

Quality of Work Life among the Employees of Dairy Industries

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Abstract: - The aim of the study is that the conception of quality of labor life and also the role it plays in enhancing the productivity and performance in organization. It conjointly aims at understanding a large vary of welfare activities to be undertaken so as to boost quality of labor life. The success of any organization is very addicted to however it attracts and motivates and retains its hands. Organization square measure needed to adopt a method to boost workers the workers the staff quality work life to satisfy structure objectives and employee desires. A self-developed form, measured on a Liker Scale was accustomed collect knowledge from respondents. The Chi-square check of association was utilized in testing the hypothesis of the study. Qualitative analysis style was used victimization structured interviews in addition as administering analysis form to all or any class of staff. The findings highlighted issues on worker rewards, timely recognition and Appreciation, work stress, psychological feature factors, and worker personal development.

Key Words: — labour *life*, *welfare activities*, *employee desires*, *Qualitative analysis*, *work stress*.

I. INTRODUCTION

QWL can be defined as “The quality of relationship between employees and the total working environment.” Quality of work life refers to temp., humidity, or any environmental factors, work culture, amenities or facilities you have so that you can say the factors that directly affect your work. One possibility was to re-design jobs to possess the attributes desired by folks, and re-design organizations to possess the setting desired by the folks. This approach seeks to boost QWL. There’s a demand to supply staff additional of a challenge, additional of a whole task, additional chance to use their ideas. Shut attention to QWL provides an additional humanized work setting. It makes an attempt to serve the higher-order desires of staff additionally as their additional basic desires. It seeks to use the higher skills of staff associated to provide a setting that encourages them to boost their skills. The thought is that human resources ought to be developed and not merely used. Further, the work should not have to a fault negative conditions. It mustn’t place staff below undue stress.

It mustn't harm or degrade their humanity. It mustn't be threatening or unduly dangerous. Finally, it ought to contribute to, or a minimum of leave intact, workers’ talents to perform in different life roles, like national, domestic partner and parent. That is, work ought to contribute to general social advancement.

II. STATEMENT OF THE PROBLEM

- Quality of labor Life in a corporation is crucial for the sleek running and success of its workers.
- The standard of labor Life will have an effect on such things as workers timings, his or her work output, his or she out there leaves, etc.
- Quality of labor Life helps the staff to feel secure and like they're being thought of and cared for by the organization within which they work.
- Currently a day's Bharat business homes are that specialize in rising quality of labor lifetime of their organization to realize heightened satisfaction, commitment and improved performance against this back ground the scientist realize, this can be the suitable time to review the world to spot the importance of things, associated with work atmosphere that satisfies higher order and necessary wants of the workers the workers the staff to style quality of labor life program or the determine the importance factors to realize complete

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favourableness of employees towards the organization and to create them feel as "round peg in a very spherical hole".

III. OBJECTIVES OF THE STUDY

- To find out the quality of working life of the employees in Dairy Industries.
- To access the Quality of Work Life among workers
- To comprehend connection between the representatives and their workplace.

IV. REVIEW OF LITERATURE

Thomas Wyatt and Chat Yue Wah (2001) examined the perception of QWL with a sample size of 332 social control executives. Results from correlational analysis recommend four dimensions that area unit named favorable work atmosphere, personal growth and autonomy, nature of job and stimulating opportunities and colleagues. The findings support the conceptualizations of things concerned in perception of QWL.

Rice (1985) stressed the connection between work satisfaction and Quality of people's lives. He contended that job experiences and outcomes will have an effect on person's general Quality of life, each directly and indirectly through their effects on family interactions, leisure activities and levels of health and energy.

Hackman and Oldham (1976) discovered psychological growth desires as crucial determinant of Quality of operating life. Many such desires were identified; ability selection, Task Identity, Task significance, Autonomy and Feedback. They finished that fulfillment of those desires plays a very important role if workers square measure to expertise top quality of operating life.

Mirvis and Lawler (1984) found in their study that Quality of operating life was connected with satisfaction with wages, hours and dealing conditions, describing the "essentials of a decent quality of labor life" as; safe work surroundings, just wages, equal employment opportunities and opportunities for advancement.

