

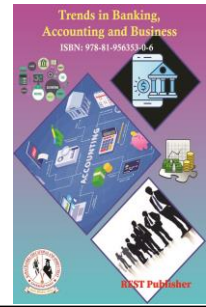


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A Study on Quality Work Life of Employees in Titan Teal Hosur

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Abstract: This study proposes to analyze the quality of work life in the context of the relationship between employees and their total working environment with human dimensions added to the usual technical and economic ones. Quality of work life aims to meet the twin goals of enhanced effectiveness of organization and improved quality of life at work for employees. The study focused on the factors influencing the quality of work life of employees, the level of satisfaction of employees on the present level of quality of work life and the influence of quality of work life. Questionnaire and survey method were used to collect data from 60 respondents in TEAL Hosur. The data was analyzed through Microsoft Excel, SPSS by using statistical tools like Anova, T-test, F-test, Z-test and Regression. By analysis using Anova, there was a statistically significant difference between the respondents towards gender and marital status by company, as demonstrated by one-way ANOVA $F=1.026$, $p = 0.031$. Units of equal capacity have been taken as samples. From the overall survey of TEAL Hosur, it shows that there is a lack of training and development. Hence, providing training and development opportunities: Organizations can provide training and development opportunities to help employees acquire new skills and knowledge, and to prepare for future roles and responsibilities. Motivational insights are an important factor that influences the quality of work life of employees and their lives. Higher compensation has been the prime expectation of employees to improve their lives.

Keywords: Quality of Work life, employees, job satisfaction, productivity, Job Satisfaction, Employee Turnover, Job Security, Job Rotation, Work Life Balance.

1. INTRODUCTION

Quality of work life (QWL) is a relatively new concept which is defined as the overall quality of an individual's working life. Quality of life includes factors such as income, health, social relationships, and other factors such as happiness and fulfillment. It's the people in an organization that carry out many important work activities. Managers and HR professionals have the important job of organizing people so that they can effectively perform these activities. Quality of work life also refers to the favorableness or unfavorableness of a job environment for people. It is a generic phase that covers person's feelings about every dimension of work including economic rewards and benefits, security, working conditions, organization and interpersonal relationship and its intrinsic meaning in a person's life. The basic purpose of quality of work life is to develop a work environment that is excellent for people as well as for production. It aims at healthier, more satisfied and more productive employees and more efficient, adaptive and profitable organizations.

Objectives:

The theoretical perspectives on Quality work life have several objectives, including:

- To identify the attributes/factors influencing QWL in an organization.
- To analyze the level of satisfaction of the employees on QWL in an organization.
- To study the expectation of the employees to improve the QWL in their work force.
- To know the influence of QWL on employee's performance.

Overall, the theoretical perspectives on employee satisfaction aim to provide a comprehensive understanding of the concept and offer practical strategies that organizations can use to promote employee satisfaction and improve organizational

Scope Of the Study

Quality of work life is the quality of relationship between employees and total working environment. A great place to work is where "You Trust the people you work for, have pride in what you do, and enjoy the people you work with". Quality of work life represents concern for human dimensions of work and relates to job satisfaction and organizational

development. This project was conducted to know the quality work life of employees and whether they are satisfied with the working environment. The term Quality of work life in its broader sense covers various aspects of employment and non-employment conditions of work. The present study will aim at studying various factors which influence Quality of work life

2. LITERATURE REVIEW

Mary Eapen & Sumathi Annamalai (2022) says that an organization being in the service industry has to maintain a large pool of staff both at the front end as well as at the backend operations. Hence, it becomes critical to enhance employees' Quality work life levels to increase productivity and thereby, sales. The authors focused on the Quality work life levels and the major factors that contribute to job satisfaction. It sheds some light on how Quality work life varies with age, gender, department, tenure, and job role of the employee. The major factors that contributed to Quality work life were working relationship with supervisor, pay, benefits and development, work environment, leadership and support, prioritized values, security, and clarity of communication. Meetali Saxena & Deepika Pandita (2021) mentioned that in this rapidly changing world today, employees in the tech industry in particular are presented with a wide range of opportunities to change their current job. The data is analysed and studied in depth using correlation to find out what factors play a significant role in work satisfaction among IT employees. The author has come to the conclusion that various intrinsic factors and extrinsic factors affect the overall Quality work life of an employee. Chockalingam Viswesvaran, Et Al, (2021) based on organizational justice theories and cognitive dissonance theories, hypothesized that: (a) perceived top management support for ethical behaviours will be positively correlated with all facets of Quality work life (supervision, pay, promotion, work, co-workers, and overall); and (b) the correlation will be highest with the facet of supervision. Empirical results (n = 77 middle level managers from two organizations in South India) supported only the second hypothesis. Dr. G. Suresh Krishna (2020) stated that teaching is one of the most important profession in which the faculties play a major role in improving the standard of an organization and the country. It is important to determine which factors influence the faculties in their job and it's important to determine their level of job satisfaction. This study examined the influence of gender on Quality work life among faculties of private colleges and investigated the extent to which faculties differ in various attitudes and attributes, level of satisfaction with the type of work they do.

