

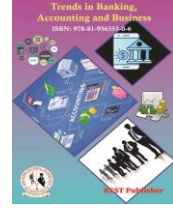


Trends in Banking, Accounting and Business

Vol: 3(1), 2024

REST Publisher; ISBN: 978-81-956353-0-6

Website: <https://restpublisher.com/book-series/tbab/>



A Study on Quality of Work life With Reference to Avs Constructions at Hosur

*N. Aswiya, M. Mahesh Kumar

Adhiyamaan College of Engineering (Autonomous), Hosur, Tamil Nadu, India.

*Corresponding author Email: aswiyaniaz25@gmail.com

Abstract. The quality of work life (QWL) is a critical aspect that influences both organizational success and employee satisfaction. This paper examines the multifaceted components of QWL, including job security, work-life balance, workplace environment, and employee engagement. Drawing from a wide range of empirical studies and theoretical models, the research highlights the correlation between QWL and key outcomes such as productivity, job satisfaction, and employee retention. Additionally, the paper explores the impact of contemporary work practices, such as remote working and flexible hours, on the quality of work life. By providing a comprehensive analysis, this study aims to offer insights for organizational leaders and HR professionals on enhancing QWL to foster a more motivated and productive workforce. This quantitative in nature. Convenience sampling is used. The sample size is 100. Statistical tools used are percentage analysis and chi square test. So, finally I will say that this Project at AVS Constructions. Compensation Management Practices under the Human Resource Department has enlarged my theoretical knowledge of Master of Business Administration into some practical knowledge and made my education completer and more practical.

KEY WORDS: Quality of Work Life (QWL), Employee Satisfaction, Work-Life Balance, Job Security, Workplace Environment, Employee Engagement, Productivity, Job Satisfaction, Employee Retention, Remote Working, Flexible Hours.

1. INTRODUCTION

This chapter serves as an introduction and provides the necessary theoretical framework for developing proper perspectives of the subject. Quality of Work Life (QWL) is a relatively new concept which is defined as the overall quality of an individual's working life. QWL is sometimes considered as a sub-concept of the broad concept of quality of life, which refers to the overall quality of an individual's life. Quality of life includes factors such as income, health, social relationships, and other factors such as happiness and fulfilment. QWL being the main subject of the present study meaning, definition, scope of the QWL, and QWL in the Indian context, etc., have been discussed in this chapter. Quality of work life parameters which are adopted by the researcher has been discussed at the end of the chapter. The pursuit for improved productivity through human resources has its foundation in the early nineteenth century with F.W Taylor developing Scientific Management Theory and creating a new awareness regarding human resources. Prior to the advent of Scientific Management, human resources were considered as a mere instrument of production regarding work from dawn to dusk. The working conditions were paid scanty attention.

2. OBJECTIVES OF STUDY

1. Understanding QWL Components: To identify and define the various dimensions of quality of work life, encompassing factors such as job satisfaction, work-life balance, and organizational culture.
2. Assessing Employee Perceptions: To gauge employee perceptions and experiences regarding their quality of work life through surveys, interviews, or other qualitative and quantitative methods.

3. Exploring Impact on Organizational Outcomes: To examine the relationship between QWL and key organizational outcomes such as productivity, employee turnover, absenteeism, and overall organizational performance.
4. Identifying Drivers and Barriers: To identify the factors that contribute to or hinder the enhancement of QWL within the organization, including leadership styles, workplace policies, and organizational culture.
5. Benchmarking and Best Practices: To benchmark the organization's QWL against industry standards and best practices, and to identify areas for improvement and potential interventions.
6. Developing Strategies for Improvement: To develop tailored strategies and initiatives aimed at enhancing QWL, which may include flexible work arrangements, wellness programs, career development opportunities, and recognition schemes.

3. SCOPE OF THE STUDY

The Quality of Work Life (QWL) encompasses a comprehensive analysis of various factors that influence employees' experiences and satisfaction within their work environment. This includes examining job security, work-life balance, and the physical and psychological aspects of the workplace environment. The study also delves into employee engagement and its impact on overall productivity and retention rates. Additionally, it considers the effects of modern work practices, such as remote working and flexible hours, on QWL. The research spans multiple industries and organizational sizes to provide a holistic understanding of QWL dynamics. By incorporating a wide array of empirical data and theoretical frameworks, this study aims to identify actionable strategies for enhancing QWL, ultimately contributing to the development of more supportive and efficient work environments.

