



## Impact of Marital Status and Experience on Quality of Work Life with Reference to Fishermen Community of Chennai City

K.Karthik<sup>1</sup> & Dr.E.Ilamathian<sup>2</sup>

<sup>1</sup>Research Scholar, Bharathiar University, Coimbatore, Tamilnadu, India.

<sup>2</sup>Director, Amity Global Business School, Chennai, Tamilnadu, India.

Received 6th July 2018, Accepted 14th July 2018

### Abstract

*An organization's strength is determined by the quality of its human resources which play a pivotal role in the utilization of the other resources. Since organizations are managed and staffed by people, the challenges and the opportunities of creating and managing them frequently emerge from the people themselves. It is the responsibility of those who are managing the capital, the material and other information assets, to add value to the organization, also by managing their human resources, the human capital effectively. Fishing industry is growing ever since its inception but after liberalisation it has gained wider scope. The study focuses on the impact of marital status and experience on quality of work life of employees in fishing sector. It aims to gain an insight into current working life policies and practices, as well as work-life balance issues of employees. Several notable factors that influence Quality of Work Life considered for the study were Working conditions, Welfare measures, Safety measures, Supervision, Participation in decision making, Communication, etc. A sample of 100 respondents were taken for the analysis and after Using t-test and analysis of variance (ANOVA) it was found that there were no significant differences in dimensions of Quality of Work Life viz. Working Conditions, Welfare measures, Safety Measures, Supervision, Participation decision making, Communication with regard to marital status. While analysing the differences in Dimensions of Quality of Work Life of the fishermen engaged with Regard to Experience, it was found that there were significance in the dimensions of Working Conditions, Welfare Measures and Safety measures. The employees (fishermen) with more than 10 years of experience in the fishing industries had higher score in all the dimensions as compared to their counterparts.*

**Keywords:** Marital status – Experience -QWL- Fishermen Community.

© Copy Right, IJRRAS, 2018. All Rights Reserved.

### Introduction

An organization's strength is determined by the quality of its human resources which play a pivotal role in the utilization of the other resources. Since organizations are managed and staffed by people, the challenges and the opportunities of creating and managing them frequently emerge from the people themselves. QWL is generally defined in terms of employee's perceptions of their physical and mental well-being at work. Quality of Work Life as a human resource strategy, has emerged as an ultimate key for development among all the work systems as this addresses the concerns of improving the employee satisfaction, strengthening work place learning and better managing the on-going change and transition. Though the Quality of Work Life perspective does not advocate any particular factors or drivers, it is concerned with the impact of work on people and organizational effectiveness combined with an emphasis on

participation in problem-solving and decision-making. Although in India, high rate of unemployment makes any work attractive, however, employers need to recognize the economic, social and self-actualization needs of employees so that they can develop their potential qualities and experience to have a better Quality of Work Life. Researchers report that on an average Indians resist change, hesitate to delegate or even to accept authority, are fearful of taking an independent decision, are possessive towards their inferiors and frequently surrender to their superiors.

### Review of Literature on QWL

Ketzell et al. (1975) viewed the QWL as an individual's evaluation of the outcomes of the work relationship and it is said that a worker enjoys a high QWL when he has positive feelings towards his Job and its future prospects. De (1984) postulated that the quality of an organization is dependent on the quality of work; and the quality of work is codetermined by human beings, the way work is designed and the specific context of organizational structure.

In a study on Indian managers, Sayeed (1989) suggested three broad categories of antecedents of

### Correspondence

K.Karthik

E-mail: prabakaran191085@gmail.com

organizational commitments, namely, Personal characteristics, Role-related factors and Structural factors. His findings suggest that the longer an individual has been with an organization the more would be the individual's level of commitment and period of attachment to the organization.

Sangeeta Jain (1991) concluded on the basis of research conducted in a large-scale private industry with a total strength of 644 workers that there were differences at various levels of the organization in perceiving their working life. Higher levels were found to have better perception regarding their working life than workers levels on all the sub-factors of QWL and overall QWL. Ghosh (1992) carried out a comparative study on the quality of work life in two Indian organizations a manufacturing organization, TELCO and Canara Bank and found that both have attained excellent quality of work life according to the categories identified and measured by the author in spite of the differences in ownership and sectoral identity.

Patnaik (1993) also conducted an empirical study of 60 bank employees concluded that since promotion opportunities have been shrinking in public sector commercial banks, to be able to provide satisfaction and achievement for the younger generation of employees, jobs should be designed with more challenge and more autonomy. A system of effective feedback and provision of opportunity to think independently and innovate may go a long way in improving the efficiency and quality of work life in public sector banks.

