Effectiveness of the Quality of Life Training in a Dairy product manufacturing company in Trichy

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Abstract: *A person with good behavior can only be a good employee. Years ago, the work life and personal life of any person were independent and measured separately in lieu of the quality of life. Now, researches showed that they are interrelated and the quality of personal life influenced the quality of work life. The improvement in behaviour of the employees had a vital role in their personal as well as work life. This enabled the industries to train their employees to improve their behavior and attitude. This study analysed the effectiveness of the Quality of Life training programme, in various aspects and found the relationship between various factors which were related to human life by using multiple regression. The sample size selected was 132 among the population of 200 employees working in a dairy product manufacturing company in Trichy, using simple random sampling technique.*

Index Terms: Confidence level, Employee involvement, Quality of life and Social responsibility

I. INTRODUCTION

Quality of life is expressed by the degree of satisfaction in a person's life. A person who enjoyed all the pleasures in personal life can only contribute to the welfare of the society. This is applicable to the organisations also. If the employee of any organisation is happy in personal life, then only that person can contribute to the improvement of the organisation full hearted. The living condition of a person like house, the amenities, happy environment in house, financial stability in life, family members' relationship and relationship with the neighbors influence the personal life and its quality. Work place amenities, peer employees relationship and salary influence the quality of work life. If the satisfaction of a person in work place analysed, then it becomes quality of work life. Improved quality of work life, results in improved productivity. The quality of work life of an employee is mostly based on the safe work environment, Job security and salary. If these factors are satisfactory in the workplace, then the job involvement will increase with the result of more productivity. Quality of life training programmes improves the self confidence and the social responsibility.

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Self confidence enforces the employees to take up challenges in the work place. Hence, with good attitude and behavior the individual will have a good life style, willing to learn new things and good interpersonal relationships. As a whole these training programmes are offered for the social empowerment of the employees.

II. REVIEW OF LITERATURE

Hassan, Narehan (2014) explored that the quality of work life programmes have considerable relationship with the Quality of life of the employees. The researcher suggested the organisation to do these programmes regularly in order to improve their overall organisational performance.

Indumathy.R. (2012) suggested the organizations to focus balancing the work life and personal life of the workforce to improve their productivity.

Lokanadha Reddy. M (2010) concluded that the management contribution is very much important in the improvement of quality of work life of the employees. It was found that the techniques improving the employee involvement in workplace also improved the quality of life.

Nanjundeswaraswamy (2013) found that the payment and rewards were more associated with the quality of life of the employees.

Shefali Srivastava (2014) concluded that the outcome of improved Quality of life finally gave high degree of performance in the employees' productivity. Positive attitude of employees improved and ultimately organisational performance increased.

Sulbha Waghmare (2017) found that the harmony in work place and good ethnicity of the organisation were the keys to develop the quality of life of the employees. The researcher specified that the Quality of work life is the brilliant tool for the Human Resources Managers to ensure a positive result in the organisation.

III. METHODOLOGY

A. Research Design

The research design is used for the study is descriptive. The research was done in a dairy product manufacturing company in Trichy. The sample size was 132 among 200 employees were chosen using Simple Random Sampling. A structured

questionnaire was administered for data collection and multiple regression analysis was used for analysis.

B. Research Objective

To measure the effectiveness of the Quality of Life training programme on the personal life factors.

IV. RESULTS AND DISCUSSION

A. Hypotheses

H_0: There is no significant relationship between the dependant variable and independent variables.
H_1: There is significant relationship between the dependant variable and independent variables.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.911	0.830	0.808	0.202

a. Predictors: (Constant), Good Citizen of the country, Follow traffic rules, Loyalty to the company, Willingness to Learning, Take up challenges, Confidence Level low before training, Believe as a skilled person, Interpersonal Relationship, Take up challenges in workplace, Responsible for ups and downs, Environment friendly, Confidence Level improved after training, Responsible family member, Don't use tobacco, Family budget

b. Dependent Variable: Training Effectiveness

The regression value R square is 0.830. It is understood that there is a significant effectiveness in the Quality of Life training programme.

ANOVA[b]					
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23.334	15	1.556	38.148	.000[a]
	Residual	4.771	117	0.041		
	Total	28.105	132			

a. Predictors: (Constant), Good Citizen of the country, Follow traffic rules, Loyalty to the company, Willingness to Learning, Take up challenges, Confidence Level low before training, Believe as a skilled person, Interpersonal Relationship, Take up challenges in workplace, Responsible for ups and downs, Environment friendly, Confidence Level improved after training, Responsible family member, Don't use tobacco, Family budget

b. Dependent Variable: Training Effectiveness

Above **ANOVA** table shows that significance (*p*) value < 0.05, which means H_0 is rejected therefore there is a significant relationship between the dependant variable

Training effectiveness and independent variables in the Quality of Life training programme. A significant regression equation is found $F(15,117) = 38.148$, $p < 0.000$, with an R^2 of 1.556.

Coefficients[a]					
Model	Un-standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5.315	2.017		2.635	0.010
Confidence Level low before training	0.011	0.055	0.010	0.206	0.837
Confidence Level improved after training	0.268	0.129	0.384	2.08	0.040
Believe as a skilled person	-0.291	0.077	-0.290	-3.804	.000
Responsible family member	0.162	0.159	0.160	1.017	0.311
Responsible for ups and downs	-0.519	0.204	-0.496	-2.551	0.012
Loyalty to the company	0.3	0.098	0.164	3.077	0.003
Interpersonal Relationship	0.163	0.153	0.073	1.062	0.291
Willingness to Learning	-0.007	0.038	-0.008	-0.178	0.859
Take up challenges in workplace	-0.04	0.045	-0.047	-0.886	0.378
Like improvement in workplace	-0.008	0.044	-0.010	-0.187	0.852
Don't use tobacco	-1.088	0.249	-0.749	-4.369	.000
Follow traffic rules	0.002	0.043	0.002	0.041	0.967
Family budget	0.732	0.240	1.037	3.056	0.003
Environment friendly	-0.424	0.426	-0.274	-0.994	0.322
Good Citizen of the country	0.011	0.055	0.010	0.206	0.010

b. Dependent Variable: Training Effectiveness

With p value 0.003 and Beta value 1.037 the variable Family budget has the highest impact with the effectiveness of the Quality of life training programme. The other variables Loyalty to the company, Confidence Level improved after training, Good Citizen of the country are highly significant in the effectiveness of the Quality of life training programme. Even the personal comfort level variables Believe as a skilled person, Responsible for ups and downs and Don't use tobacco also have significant effectiveness with respect to p value $<$ 0.05 they have the smallest contribution to the effectiveness of the Quality of life training programme.

V. CONCLUSION

The research results show that the Quality of life training programme is effective in various aspects. As the variable Family budget has the highest impact, this shows that most of the employees in the company are family oriented and fulfilling the financial need of their family is the priority for everyone. The result clearly shows that the employees are ready to contribute in the work place to maintain the financial stability of their family only. Hence, the quality of personal life is mainly based on the financial benefits and the Quality of training programme is much effective in the workplace.

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