

**QUALITY OF WORK LIFE AMONG EMPLOYEES IN CETHAR LTD****Dr. K . KUMAR****Associate Professor, PG Dept of Commerce, National College, (Autonomous)****Trichy****C. ANANTH****Research Scholar, PG Dept of Commerce, National College,(Autonomous)****Trichy****ABSTRACT**

This study quantifies the quality of work life on employees. It aims to gain an insight into Carrere working life policies, as well as work-life balance issues of employees. Due to changes in technology and to meet various demands of the employees and to withstand the place in the global market the company has in focus on employees satisfaction on major areas like job security, job satisfaction, medical facilities, canteen facilities rewards, ESI, etc., In other words, family life and social life should not be strained by working hours including overtime work, during inconvenient hours, business travel, transfers, vacations, etc.

Key words: Work Life, work culture, organizational climate, employees welfare

**INTRODUCTION**

Quality of work life refers to the level of happiness or dissatisfaction with one's career. Those who enjoy their careers are said to have a high quality of work life, while those who are unhappy or whose needs are otherwise unfilled are said to have a low quality of work life. Quality of work life is viewed as an alternative to the control approach of managing people. The quality of work life approach considers people as an 'asset' to the organization rather than as 'costs'. It believes that people perform better when they are allowed to participate in managing their work and make decisions. This approach motivates people by satisfying not only their economic needs but also their social and psychological ones. To satisfy the new generation workforce, organizations need to concentrate on job designs and organization of work. Further, today's workforce is realizing the importance of relationships and is trying to strike a balance between career and personal lives.

**Techniques for improving QWL**

- Self-managed work teams also called autonomous work teams. Each team performs activities and is rewarded individually and group performance.
- Job redesign and enrichment.
- Effective leadership and group behavior.
- Career development.
- Alternative work schedule.
- Job security.
- Administrative justice.

**PROFILE OF THE STUDY UNIT**

Promoted by K Subburaj and his associates, Cethar Industries was incorporated in Jul, '90 as a public limited company. The company set up facilities at two places in Tamilnadu for the manufacture of readymade knitted garments. At the Irungalur (Trichy district) unit, knitting, sewing and garment finishing operations are carried out and at Veeradipatti

(Pudukkottai district) unit, knitted fabrics will be processed and finished. The sewing line became operational I Sep. '95. The copany cae out with a public issue in Dec.'95 to part-finance the project. I 1996-97, Company project was delayed by 6 onths due to in completion of public Issue, and commercial production commenced from July. '96.As the network of the company was fully eroded the company make a reference to BIFR under SICA. It is also planning to develop new designs to meet export and domestic market.

#### BRANCHES OF CETHAR LTD

- AHMEDABAD
- BENGALURU
- KOLKATTA
- MUMBAI
- RAIPUR
- SECUNDERABAD
- LUDHIANA
- DELHI

#### RESEARCH METHODOLOGY

Research methodology is a way to systematic approach to any research problem. It may be understand as a science of studying a problem. It consists of different steps and different researches for the study.

No	Key Issue	Options Selected
1	Data Source	Primary & Secondary data
2	Research Approach	Descriptive Research Survey method
3	Instrument	Questionnaires
4	Area of data Inside the organization collection	
5	Sampling plan	
	a) Sampling size - 100	
	b) Sampling methods - random	
	c) Method used to collect data - Interview	
6	Statistical Tools	
	a) Chi square	
	b) Per cent Analysis	
	c) Bar & Pie Chart	

**OBJECTIVES OF THE STUDY PRIMARY**

The primary data to analyze the quality of work life of employee in the organization is obtained through simple questionnaire

secondary

1. To study about the factors related to employee QWL in the organization.
2. To study about the working condition of the employee in the organization.
3. To find out the welfare measure.
4. To understand the effectiveness of social integrity among the employees.
5. To study about adequate fair and compensation of the employee provided in the organization.
6. To identify the various safety & welfare measures provided to the employees of the organization

**RESEARCH DESIGN**

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. The research design is the conceptual structure within which research is conducted; it constitutes the blueprint for the collection, measurement and analysis of data. As such the design includes as outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

Data collection method

Primary data

The data was collected from the respondent in various logistic companies by using simple random sampling random sampling method. Secondary data. The secondary data, on the other hand, are those which have already been collected by someone else and which have already been passed through the statistical process. The data was gathered form journals, newspaper, annual report, website, magazine ect. Sample size. Form the finite population sample size 100 has been chosen for the study on the basis of simple random sampling method.