Karrir (1999) examined the quality of work life of 491 managers from various sectors of industry, public, private and cooperative which indicated that top-level managers had higher quality of work-life. A comparison of the quality of work-life of managers in three sectors of industry with respect to size of organization revealed that managers from small and large size public sector organizations had better quality of work-life as compared to their counterparts in private and cooperative sectors.

Sabarirajan et al. (2011) investigated the extent to which the QWL among the employees of Public and Private Banks in Dindigul and concluded that Organizational Excellence has higher impact on the level of QWL in an organization. Khetavath (2013) focused on comparative study on public and private organizations in Andhra Pradesh and concluded that Quality of Work Life is playing a prominent role in the employees' work life and organizations are more concerned about their human assets.

### Objectives of the Study

1. To study the difference in all the dimensions of Quality of Work Life of employees with regard to Marital- Status
2. To study the difference in all the dimensions of Quality of Work Life of employees with regard to Experience

### Hypotheses of the Study

**H0:** There is no significant difference in all the dimensions of Quality of Work Life of employees with regard to Marital- Status

**H1:** There is a significant difference in all the dimensions of Quality of Work Life of employees with regard to Marital- Status

**H0:** There is no significant difference in all the dimensions of Quality of Work Life of employees with regard to Experience

**H1:** There is a significant difference in all the dimensions of Quality of Work Life of employees with regard to Experience

### Scope of the Study

The study will cover the fishermen community in the Chennai city. Hence, this study will be helpful for the researchers to know in depth about fishermen community.

### Research Methodology

A sample of 100 fishermen was taken from the Fishermen community, and they were selected by using convenient sampling method. For the purpose of measuring Quality of Work Life a questionnaire consisting of 35 items on a Likert's 5-point scale was designed describing six QWL facets, adapted from the inventory by Sinha and Sayeed (1980) for measuring QWL (consisting a total of 85 items). The QWL facets include working conditions, welfare measures, safety measures, supervision, participation in decision making and communication.

### Limitations of the Study

There was non-cooperation and resistance of the fishermen to evaluate their quality of work life may be because of their hectic routine work. Also, there was shortage of time.

### Analysis and Interpretation

#### I. Dimensions of Quality of Work Life of the fishermen with Regard to Marital- Status

The association between marital status and quality of work life was examined using mean scores, standard deviations and t-test which are shown in table 1.

**H0:** There is no significant difference in all the dimensions of Quality of Work Life of employees with regard to Marital- Status

**H1:** There is a significant difference in all the dimensions of Quality of Work Life of employees with regard to Marital- Status

Table 1

Mean, standard deviation and t-test for dimensions of quality of work life of the fishermen with regard to marital status

Dimensions of quality of work life	Married		Unmarried		T-test	
	Mean	SD	Mean	SD	T	p- value
Working Conditions	15.68	3.32	15.70	3.92	0.028	0.978
Welfare Measures	10.12	1.99	9.81	2.56	-.942	0.347
Safety Measures	12.98	3.33	12.28	4.22	-1.238	0.217
Supervision	9.15	1.99	9.27	2.36	0.380	0.704
Participation in Decision Making	13.71	1.93	14.28	1.68	1.824	0.069
Communication	12.03	3.31	12.26	4.25	0.402	0.688
Total Quality of Work Life (QWL)	73.68	13.56	73.59	17.58	-.307	0.971

\*significant at  $p < 0.05$  \*\*significant at  $p < 0.01$  Source: field study

The above data reveals that none of the dimensions of quality of work life show significant differences across marital status viz Working conditions (WS,  $p = .978$ ), Welfare measures (WM,  $p = .347$ ), Safety Measures (SM,  $p = .217$ ), Supervision (SU,  $p = .704$ ), Participation decision making (PDM,  $p = .069$ ), Communication (COM,  $p = .688$ ). Thus, it can be said that there was not much variation in quality of work life of fishermen with regard to marital status. Therefore, Hypothesis H1 is rejected.

## II. Dimensions of Quality of Work Life of the Fishermen with Regard to Experience

The association between experience and quality of work life was examined using mean scores, standard deviations and t-test which are shown in table.

