

A Work on Quality of Work Life

Magdalene Peter, S. Fabiyola Kavitha

Abstract: *The present period is a time of learning laborers and the general public where in we are living has come, to be known as information society. The scholarly interests have outweighed the physical endeavors. Some information laborers work for over 60 hours every week. Subsequently, their own diversions and interests conflict with their work. Life is a pack that contains every one of the strands together and henceforth the need to offset work existence with other related issues.' One must have both love and work in one's life to make it solid. Gone are the days when the need of workers used to be for physical and material needs. With the expanding movement of the economy towards learning economy, the significance and nature of work life has experienced an exceptional change.*

Keywords: *Worklife, Worker, Material Needs*

1. INTRODUCTION

Nature of work life (QWL) implies the favourableness or unfavourableness of an occupation circumstance for the people working in an affiliation[1],[3],[5]. The season of coherent organization which focused only on specialization and adequacy, has encountered a dynamic change.

The standard organization (like coherent organization) gave lacking thought with respect to human characteristics. In the current circumstance, needs and desires of the agents are advancing. Managers are by and by refreshing occupations for better QWL [2],[4],[6].

The QWL as arrangement of Human Resource Management has acknowledged growing interest and centrality. Various terms have come to be used correspondingly with QWL, for instance, 'humanisations of work' 'nature of working life, 'current vote based framework' and 'participative work'.

A. Objectives

- 1) To comprehend the connection between nature of work life and representatives fulfillment[7],[9],[11].
- 2) To realize the measures taken by the association to improve the nature of work life of the representatives in the association.
- 3) To improve the way of life of the workers.
- 4) To make an inspirational mentality in the brains of the workers.
- 5) To build the adequacy of the associations

B. Limitations

The personal satisfaction includes a more extensive territory. The present examination looks at it from distinguished and chose measurements as it were[8],[10],[12]. Anyway it is conceivable that there might be different components which probably won't have been canvassed in this investigation.

- Some respondent did not appropriately react to the survey; along these lines to dispose of this perspective the specialist has additionally led some close to home meetings[13], [15],[17] .
- The the executives enabled the scientist to gather the information from the constrained respondents as it were.
- The the board may feel the nature of work life at the present level is unsuitable and more advances should have been taken to improve it.

II. RESEARCH DESIGN

The assessment setup insinuates the general strategy that you arrange the different sections of the examination in an objective and genuine way, as such, promising you will reasonably address the investigation issue; it contains the chart for the social event, estimation, and assessment of data[14],[16], [18].

Table – 1 Opinion About Personal Satisfaction Of The Employees

OPTIONS	NO. OF RESPONDENT	PERCENTAGE (%)
STRONGLY AGREE	19	19
AGREE	60	60
NEUTRAL	12	12
DISAGREE	9	9
STRONGLY DISAGREE	-	-
TOTAL	100	100

Revised Manuscript Received on July 22, 2019.

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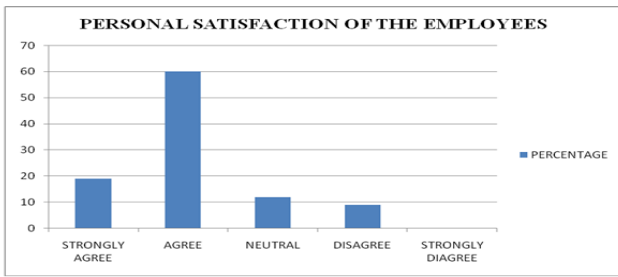


Figure – 1 Opinion About Personal Satisfaction Of The Employees

Table – 2 Opinions About The Valuable Contribute Of Work

OPTIONS	NO. OF RESPONDENT	PERCENTAGE (%)
STRONGLY AGREE	40	40
AGREE	32	32
NEUTRAL	22	22
DISAGREE	2	2
STRONGLY DISAGREE	4	4
TOTAL	100	100

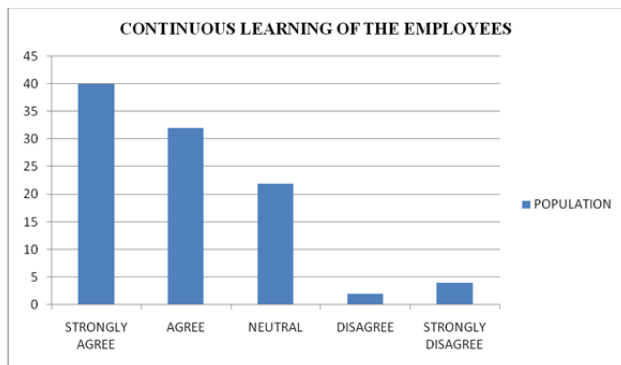


Figure – 2 Opinions About The Valuable Contribute Of Work

Table – 3 Opinion About Health Care And Medical Facility Provided

OPTOINS	NO. OF RESPONDENT	PERCENTAGE (%)
STRONGLY AGREE	42	42
AGREE	35	35
NEUTRAL	14	14
DISAGREE	9	9
STRONGLY DISAGREE	-	-
TOTAL	100	100