**SAMPLING TECHNIQUE**

Simple random sampling

In statistics, a simple random sample is a subset of individuals (a sample) chosen from a larger set (a population). Each individual is chosen randomly and entirely by chance, such that each individual has the same probability of being chosen at any stage during the sampling process. A simple random sample is meant to be an unbiased representation of a group of 25 employees chosen cut of a hat from a company of 250 employees. In this case, the population is all 250 employees, and the sample is random because each employee has an equal chance of being chosen

Tools for analysis

Statistical tools

The data were classified, tabulated and analyzed by using statistical tools like

1. Percentage method
2. Chi-Square test

Percentage Analysis

Percentages are used to obtain a king of ration, which are used in making comparison between two or more series of data. Percentages are used to describe relations.

Percentage=(No of Response / total no of Response) \* 100 Chi-square test

The Chi-square test is an important test amongst the several testes of significance developed by statisticians. Chi-square is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance. As a non-parametric test it can be used to determine if categorical data shows dependency of the two classifications between theoretical populations and actual data show dependency of the two classifications are independent.

It can also be used to make comparisons between theoretical populations and actual data when categories are used. Thus the chi-square test is applicable in large number of problems. The test is, in fact, a technique through the use of which it is possible for all researchers to

1. Test the goodness of fit
2. Test the significance of association between two attributes
3. Test the homogeneity or the significances of population variance.

## HYPOTHESIS

A hypothesis is a statement about the population parameter i.e. it is a conclusion which tentatively drawn on logical basis.

- a) Null hypothesis
- b) Alternative hypothesis

Hypothesis testing will result in either accepting the hypothesis or in rejecting it. The hypothesis in this study is tested through Chi-Square Test

1. There is a significant association between income and fair compensation of respondents.
2. There is a significant association between gender and job security of respondents.
3. There is a significant association between education qualification and salary of respondents.
4. There is a significant association between passion towards work and gender of respondents.
5. There is a significant association between experience and satisfaction of respondents.

## LIMITATION OF THE STUDY

1. The time allotted for the study is very limited.
2. The secondary data are collected from books, internet, magazine and journals so, there may be a bias.
3. The conclusions are arrived on the basis of opinion of the respondents involved in logistic service, so there are chances to be false.
4. The respondents are refusing to reveal their views exactly.

## DATA ANALYSIS AND INTERPRETATION

Table 1 - Distribution of the Respondents Based On Monthly Income

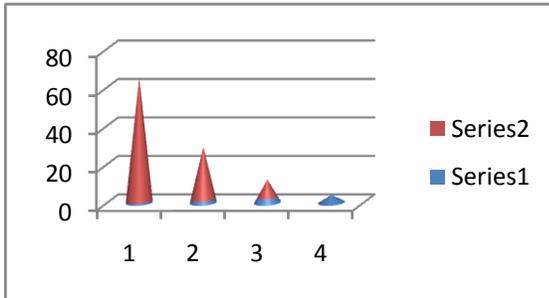
No	Monthly income	No of respondents	%
1	5000-10000	64	64
2	10001-15000	27	27
3	15001-20000	9	9
4	Above 20001	0	0
	Total	100	100

Interpretation

From the above table it is seen the 64% of the respondents getting monthly income 5000-10000, 27% of the respondents are getting monthly income 10001-15000, 9% of the respondents are getting monthly income 15001-20000. It is found that most of the respondents are getting monthly income 5000-10000.

Chart 1 - Distribution of the Respondents Based On Monthly Income in per cent

Table 1 - Distribution of the Respondents Based On Their



Opinion toward Compensation

No	Monthly income	No of respondents	%
1	SA	11	11
2	A	66	66
3	N	22	22
4	DA	1	1
5	SDA	0	0
	Total	100	100

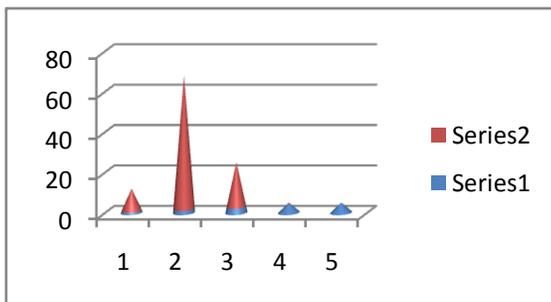
Interpretation

From the above table it is seen the 66% of the respondents are agree towards compensation, 22% of the respondents having neutral opinion towards compensation, 11% of the respondents are strongly agree towards compensation, It is found that most of the respondents are agree towards compensation.

