

QUALITY OF WORK LIFE IN NLC INDIAN LIMITED NEYVELI - A STUDY

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ABSTRACT

Quality of work life is a critical concept with having lots of importance in employee's life. Quality of work life indicates a proper balance both in work and personal life which also ensure organizational productivity and employee's job satisfaction. The authors have examined various papers, and have proposed a new set of QWL components to measure the degree of QWL of employees in the changed scenario. They are Work environment, Job satisfaction, Opportunities For Growth And Advancement, Adequate and fair compensation, Emotional Intelligence, Organizational commitment, Organizational culture, Relationship and co operations, Job security, Occupational stress, Leadership styles, Nature of Work, Facilities, Autonomy of work, Employee Attitude, Job Challenges/ Job responsibility, Training and Development, Adequacy of resources in NLC INDIAN LIMITED NEYVELI

INTRODUCTION

Human resources are the most important elements in an organization. The effective utilization of the resources. Upon the quality of human resources. Human resources have the greatest potential to develop and grow provided the right climate is provided to them. The development of quality work life in the work place is not a quick fix. It is not the application of a technique. It is a large and complex process of organization change and in the structure of work changes in the role of workers changes in attitude and in relationship.

QUALITY

The word "quality" is the strategic word for is the strategic word innovation, productivity, healthy work place, ethics and excellence. All these factors and element of quality not the other way round.

WORKING LIFE DEFINITION

Quality of work life means different things to different people.

QUALITY OF WORK LIFE IS: the concrete expression of a particular set of beliefs and values about people. About organization and ultimately about society Bhatia says that quality of working life is a generic phrase that covers a person's feeling about every dimension of work including economic rewards, benefits, security, working conditions organizational and interpersonal relations and its intrinsic and interpersonal relations and its intrinsic meaning **best (1988-1959)** argues that quality of working life means" democratization of the work place".

REVIEW OF LITERATURE

MONGA & MAGGU (1981) studied the influence of Quality of Work Life on the individual and organizational health of members of public sector organizations. They concluded that the Quality of Work Life in the Indian public sector is poor and there exists a significant gap between what the managers expect and what they have. They suggest that there is too much bureaucratization, rule orientation and adherence to traditional management style.

SEKARAN & MOWDAY (1981) found that a greater percentage of the variance in job involvement was explained by demographic and job characteristics for American subjects than for Indian subjects. They suggest that religious values and philosophy exerted a greater influence on the work orientation and job involvement of Indians.

SINGH & DEWANI (1983) found that overall job satisfaction in nationalized banks was significantly related to position in the bank hierarchy, with managers reporting the highest degree of job satisfaction followed by accountants and clerks. Managers and accountants also reported greater feelings of security, adequacy and acceptance by appropriate authorities.

STATEMENT OF THE PROBLEM

Adequate payment and fair compensation play a vital in the employees delegating the responsibility entrusted to them physical environment of work places is a true picture of working motivation to work be converted by of human needs will be converted by employees in to specific “wants” in the organization is a highly complex task it naturally follow that there are no easy assumption concerning what employees really want from the organization these hierarchy needs are important to the employees

OBJECTIVES OF THE STUDY

- To understand the concept of quality of work life.
- To monitor the working conditions prevailing in ram co-cements corporation Ltd Ariyalur district.
- To find out the measures to redress the grievance of the workers.
- To find out the satisfaction level of the workers related to their remunerates and commend stations.
- To laterality the opinion about health safety facilities and working conditions providing by the company.

SIGINIFICANCE OF THE STUDY

When an individual enter a job with a concept of certain value be hold“s guarded by these value“s the individual is motivated to seek meaning in his job for these the individual should find his job. Satisfactory and facilitating environment and adequate amenities at work place and overall employees dealing with workers superior should have the way for efficient and better functioning. **SCOPE OF THE STUDY**

- The present study helps o find out. The socio demographic character of the workers attitude towards quality of work life among the employees ram co cement corporation Ltd.
- This study help to find out the satisfaction level of the workers related to their remuneration and compensation.

- The present study helps to assess the impact of pollutants related to the health of the respondents.
- This study helps to identify the opinion about safety facilities and working conditions provided by the company.
- This study helps to know about the development of employees' careers towards growth and health.

RESEARCH METHODOLOGY

'Research' means a scientific and systematic search for pertinent information on a specific topic. Research is a careful investigation or inquiry especially through search for new facts in any branch of knowledge. Research comprises of defining and redefining problems, formulating hypothesis or suggested solutions collecting, organizing and evaluating data, making deduction and reaching conclusions, and at last carefully testing the conclusion to determine whether they fit the formulating hypothesis.

