

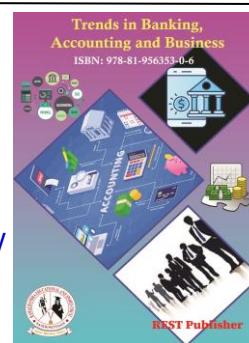


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# A Study on Quality of Work Life and Its Organisational Effectiveness with Reference to Bimetal Bearings Limited

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**Abstract.** Quality of work life is the existence of a certain set of organizational conditions or practices. Employee's jobs are enriched, and employees are treated with dignity and safe working conditions exit. Quality of work life refers to the level of satisfaction, motivation, involvement and commitment individuals experience with respect to their lives at work. To measure the level of satisfaction of employees towards QWL. To improve the safety working Conditions of an employee and the relationships on the job. To determine the factors influencing the quality of work life. To find out the study way to improve the quality of work life. This study covers the overall quality of work life of employees. The study is dependent on the opinion expressed by all the employees of all the departments. Quality of work life is a multidimensional aspect. Some of these aspects are compensation and the reward for the work, Personal and career growth opportunities, Motivation, Participative management style, Health and Safety of the employees, Job security, Job specification. In case of Bimetal bearing Ltd, Hosur there are 180 workers employed and the company is responsible for the welfare of these workers. Here in the SPSS the methods of percentage analysis and chi-square tests and also the employees respondents applied to enhance the study. Hence the present study is conducted to learn the level of satisfaction of the employees regarding the welfare measures. Career growth plans is established and from that findings and suggestions as follows that to Increased employee participation. Exists a relationship between quality of work life and productivity. People involved get a sense of satisfaction in the work. From this study that we conclude that every organization has to satisfy some of the basic needs and demands of its employees because the satisfied and motivated employees are the source of achieving the organizational goals and objective. Therefore, every organization needs to update and improve the quality of work life of the Employees. From the study it is clear that the overall quality of work life of employees is good in the BIMETAL BEARING Ltd.

## 1. INTRODUCTION

Quality of work life refers to the level of satisfaction, motivation, involvement and commitment individuals experience with respect to their lives at work. Quality of work life is the degree to which the individuals are able to satisfy their personal needs while employed by the firm. Companies interested in enhancing employee's quality of work life generally try to in still in employees the feelings of security, equity, pride, internal democracy, ownership, autonomy, responsibility, and flexibility. Many early QWL efforts focus on job enrichment. In addition to improving the work system QWL programs usually emphasis development of employee skills. Objectives of study: To measure the level of satisfaction of employees towards qwl. To improve the safety working conditions of an employee and the relationships on the job. To determine the factors influencing the quality of work life ❖to find out the way to improve the quality of work life. Scope of study: The term Quality of work life in its broader sense covers various aspects of employment and non-employment conditions of work. This study covers the overall quality of work life of employees, i.e. their job satisfaction, work environment, working hours, work stress, their relation with their colleagues, work assignments, infrastructure provided etc. The present study aims at measuring the level of satisfaction of employees and to know about the various welfare activities and benefits provided for the employees. The study is dependent on the opinion expressed by all the employees of all the departments. Quality of work life is a multi dimensional aspect. Some of these aspects are Compensation and the reward for the work, Personal and career growth opportunities, Motivation ,Participative management style, Health and Safety of the employees, Job security, Job specification.

## 2. LITERATURE REVIEW

international reviews: results are taken from the research papers which have been done their research on the quality of work life and their dimensions. z. amin (2013) studied on the quality of work life in Indonesian public service organizations to predict the role of career development and personal factor. in this regard response rate was 84.11%. age, sex, education, length of service, marital status and career development was used as a parameter by researcher and regression analysis used for data analysis. s.khodadadi et al (2014) investigated the qwl dimensions effect on the employees' job satisfaction 114 employees selected randomly for this study and two questionnaires of "quality of work life" and "job satisfaction" were used for data collection and data analysis was done by using spss and lisrel software. national reviews: Normaland Daud (2010) investigated the relation between QWL and Organizational Commitment amongst employees in Malaysian firms. The objective was to investigate the relationship between QWL and Organizational Commitment and to identify the extent of QWL of employees. Of these, 360 useable responses were returned and analysed, which represented a 72% response rate. Noor and Abdullah (2012) and Koonmee et al (2010) study indicate that there is a significant relationship between job satisfaction and quality of work life. Job satisfaction is found to carry more weightage in explaining the relationship among job satisfaction, job involvement and job security with quality of work life.