Distribution of the Respondents Based On Their opinion toward Compensation

Chart 2 - Compensation in per cent

Table 3 - Distribution of the Respondents Based On Gender



No	Monthly income	No of respondents	%
1	Male	90	90
2	Female	10	10
	Total	100	100

#### Interpretation

From the above table it is seen that 90% of the respondents are male and 10% of the respondents are female

It is seen that most of the respondents are male.

Chart 3 - Distribution of the Respondents Based On Gender in per cent

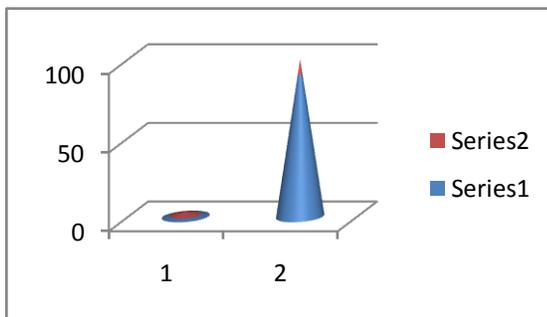


Table 4 - Distribution of the Respondents Based On Their opinion towards Job Security

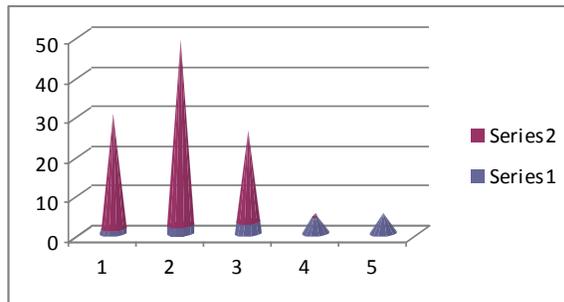
No	Monthly income	No of respondents	%
1	SA	29	29
2	A	47	47
3	N	23	23
4	DA	1	1
5	SDA	0	0
	Total	100	100

#### Interpretation

From the above table it is seen that 47% of the respondents are agree towards job security, 29% of the respondents are

Strongly agree towards job security, 23% of the respondents having neutral opinion towards job security, 1% of the respondents are disagree towards job security It is found that most of the respondents are agree towards job security.

Chart 4-Distribution of the Respondents Based on Their Opinion towards job security in per cent,



Chi-Square testion

Table5-Association between Income and Fair Compensation

Income	FAIR COMPENSATION				Total
	SA	A	N	DA	
SA	1	0	21	5	27
A	23	26	0	0	49
N	24	0	0	0	24
Total	24	50	21	5	100

Null Hypothesis (H0)

There is no significant association between Income and Fair Compensation

Alternate Hypothesis (Ha)

There is a significant association between Income and Fair Compensation

Table 6-Chi Square Tests

	Value	df	Sig
Pearson chi-Square	17.025(a)	6	0
Likelihood Ratio	11.565	6	0
Linear-by-Linear	2.751	1	0.6
N of Valid Cases	100		

a 3 cells (25.0%) have expected count less than 5.the minimum expected count is 1.20

**Interpretation**

It is inferred from the above that there is no significant relationship between Income and fair compensation, (Since the Calculated value of Chi-Square is greater than the table value the table value at 5% level of significance), and hence null hypothesis is rejected.

Association between Gender of the Respondent and job security.

Job Security						Total
		SA	A	A	DA	
Gender						
	SA	6	15	3	0	24
	A	17	24	15	1	57
	N	6	8	5	0	19
Total		29	47	23	1	100

**Null Hypothesis (H0)**

There is no significant association between Gender of the respondent and job security

**Alternate Hypothesis (Ha)**

There is a significant association between gender of the respondent and job security.

Table 7- chi Square tests

	Value	Df	Sig
Pearson Chi -Square	4.072(a)	6	0.667
Likelihood Ratio	4.559	6	0.601
Linear by Linear	0.134	1	0.714
N of Valid cases	100		

a. 4 cells (33.3%) have expected count less than 5. the minimum expected count is.19.

