work life of the organisation which helps to improve the productivity, so the management should take necessary steps to

improve the awareness quality of work life, so that the employees will be able to understand the importance of quality of work life. Few of the respondents are dissatisfied with working environment in your organisation hence the company should take necessary steps to improve the working environment of the organisation. Many of the respondents are dissatisfied with the overall welfare activity in your organisation; so the management should take some productive steps to improve the overall welfare activity of the organisation.

Conclusion

The study on Quality of work life is done in EID Parry Nellikuppam, with an aim of finding the influencing factor of the Quality of Work Life, to find the kind of work life that prevails in the organisation and to give few valuable suggestions to the organisation. Based on the analysis it can be stated that Motivating Talk is the most influencing factor and the work life that prevails in the organisation is conducive. Few suggestions were given to the organisation so if the organisation takes up those suggestions in a positive manner and begins to implement a good quality of work life shall be created in the organization. The study and the findings are based on the data collected from the sample size, so if the organisation implements this study for all the employees then they will be able come to a clear picture.

References

- K. Aswathappa “Human Resource Management” Tata Mcgraw Hill education Private limited 2009
- V.K. Sharama “Human Resource management Evolution and the Challenges ahead” Viva

- Books Private Limited 2009.
- Subba Rao “Personnel and Human resource management” Himalaya Publishing House 2013
- S. Seetharaman B.Venkatesan Prasad “Human Resource Management” Scitech Publication pvt ltd 2009.
- SS. Knanka “Human Resource Management” S.Chand & company ltd 2009
- Intordution to Human Resource management Ashly Pinning Tony Edwards 2000 Oxford University Press.
- S.K Chakrabarty “Human Values for Managers” Wheeler Publishing 1997.
- B.S Bhatia G.S Batra “Human Resource Development” Industrial Relations Labour management Organisation Development Deep & Deep Pblications Pvt ltd.
- L.M. Prasad “Human Resource Management” Sultan chand & Sons Educational publication New Delhi 2005
- Jayasankar “Organisational Behavior” Margham Publications 2010
- Mamoria, C.B., Personnel Management, Himalaya Publishing House, New Delhi, 1985.
- Michael V.P. Human Resource Management and Human Relation, 2nd ed., Himalayan Publication Hall, New Delhi, 1998.
- Parker, G., Mc Adams, J. and Zielinski, D., Rewarding Teams: Lessons from the Trenches, California, Jossey-Bass Inc., Publishers, 2000.
- Porter. L. W., and Lawler. E.E. Managerial Attitudes and Performance, Homewood, Richard D., Irvin. 1968.
- Samson, D. and Daft, R., Management, Pacific Rim ed., South Melbourne, Vic., Thomson, 2002.