3. RESEARCH METHODOLOGY

Research Design

The research design for this study on satisfaction level of employees will be a mixed-methods approach, utilizing both qualitative and quantitative research methods. Firstly, a survey will be administered to a sample of employees in a diverse range of organizations to collect quantitative data on various factors that impact employee satisfaction, such as job autonomy, job security, compensation, work-life balance, and organizational culture. The survey will be designed using established measures of employee satisfaction and will be administered online or in-person, depending on the preference of the participants. Descriptive and inferential statistical analyses will be conducted on the quantitative data to identify the factors that have the strongest impact on employee satisfaction.

Sampling Method

The sampling method for this study on satisfaction level of employees will be a combination of stratified random sampling and purposive sampling. Stratified random sampling will be used to ensure that the sample of employees is representative of the population in terms of important demographic variables, such as age, gender, and job level. The population will be stratified based on these variables, and then a random sample of employees will be selected from each stratum. This will help to ensure that the sample is diverse and that the findings can be generalized to the population of interest.

Tools Used

The various tools used are

- Regression
- Anova

4. DATA ANALYSIS

Percentage analysis: Percentage analysis is a method of analyzing data in which the figures are expressed as a percentage of a particular base or total. This type of analysis is commonly used in various fields, including finance, economics, and statistics, to better understand the relative proportions of different variables. A percentage analysis is used to give a particular representation at the respondents view point column diagram are used in this tool.

$$\text{Percentage} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} * 100$$

TABLE 1. Employee’s grouping based on different gender.

Gender	No of respondent	Percentage
Male	35	52%
Female	25	47%
TOTAL	60	100

Table showing Employee’s grouping based on different gender

CHART 5.1.1

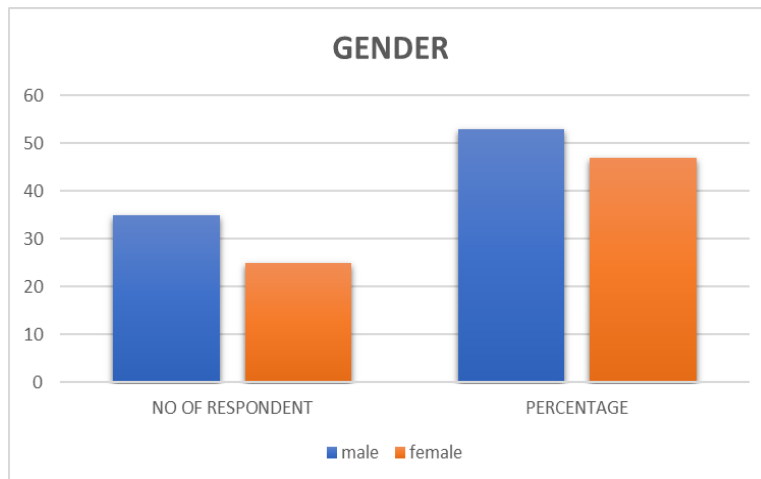


Chart showing Employee’s grouping based on different gender

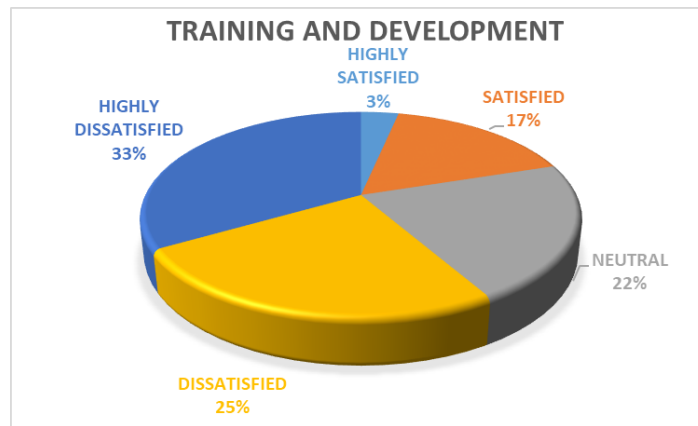
Interpretation:

The above table chart that 53% of the respondents are male respondents and 47% of the respondents are female respondents. Thus the majority of the respondents are male.