H0: There is no significant difference in all the dimensions of Quality of Work Life of employees with regard to Experience

H1: There is a significant difference in all the dimensions of Quality of Work Life of employees with regard to Experience

Table 2

Mean, standard deviation and analysis of variance (anova) for dimensions of quality of work life of the Fishermen with regard to experience

Dimensions of QWL	Less than 5 years of Experience		5 to 10 years of experience		More than 10 years of Experience		Anova
	Mean	SD	Mean	SD	Mean	SD	p – value
Working Conditions	14.83	3.78	14.58	2.85	16.13	3.19	0.003
Welfare Measures	9.48	2.37	9.53	1.98	10.39	1.88	0.001
Safety Measures	11.77	4.10	12.15	3.17	13.41	3.09	0.001
Supervision	8.92	2.19	9.00	2.13	9.29	1.97	0.348
Participation in Decision Making	13.75	1.73	13.79	1.75	13.80	1.99	0.973
Communication	11.89	4.02	10.79	3.63	12.24	3.15	0.181
Total Quality of Work Life (QWL)	70.63	16.55	69.83	12.57	75.26	12.95	0.017

\*significant at  $p < 0.05$  \*\*significant at  $p < 0.01$  Source: field study

It is observed from the above table that p-values are significant for the quality of work life dimensions viz, Working conditions (WC,  $p=0.003$ ), Welfare measures (WM,  $p=0.001$ ) and Safety measures (SM,  $p=0.001$ ) significant at 99% significance level. The fishermen with more than 10 years of experience in the organization had higher score in all these dimensions as compared to their counterparts. Thus, it can be concluded that the growing age and ample experience of the fishermen make them exhibit their behavior in the form of attitudes, perceptions towards quality of life and satisfaction derived from work to be a model for others. Also, the organization makes them being clear about their beliefs and putting them into practice. Therefore, hypothesis is accepted as three out of six dimensions of QWL shows significant differences with regard to experience. Hence, Hypothesis H2 is accepted.

### Conclusion

Using t-test and analysis of variance (ANOVA) it was found that there were no significant differences in dimensions of Quality of Work Life viz. Working Conditions, Welfare measures, Safety Measures, Supervision, Participation decision making, Communication with regard to marital status. While analyzing the differences in Dimensions of Quality of Work Life of the fishermen with Regard to Experience, it was found that there were significance in the dimensions of Working Conditions, Welfare Measures and Safety measures. The fishermen with more than 10 years of experience in the organization had higher score in all the dimensions as compared to their counterparts. Thus, it can be concluded that the growing age and ample experience of the fishermen make them exhibit their behavior in the form of attitudes, perceptions towards quality of life and satisfaction derived from work to be a model for others.

### Recommendations of the Study

1. There should be fishermen Feedback Surveys in the workplace after regular intervals so that information from fishermen on areas like personal health and wellness, workplace relationships and measures of a healthy workplace can be collected.
2. Organizations dealing with fishermen should encourage participative management and good communication within the organization. Also, the experienced fishermen can share their views on various issues and official problems.

### References

1. Ketzell, R.A. and Yankelovich, D. (1975) "Work Productivity and Job Satisfaction, The Psychological Corporation, New York.
2. De Nitish (1984) "Requisite Development Organisation Design:Aiming at Quality of Life and Quality of Work Life ," Quality of Work Life, Vol.1,No.1-2,pp.217-232.

3. Sayeed, O.M. (1989) "Perception of Organization Commitment: Preliminary Findings and Scale Construction," The Indian Journal of Social Work, Vol.3,pp. 317-328.
4. Jain, S. (1991) "Quality of Work Life(QWL)," Deep and Deep Publishers, New Delhi.
5. Jain, Sangeeta (1995) "Qualtiy of Work Life of Indian Industrial Workers," In Human Resource Development (Eds.)
6. P.P. Arya and B.B. Tondon, Deep and Deep Publishers, New Delhi. pp. 351-362.
7. Ghosh, Subrathesh (1992) "Quality of Working Life in Two Indian Organizations: Implications of Case Studies," Decision, Vol.19, No.2. pp. 89-104.
8. Patnaik, U.C. (1993) "Quality of Work Life in Public Sector Banks: An Empirical Study," Personnel Today, Vol.13, No.1,pp.10-12.
9. Karrir, N. (1999) "Factors Related to Quality of Work Life of Managers in Indian Industries," Abstract of Doctoral Dissertations, Finance India, Vol.13, No.4,pp.1239-1241.
10. Sabarirajan, A. and Geethanjali, N. (2011) "A Study of Quality of Work Life and Organisational Performance Among the Employees of Public and Private Sector Banks of Dindigul," International Journal of Economic Research, Vol.2, No.6,pp.38-45.
11. Khetavath, P.S. (2013) "A Comparative Study of Quality of Work Life in Public and Private Sector Organizations: In Andhra Pradesh," Tenth AIMS International Conference on Management, Jan 6-9,pp.2960-2966.
12. Kothari,C.R.(2007) "Research Methodology: Methods and Techniques", New Age International (P) Limited Pub. New Delhi.