'Methodology' is defined as "The study of methods by which we gain knowledge, it deals with cognitive processes imposed on research by the problems arising from the nature of its subject matter".

Research methodology is a way of systematically solving the research problem. Research methodology deals with the research design used and methods used to present the study.

Research Design : Descriptive research.
 Method of Data Collection : Primary data and Secondary data
 Sampling procedure : Non-probability sampling
 Sampling size : 200
 Research Tools : Structured questionnaire
 Contact made : Direct

RESEARCH DESIGN:

A research design is a detailed blue print used to guide a research study toward its objective. The most significant decision is the choice of research approach, because it determines how the information will be obtained. The choice of the research approach depends on the nature of the research that one wants to do.

DATA COLLECTION:

Data refers to information or facts. It includes numerical figures, Non numerical figures and descriptive facts and qualitative and quantitative information. The task of data collection begins after a research problem has been defined and research plan has been decided.

The primary data are those that are collected through questionnaire and direct personal interview. The questionnaire was framed in such a manner to obtain correct information, graded suitably for the study. All the questionnaires were collected through personal contact from the respondents.

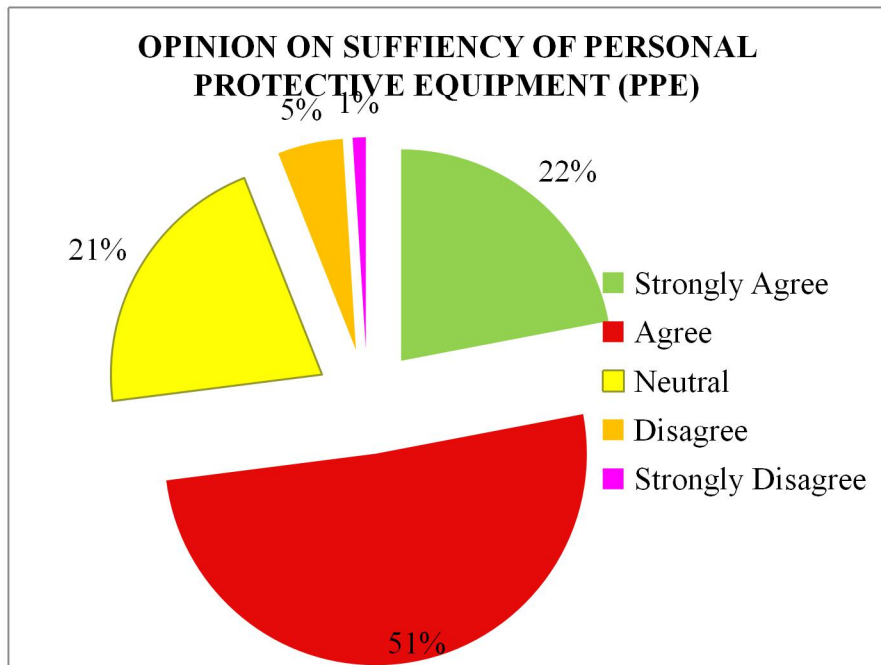
Secondary data has been collected through oral communication. Secondary data about the company and other details were collected from company, websites, journals etc. Secondary data has been collected from the internal as well as external sources.

Internal sources includes information from the company records, product profile etc. External sources data has been collected from various books; journals books.

DATA AND INTERPRETATION

OPINION ON SUFFICIENCY OF PERSONAL PROTECTIVE EQUIPMENT (PPE)

S.NO	OPINION	NO OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	43	22
2	Agree	102	51
3	Neutral	42	21
4	Disagree	11	5
5	Strongly Disagree	2	1
	TOTAL	200	100

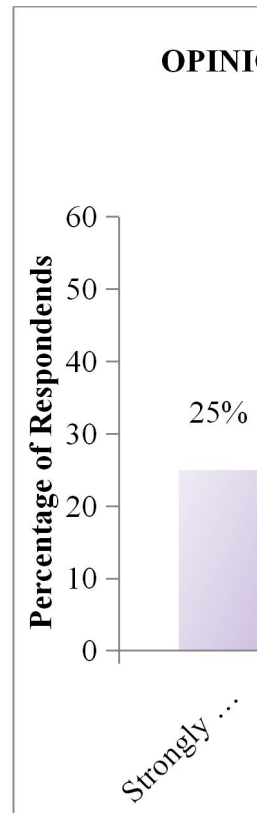


Inference:

It is inferred from the above table that 51% of the respondents are agreed that they are being provided with sufficient Personal Protective Equipment and 1% of the respondents are strongly disagreed with this statement.