TABLE 2. Employee’s Training and Development

Training and development	No of respondents	Percentage
Highly satisfied	2	3%
Satisfied	10	16%
Neutral	13	21%
Dissatisfied	15	25%
Highly dissatisfied	20	33%
Total	60	100

Table showing Employee’s Training And Development



Chart

Chart Showing Employee’s Training and Development The above table chart that 21% of the respondents are Neutral respondents, 3% of the respondents are highly satisfied respondents, 16% of the respondents are satisfied respondents,25% of the respondents are dissatisfied respondents,33% of the respondents are highly dissatisfied respondents. Thus the majority of the respondents are Highly Dissatisfied on Employee’s Training And Development

5. REGRESSION

Regression analysis is a statistical technique used to analyses the relationship between a dependent variable and one or more independent variables. The purpose of regression analysis is to examine how changes in the independent variables are associated with changes in the dependent variable, and to quantify the strength and direction of that relationship.

TABLE 3. The table shows that there is a positive regression between the those who heard about the

<i>Regression Statistics</i>		
Multiple R		0.05944383
R Square		0.003533569
Adjusted R Square		-0.013646887
Standard Error		0.478615444
Observations		60

ANOVA					
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	1	0.0471143	0.0471	0.20567	0.6518719
Residual	58	13.286219	0.2291		
Total	59	13.33333			

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercept	1.406360424	0.172473415	8.154	3E-11	1.061117374	1.7516035	1.061117374	1.751603474
How satisfied are you with the workload and pace of work in your job?	-0.03533569	0.077915547	-0.45	0.6519	-0.191300601	0.1206292	-0.1913006	0.120629223

TABLE 4. and the effectiveness of the curriculum development based on vocational ability structure.

Working operation: Load flow analysis is employed to assess the voltage profile of a power system, ensuring that every generator operates optimally while meeting the load demand without exceeding capacity. If a three-phase fault occurs, the system's stability may be compromised due to the reduction of voltage at the buses. By introducing a Static Synchronous Series Compensator (SSSC), power transfer capability, voltage control, and power flow control can be improved at the weak bus, resulting in better system stability.

One Way Anova

Analysis of Variance (ANOVA) is a statistical formula used to compare variances across the means (or average) of different groups. A range of scenarios use it to determine if there is any difference between the means of different groups.

The one-way ANOVA test involves calculating three sums of squares:

1. The total sum of squares (SST) represents the variation in the dependent variable across all groups.
2. The between-group sum of squares (SSB) represents the variation in the dependent variable between the group means.
3. The within-group sum of squares (SSW) represents the variation in the dependent variable within each group.

TABLE 5. Anova: Single Factor

SUMMARY				
Groups	Count	Sum	Average	Variance
2. What is your gender?	60	80	1.33333	0.22599
3. What is your marital status?	60	75	1.25	0.19068

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	0.208	1	0.20833	1	0.31936	3.921478
Within Groups	24.58	118	0.20833			
Total	24.79	119				

interpretation:

There was statistical significant difference between the respondents towards Gender and marital status by company as demonstrated by one-way ANOVA $F=1.026$, $p = 0.031$

6. FINDINGS, SUGGESTIONS AND CONCLUSION

Findings:

- Majority of the respondents are male.
- Majority of the respondents are 21-25 age group
- Every employee has stated that there is a good work-life balance in the company.
- Majority of the respondents have bachelors degree the most
- Majority of the respondents are Highly Dissatisfied on Employee's Training And Development
- Majority of the respondents are Satisfied on their Work Schedule.

Suggestions:

Based on the analysis conducted in the organization the following are the recommendations made to the organization.

- Regular programmed to impact training to works personality development is required.
- The firm could provide training programmes to employees based on their needs in order for them to become specialised in a specific sector of work, resulting in job excellence.

- More training classes should be conducted to enhance the efficiency of the employees.
- Implement a formal employee recognition program: Organizations can implement a formal employee recognition program that acknowledges and rewards employees for their contributions to the organization. This can include both monetary and non-monetary rewards, such as bonuses, gift cards, and public recognition.
- Provide regular performance feedback: Organizations can provide employees with regular performance feedback that helps them understand their strengths and areas for

7. CONCLUSION

- Every organization to sustain in the industry has to satisfy some of the basic needs and demands of its employees. Satisfied and motivated employees are the source of achieving the organizational goals and objectives.
- In retousse the maximum potential of the human resource, the organization has to provide them with the best quality of their working life.
- Therefore every organization needs to update and improve the quality of work life.
- The employees are given reasonable autonomy for their job. This makes them feel more responsible and challenging and work hard for achieving it.

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