Hackman and Oldham (1980) highlight the constructs of QWL in relevance the interaction between work atmosphere and private wants. The work atmosphere that's ready to fulfill employees' personal wants is taken into account to supply a positive interaction result, which can result in a wonderful QWL. They emphasized that the private wants are agree once

rewards from the organization, like compensation, promotion, recognition and development meet their expectations.

V. METHODOLOGY

Research is a scientific and systematic analysis for certain information on a specific topic. In research is an act of scientific investigation. A Research design is the arrangement of condition 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 undertaken for the study is *Descriptive Research Design*. A study, which wants to portray the characteristics of a group or individuals or situation, is known as *Descriptive study*. It is mostly qualitative in nature. Sampling is the process of selecting the sufficient number of elements from the population (the items selected technically are called as Sampling). Here this study adopted the technique of Non probability Sampling of Convenience sampling method. The researcher selects the easiest population members from whom the information is going to be obtained. Data which is collected for the first time is called Primary Data. Well Structured Questionnaires has been prepared for collection of primary data. Most of the questions are consist of multiple choices. The structured Questionnaire method was undertaken. Proper care was taken to frame the Questionnaire in such a manner it should be easily understood in view of educational level of the employees. The secondary data is those which have been already collected by someone else and which have already been passed through the statistical process. This data was collected from the files of the company, journals, reports and books, etc.

VI. DISCUSSION

On completing the project "a study on quality of work life among the employees working in dairy industries" the correlation test was done to find out the correlation between comfortable with job and maintain a good balance between the work life and the family life. The chi square was done to find out the between gender and relationship with management and employees in work place.

A. Correlation

Correlations			
		maintain	comfortable
maintain	Pearson Correlation	1	.180
	Sig. (2-tailed)		.060
	N	110	110
comfortable	Pearson Correlation	.180	1
	Sig. (2-tailed)	.060	
	N	110	110

Interpretation:

Since p value is (0.180) it is positive correlation. Hence there is positive correlation between comfortable with job and maintain a good balance between the work life and the family life.

B. Chi Square

Null Hypothesis (Ho):

There is no significant difference between gender and relationship with management and employees in work place.

Alternative Hypothesis (H1)

There is significant difference between gender and relationship with management and employees in work place.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	3.051 ^a	4	.549
Likelihood Ratio	4.254	4	.373
Linear-by-Linear Association	.027	1	.869
N of Valid Cases	110		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .25.

Interpretation:

Since p value is greater than 0.05, we accept the null Hypothesis reject the alternative hypothesis. There is no significant difference between gender and relationship with management and employees in work place.

VII. SUGGESTION

- From the analysis of the reports through form survey it's seen that the organization have complete the requirement for work life balance of staff and offers the policy and programs that concentrates on the expansion of the staff which is family friendly.
- Since, equalization of labor and family roles is one among the key problems within the coming back years, the organization ought to improvise and pioneer the ways that to cater the staff having various desires and these ought to be the integral to core business however not the ex gratia.
- There ought to be utmost care taken in taking choices in adopting and implementing the policies because it impacts each worker and also the organization.
- There should be correct communication created to the staff concerning the company's policies and should be inspired.
- There should be a correct and a versatile time that needs to be adopted so staff doesn't feel stressed regarding the overtime operating and that they will pay a high quality time with their family and that they will even create time to complete their family duties and commitments.

Case Processing Summary							
		Cases					
		Valid		Missing		Total	
		N	Percent	N	Percent	N	Percent
gender *	relationship	110	100.0%	0	0.0%	110	100.0%

gender * relationship Cross tabulation								
			relationship					Total
			Bad	Better	Excellent	Good	Worst	
gender	Female	Count	0	12	3	12	0	27
		Expected Count	1.0	9.6	4.4	11.8	.2	27.0
	Male	Count	4	27	15	36	1	83
		Expected Count	3.0	29.4	13.6	36.2	.8	83.0
Total		Count	4	39	18	48	1	110
		Expected Count	4.0	39.0	18.0	48.0	1.0	110.0

VIII. CONCLUSION

It will be same that job Life Balance may be an important issue within the Human Resource Management field and it's a significant impact on the productivity and growth of each the organization and also the worker. Work life is all a couple of live concerning dominant on once, wherever and the way they work. Several factors area unit acting as supporting components for workers to attain balance between work and private life. Whereas sure components like workers participation in framing the policies and taking key selections, effective communication of organizations policies will be reinforced to create work and private lifetime of workers extremely balanced.

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