4. LITERATURE REVIEW

Lau (2000) studied Quality of work life and performance to provide ad hoc analysis of two key elements of the service profit chain and find out the relation between growth and QWL. This research evaluated the performances, in terms of growth and profitability, based on a sample of QWL and S&P 500 companies. 29 QWL companies remained for the purpose of this study. The control group consisted of 208 service companies selected from the list of S&P 500. The results showed QWL companies have a higher growth rate, measured by the five-year trends of sales growth and asset growth than that of the S&P 500 companies. The results also indicated that QWL companies indeed enjoyed higher growth rates than those of S&P 500 companies, and their differences are statistically significant. On average, QWL Service companies have an average sales growth rate while the control group companies have below average.

David Lewis et al (2001) studied on the extrinsic and intrinsic determinants of quality of work life. The objective of the research was to test whether extrinsic or intrinsic or prior traits test predict satisfaction with QWL in health care. The variables used extrinsic traits: salary or other tangible, intrinsic traits: skills, level, autonomy and challenge, prior traits: gender and employment traits, co-workers, support, supervisor, treatment and communication. The survey was conducted in 7 different health care areas and respondents was 1,819/5486 staff (33%).

Md. Zohurul Islam et al (2006) investigated of QWL and organization performance in Dhaka processing zone. The objective of research is QWL is hypothesized to directly or indirectly influenced organizational performance and identify the relation between QWL with OP = Organizational Performance QWL = Quality of Work Life JS = Employee Job Satisfaction WAGPOL = Company wage policy COMPOL = Company policy UNION = Union. The variables of the research used OP, JS, WP and UP. Simple random sampling method used for data collection and the test applied to data analysis was chi-square test and regression. Finding of the research showed QWL is not significant relation with OP.

5. RESEARCH METHODOLOGY

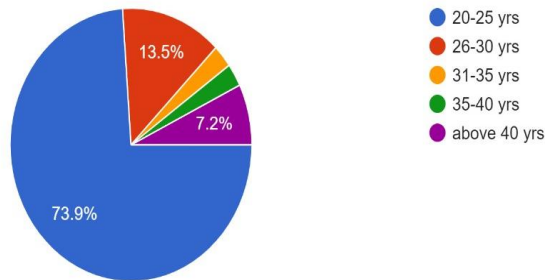
Research Methodology compensation management in AVS CONSTRUCTIONS or any specific company typically involves a structured research methodology that combines qualitative and quantitative approach. It includes Literature Review, Data collection.

6. DATA ANALYSIS

TABLE 1. Age Of Respondent

Age	Frequency	Percentage
20-25 years	82	73.9
26-30 years	15	13.5
31-35 years	3	2.7
35-40 years	3	2.7
Above 40 years	8	7.2
Total	111	100

Age
111 responses



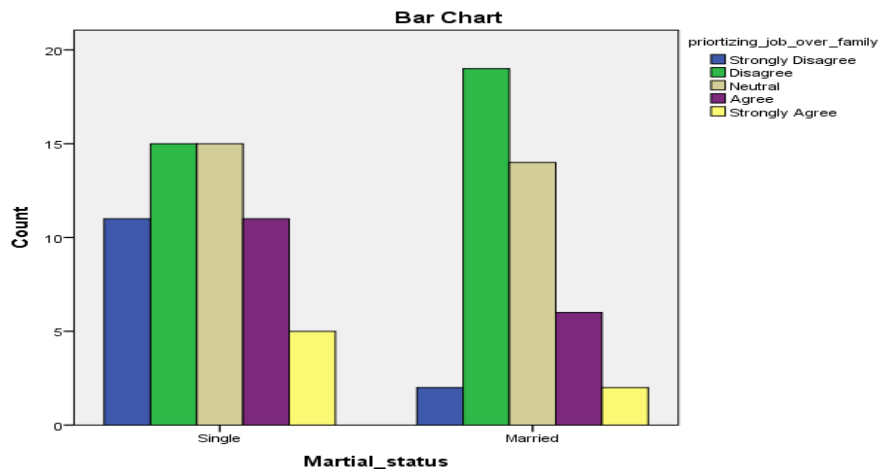
Interpretation: From the above table it is interpreted that the number of respondents for 20-25 is 73.9%, 26-30 is 13.5%, 31-35 is 2.7%, 35-40 is 2.7% and above 40 is 7.2%.

