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A STUDY ON QUALITY OF WORK LIFE IN TUBE PRODUCTS OF INDIA

¹Mr.G.VISHALKUMAR

*¹Assistant professor, Department of Management Studies,
Loyola Institute of Technology, Chennai, Tamilnadu, India.*

²N.PUSHPAKUMAR

*²PG Student, Department of Management Studies,
Loyola Institute of Technology, Chennai, Tamilnadu, India.*

Abstract

This paper measured the quality of work life its elements of environment business. It plays important role of the success of professional goal and also achieve common goal. The main objective of study finds out the quality of work life adopted by study area. The quality of work life indicates a proper balance both in professional and personal life which also ensures organizational performance and satisfaction employee. The random sampling technique was used to collect the data for this research study with a total of 120 employees. To quality of work life process that the statistical techniques were applied to the data analysis. The results proved that a practical implementation of the techniques of personal life of within the implementation of quality of work life relative facilities can leads to a employee satisfaction which ensure the overall organization productivity.

Key words: quality of work life and Tube Products of India

Introduction

Quality of Work Life is a generic phrase that covers the feelings of the employees about various components of work including economic rewards and benefits, security, working conditions, organizational and interpersonal relationships and its intrinsic meaning in a person's life. Quality of work life refers to the level of happiness or dissatisfaction with working area. These dual concerns have created a growing interest in the possibilities of redesigning the nature of work conditions.

Quality of Work Life is the degree to which individuals are able to satisfy their important personal needs while employed by the organisation. The organisation interested in enhancing

employees Quality of Work Life generally try to indicates the employees their feelings of job security, comfort, internal democracy, decisions making, responsibility and flexibility.

Statement of the problem

The research was conducting the study for find out the manufacturing strategy in the study area in entitled of a study on manufacturing strategy in tube products of India. The purpose of this study is to examine quality of work life. Quality of work life such as variable influencing trust between employees and how employees in organizations view their work environment, positively influence organizational outcomes in study area

Objectives of the study

- To study about the Quality of work life adopted by study area.
- To assess the level of Quality of work life in study area.

Hypothesis of the study

- There is no significant difference towards Quality of work life with respect to monthly income.

Sampling Technique and Sample Size

The study is based on the Primary data information has been collected from 120 respondents through questionnaire from study area. By adopting random sampling method, the researcher personally met the employee in organisation.

Data Analysis and Interpretation

Table:1 One way ANOVA analysis shows mean difference towards Quality of work life based on monthly Income

Variable	Income	N	Mean	SD	F	p
Quality of work life	Up to Rs.20000	41	3.86	0.302	36.853	0.001
	Rs.20001 to Rs. 25000	36	3.69	0.538		
	Rs.25001 to Rs. 30000	23	4.43	0.435		
	Above Rs. 30001	20	4.04	0.508		
	Total	120	3.96	0.535		

Source: Primary data

The one-way ANOVA analysis is conducted for the sample of 120 employees to validate the significant difference towards Quality of work life with respect to employee's income. Independent variable income of employee is classified into four groups such as Up to Rs.20000, Rs.20001 to Rs. 25000, Rs.25001 to Rs. 30000 and Above Rs. 30001. Frequency distribution, mean, standard deviation, F ratio and p values are calculated and following hypotheses are framed.

Null hypothesis H_0 : There is no significant difference towards Quality of work life with respect to Monthly Income.

Quality of work life obtained F value is 36.853 with a corresponding significant level $p = 0.001$. Hence, it can be

Procedure

Questionnaire was collected from study area. The respondents were staff members who were working in the company. The questionnaires were given to employees who come under the sample and oral instructions were given clearly. The filled in questionnaires were received back from their working spot and processed further.

Tools for Data Analysis

The statistical tools one way ANOVA are used for analyzing data.

concluded that the opinion on the 36.853 differ significantly among the different employee's income. It is clearly found from the F test shows that there is significant difference towards 36.853 with respect to employees' income. Rs.15001 to Rs. 20000 and above Rs. 30001 of employee's incomes are highly rated towards 36.853 when compared respective categories.

Conclusion

This research entitled "A study on quality of work life in tube products of India" has so far discussed analysis and interpretation. Descriptive research design was adopted in this study. This study has simple random sampling technique to collect data from workers. The sample size

consisted of 120 employees. In this study, quality of work life was dependent variable demographic was considered as independent variable. Further these variables were taken to statistical analysis with respect to demographic profiles of the employee. One way ANOVA analysis was used for data analysis. The analysis found that there is significant difference towards quality of work life with respect to monthly income.

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