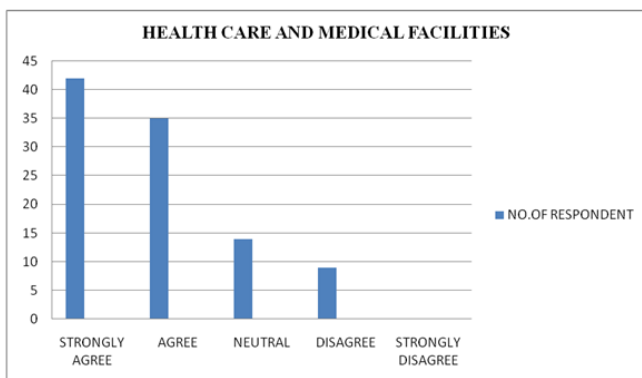


Figure – 3 Opinion About Health Care And Medical Facility Provided

Table- 4 Opinion About Monetary And Non-Monetary Incentives

OPTIONS	NO. OF RESPONDENT	PERCENTAGE (%)
STRONGLY AGREE	26	26
AGREE	46	46
NEUTRAL	18	18
DISAGREE	5	5
STRONGLY DISAGREE	5	5
TOTAL	100	100

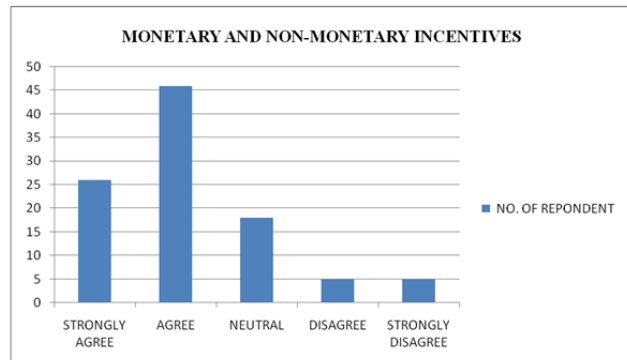


Figure- 4 Opinion About Monetary And Non-Monetary Incentives

Table- 5 Opinion About Fringe Benefits Provided By Management

OPTIONS	NO. OF RESPONDENT	PERCENTAGE (%)
STRONGLY AGREE	24	24
AGREE	29	29
NEUTRAL	20	20
DISAGREE	20	20
STRONGLY DISAGREE	7	7
TOTAL	100	100

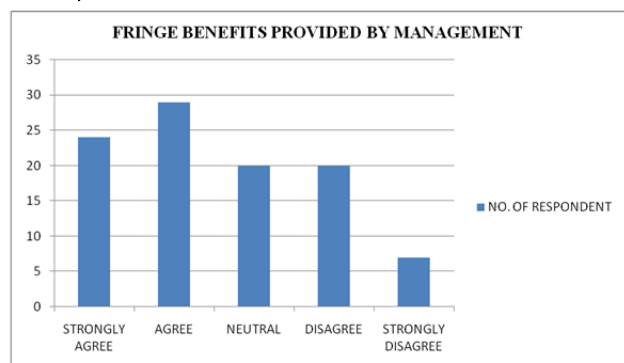


Figure- 5 Opinion About Fringe Benefits Provided By Management

Table- 6 Opinion About Threaten And Harassment Of Employees

OPTIONS	NO. OF RESPONDENT	PERCENTAGE (%)
STRONGLY AGREE	20	20
AGREE	2	62
NEUTRAL	16	16
DISAGREE	62	2
STRONGLY DISAGREE	-	-
TOTAL	100	100

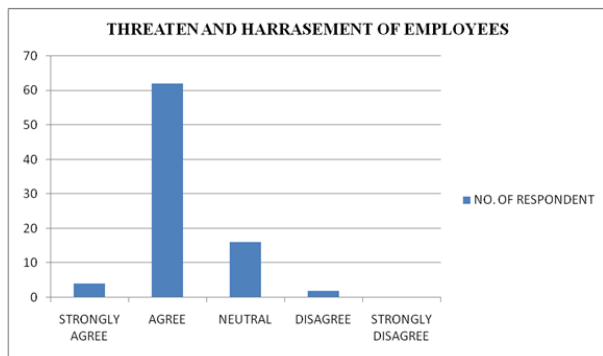


Figure- 6 Opinion About Threaten And Harassment Of Employees

A. Chi Square Method

26	46	72
18	10	28
44	56	100

O	G.T	(O-E)	(O-E) ²	$\frac{(O-E)^2}{E}$
26	31.68	-5.68	5.68	0.17
46	40.32	5.68	5.68	0.14
18	12.32	5.68	5.68	0.46
10	15.68	-5.68	5.68	0.36
TOTAL				1.13

CV < TV

Therefore, Null Hypothesis is accepted.

20	62	82
16	2	18
36	64	100

O	G.T	(O-E)	(O-E) ²	$\frac{(O-E)^2}{E}$
20	29.52	-9.52	9.52	0.32
62	52.48	9.52	9.52	0.18
16	6.48	9.52	9.50	1.46
2	11.52	-9.52	9.50	0.82
TOTAL				2.82

CV < TV

Therefore, Null Hypothesis is accepted.

III. RESULTS AND DISCUSSIONS

- Most of the representatives concur that they have individual fulfillment though don't concur.
- Around half of the representatives said that they add profitable commitment to work in their organization [19],[21],[23]
- 42% workers unequivocally concur that they get social insurance and restorative office from the board

- Half of the representatives concur that they get fiscal and non-money related advantages.
- 24% representatives firmly concur that they have incidental advantages given by the board.
- More than half of the workers concur that there is no undermine and badgering in organization[20],[22],[24].

IV. CONCLUSION

From the investigation unmistakably QUALITY OF WORK LIFE fills the holes in representatives fulfillment towards the organization. The participative administration, vocation openings and workplace are the components that decide nature of work life[31],[33].

To further improve it should focus on giving prizes and acknowledgment to representatives, professional success dependent on execution and work advisory group part ought to involve from all degrees of association and ought to speak with representatives while taking choices.

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