**Interpretation**

It is inferred from the above table that there is no significant relationship between the gender of the respondent and job security, (Since the calculated value of chi-square is lesser than the table value at 5% level of significance) hence null hypothesis is accepted.

Table-8. Association between Education Qualification and salary

EDU	Salary			Total
School	4	5	2	11
UG	45	13	3	61
PG	8	9	4	21
Others	7	0	0	7
Total	64	27	9	100

**Null Hypothesis (H0)**

There is no significant association between Educational Qualification of the respondent and salary

**Alternate Hypothesis(Ha)**

There is a Significant association between Educational Qualification of the respondent and salary.

Table 9-chi square Tests

	Value	Df	Sig
Pearson Chi-Square	16.952(a)	6	0.009
Likelihood Ratio	18.77	6	0.005
Linear by linear	0.335	1	0.563
N of valid cases	100		

A 6 cells ( 50.0%) have expected count less than 5. the minimum expected count is.63.

#### Interpretation

It is inferred from the above table that there is no significant relationship between the gender qualification and salary,(Since the calculated value of chi-square is greater than the table value at 5% level of significance) hence null hypothesis is rejected.

#### **FINDINGS, SUGGESTION AND CONCLUSION.**

##### Findings

This chapter deals with the findings and suggestion. The following are the analysis of the data.

Collected for the purpose of statistical testing. The researcher formulated the null hypothesis to know about the quality of work life in the organization.

##### Findings Related to Demographic Factor.

- a) 54% of the respondents are between the age group 25.30
- b) 90% of the respondents are male
- c) 60% of the respondents are single
- d) 55% of the respondents having 0.5 years' experience
- e) 64% of the respondents getting monthly income 5000 -10000.

##### Other Finding.

- a) 66% of the respondents agree that they have fair compensation
- b) 57% of the respondents agree that are paid according to responsibility of work.
- c) 57% of the respondents agree that fringe benefits provided. Are satisfactory.
- d) 57% of the respondents agree that there is job security.
- e) 47% of the respondents agree that there is job security
- f) 44% of the respondents agree that they are provided additional responsibility to their job..
- g) 57% of the respondents agree that the information about their job is received.
- h) 49% of the respondents agree to their reward system
- i) 49% of the respondents agree that they the are recognized.
- j) 48% of the respondents agree that the organisation is responsible for employee welfare.
- k) 52% of the respondents agree that wage policies adopted by the company is good.
- l) 54% of the respondents agree that they are company is providing adequate training program
- m) 50% of the respondents agree that training program should be conducted more extensively.
- n) 36% of the respondents agree that they training has enhanced employee performance.
- o) 51% of the respondents agree they are comfortable with the job.
- p) 50% of the respondents agree there is good relationship with supervisor.
- q) 53% of the respondents agree there is good relationship with subordinate
- r) 52% of the respondents agree there is good relationship with peer group .
- s) 53% of the respondents agree towards sense of belongings
- t) 49% of the respondents agree towards feedback given.

- u) 57% of the respondents agree towards passion towards work.

### **SUGGESTIONS**

The following are the suggestion offer of to increase the satisfaction level of Employee based on the reader's opinion and analysis of the data.

1. The Employees are middle age group they are concerned about the Employee and their families, So the welfare camp and insurance for the employee and their family will boost more satisfaction towards the company.
2. A periodical health care camp will be more useful,
3. The company is conducting less training program and sessions for the employees, As the company has more technical, staff it is suggested to conduct more technical training session from the experts of the industries to enhance the staff knowledge.
4. More number of technical training sessions with the external agency and other forum will increase the employee knowledge.
5. As the employee iteration rate is high these days, it is suggested to have more reward program, to keep the employee intact with the company.
6. A there are around 250 employees, a separate canteen or refreshment centre inside the campus will be more helpful, in raising the productivity of the company.
7. A recreation centre with periodical recreation program conducted will be more advantage to the employee's welfare.  
and refreshments

### **CONCLUSION:-**

Quality of work life entails the design of work systems that enhance the working life experiences of organizational members there by improving commitment to and motivation for achieving organizational goals.

From the study and the analysis conclude that the work environment in tool fab is more than average. Quality of work life is more than average and it needs some improvement in areas like Employee welfare, training and recreation to increase the quality of work life in the organization to the highest level.

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