Inference: Majority (73.9%) of the respondents age is between 20-25 years.

TABLE 2. Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.683 ^a	4	.104
Likelihood Ratio	8.220	4	.084
Linear-by-Linear Association	.009	1	.923
N of Valid Cases	100		

a. 2 cells (20.0%) have expected count less than 5. The minimum expected count is 3.01.



7. FINDINGS

1. From the study it was found that almost 90 % of the associates are highly engaged with the company both intellectually & emotionally.

2. According to the respondents 86% of the associates feel the birthday bashes celebration is entertaining, 50% of the associates attend the birthday bashes celebration regularly and 76% of the associates prefer increased entertainment programs.
3. The study found that 80% of the associates have opted excellent for the external agencies giving a presentation/seminar at AVS, 76% of the associates agree the external agencies had the ability to hold the interests of the audience.
4. In the study the topics preferred by the associates are as follows 33.33% of the employees prefer Personality Development, 16.67 % of the employees prefer Health Care, 20% prefer Financial Enhancements, 16.67 % prefer Stress Management, and 13.33 % prefer Individual Social Responsibility

8. SUGGESTIONS

From the overall study it is proved that most of the associates are highly engaged with the organization; however the associates have fewer problems with the engagement activities, those problems can be rectified by using the following measures so that employees can develop ownership of their goals, targets, and milestones, and enhance their contributions to the company and increase their impact. To have a perfect response for the birthday bash celebration the organization can increase the entertainment programs with a greater number of games, puzzle solving, riddles & also may distribute gifts. As the associates are very much interested in External agencies giving presentations/seminars at AVS, the organization can recognize their preferred topics and made them feel that their contribution was important and to believe their values were mirrored by those espoused by senior management. The team HR can maintain the same regular intervals for town hall meetings & skip level meetings to ensure a healthy relationship amongst the associates & employers Finally, the organization can increase the engagement activities like hiring a team- building expert and arrange a one-day retreat, create an anonymous feedback mechanism, provide feedback and guidance every now & then, provide them with various services to help them balance their work and family lives to understand the associates and to engage all the employees more actively than the present level.

7. CONCLUSION

If a organization wants its development it has to every all any sector of an organization. There is always a scope for development in the organization. Every organization must take the benefit of this scope. AVS Constructions with a high reputation and a customer profile that includes some of the best names in the business. AVS Constructions knows that in this competitive world of quota free access, winners would be decided based on their international competitiveness and product quality. This is an optimistic hint of future expansion of Human Resource Management and the production department of Classic Shirts garments. From the study it is also clear to us which products, what commodities are used by these customers. So, finally I will say that this Project at AVS Constructions. Compensation Management Practices under the Human Resource Department has enlarged my theoretical knowledge of Master of Business Administration into some practical knowledge and made my education completer and more practical.

REFERENCES

- [1]. Milkovich, G. T., Newman, J. M., & Gerhart, B. (2016). Compensation. McGraw-Hill Education.
- [2]. Martocchio, J. J. (2017). Strategic Compensation: A Human Resource Management Approach. Pearson.
- [3]. Henderson, R. I. (2006). Compensation Management in a Knowledge-Based World. Pearson/Prentice Hall.
- [4]. Armstrong, M., & Taylor, S. (2014). "Handbook of Human Resource Management Practice." Compensation Management, Kogan Page.
- [5]. Lawler, E. E., & Jenkins, G. D. (1992). "Strategic Reward Systems." In M. D. Dunnette & L. M. Hough (Eds.), Handbook of Industrial and Organizational Psychology (2nd ed., Vol. 3, pp. 1009-1055). Consulting Psychologists Press.
- [6]. Gupta, N., & Shaw, J. D. (2014). "Employee Compensation: The Neglected Area of HRM Research." Human Resource Management Review, 24(1), 1-4.