OPINION ON EFFECTIVENESS OF TOTAL PROTECTIVE MAINTANCE (TPM)

S.NO	OPINION	NO OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	50	25
2	Agree	114	57
3	Neutral	29	14
4	Disagree	6	3
5	Strongly Disagree	1	1
	TOTAL	200	100



Inference:

It is inferred from the above table that 57% of the respondent agreed that they have effective TPM in their company and 1% of the respondents are strongly disagreed with this statement.

Calculation of One Way ANOVA

X_1	X_1^2	X_2	X_2^2	X_3	X_3^2	X_4	X_4^2	X_5	X_5^2	Total = ΣX_1 + ΣX_2 + ΣX_3 + ΣX_4 +
76	5776	68	4624	46	2116	62	3844	63	3969	
110	12100	78	6084	96	9216	86	7396	64	4096	
10	100	42	1764	41	1681	48	2304	52	2704	
2	4	9	81	11	121	2	4	15	225	
2	4	3	9	6	36	2	4	6	36	
$\Sigma X_1 =$ 200	$\Sigma X_1^2 =$ 17884	$\Sigma X_2 =$ 200	$\Sigma X_2^2 =$ 12562	$\Sigma X_3 =$ 200	$\Sigma X_3^2 =$ 13170	$\Sigma X_4 =$ 200	$\Sigma X_4^2 =$ 13552	$\Sigma X_5 =$ 200	$\Sigma X_5^2 =$ 11030	

$$\begin{aligned} \Sigma X_5 &= 200 + 200 + 200 + 200 + 200 \\ &= 1000 \end{aligned}$$

$$\begin{aligned} \text{Correction Factor} &= \frac{T^2}{rc} \\ &= \frac{(1000)^2}{25} \\ &= \frac{10,00,000}{25} \\ &= 40,000 \end{aligned}$$

$$\begin{aligned} \text{Total Sum of Square within Samples} &= \text{Total Sum of Squares} - \text{Sum of Squares between Samples} \\ &= 28198 - 11802 \\ &= 16396 \end{aligned}$$

$$\begin{aligned} \text{Degree of Freedom}(v_2) &= c(r-1) \\ &= 25-5 \\ v_2 &= 20 \end{aligned}$$

ANOVA TABLE

Sources of variation	Sum of Squares	Degree of Freedom	Mean Squares
Between Samples	11802	4	2951
Within Samples	16396	20	820
Total	28198	24	

$$F = \frac{\text{Between Samples}}{\text{Within Samples}}$$

$$\begin{aligned} F &= \frac{2951}{820} \\ &= 3.59 \end{aligned}$$

Calculated value of F is = 3.59

Level of Significance = 5%

The table value of F for $v_1 = 4$ and $v_2 = 20$ at 5% level of Significance = 2.87

RESULT:

Calculated value of F (3.59) is greater than the table value of F (2.87). Hence Null Hypothesis is rejected.

DECISION:

There is significant relationship between the satisfaction level of respondents regarding the Factors that affect Quality of Work Life.

STATISTICAL FINDING

- There is significant relationship experience of the employees and their level of agreement with Quality policy of the company.
- There is significant relationship between the satisfaction level of respondents regarding the Factors that affect Quality of Work Life.

GENERAL FINDINGS

- 46% of the respondent agreed that they have an opportunity to develop their talents, knowledge and skills.
- 45% of the respondents agreed that their boss motivates them whenever they encounter problems.

SUGGESTIONS

- From the study most of the respondents are given opportunities for decision making. They are happy with the freedom given to them to decide their respective work. This is a healthy sign. The company may take steps to encourage further their employees in decision making.
- From the study it is understood that most of the employees were satisfied with the welfare benefits. It is suggested to the management that company may take some more steps to encourage employees by offering them added fringe benefits and welfare benefits so that they are fully satisfied.

CONCLUSION

With the objective of evaluating, the Factors related to Quality of Work Life of the employees and to know that how they were satisfied with responsibilities, this study has been carried out.

This study concluded that the organization has certainly tried its level best to ensure better work life quality, which makes the employees generally satisfied with the following factors, which considered as prime parameters