## 3. RESEARCH METHODOLOGY

Human resources are the most important resource of any organization. Here it is the duty of the management to look after the welfare measure of the employees. If the employees are satisfied with the provided welfare measure, the production will increase. The welfare measure of the employee are essential because of the nature of the industrial system. Today workers are as essential element contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of labour welfare measures would be apparent. In case of Bimetal bearing Ltd, Hosur there are 180 workers employed and the company is responsible for the welfare of these workers. Hence the present study is conducted to learn the level of satisfaction of the employees regarding the welfare measures.

## 4. DATA ANALYSIS

TABLE 1. percentage analysis Age of Respondents

		frequency	percentage
valid	20-25	58	58.0
	26-30	24	24.0
	31-35	6	6.0
	Above 36	12	12.0
	Total	100	100.0

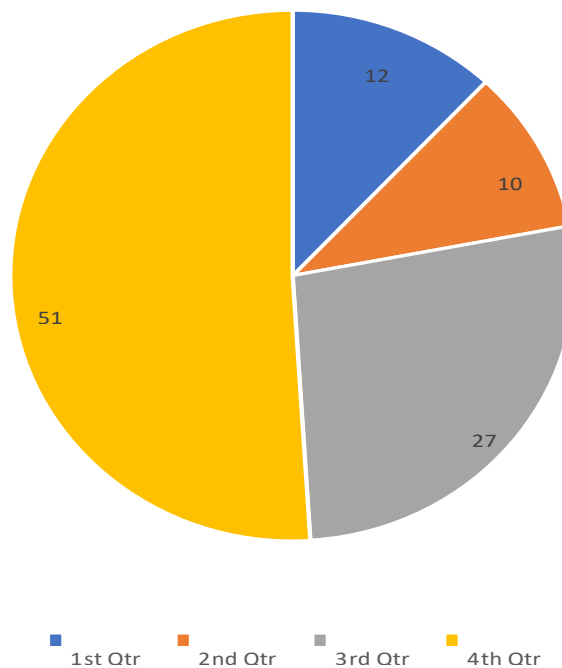


FIGURE 1. Age of Respondents

**TABLE 2.** Chi-Square Analysis

	<b>Value</b>	<b>Df</b>	<b>Asymp.sig</b>
Person	53.574	12	.000
Square	49.627	12	.000
Likelihood ratio	100		
N of valid cases			

Findings: 58.6% of the respondents belong to the age group of 20 -25. 80.6% of the respondents belong to male 52% of the respondent's experience are 1 to 5 years. 59% of employees are satisfied with the salary package. 57% of employees are satisfied with the current job. 62% of employees are satisfied with casual leave with pay. 61% of employees are satisfied with the medical facilities. 51% of employees are satisfied with the promotion policy. 60% of employees are neutral with quality of work life. Suggestions: Career growth plans is established. Increased employee participation. Exists a relationship between quality of work life and productivity. People involved get a sense of satisfaction in the work. Mass production technology has made workers job monotonous and it is of little meaning to work life. Making the employees to enjoy the work.

## 5. CONCLUSION

Every organization has to satisfy some of the basic needs and demands of its employees because the satisfied and motivated employees are the source of achieving the organizational goals and objective. In order to use the maximum potential of Human Resource, the organization has to provide them with best quality of their working life. Therefore, every organization needs to update and improve the quality of work life of the Employees. From the study it is clear that the overall quality of work life of employees is good in the BIMETAL BEARING Ltd.

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