

## Research Article

# A study on quality of work life of employees in appasamy ocular device private limited Pondicherry

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## Abstract

In today's business world, Quality of work life (QWL) is a key concept that has a lot of importance in employee's life. A high QWL is crucial for organizations to continue to attract and retain their employees. The purpose of this study was to identify the factors that have an effect on the quality of work life of employees in Appasamy ocular device private limited Pondicherry. The research design selected is descriptive in nature. The sample size for conducting the research is 150 employees in company. The respondents were chosen using convenient sampling techniques. It is possible to measure the Quality of Work Life of an organization by taking the opinions of employees on statements regarding QWL. It is probable that employees will report performing better and being more involved in their jobs if their organization gives them a good quality of work as a reward for their contributions. The purpose of this study was to analyze the QWL of employees of Appasamy ocular device private limited Pondicherry.

**Keywords:** *Quality ofworklife, Organization, Jobsatisfactio*

## Introduction

A quality work life is a relationship between employees and their work environment, a concern for the impact of work on individuals and on organisational effectiveness, as well as the idea of participating in organizational decision making and problem solving. The success of every organization is highly dependent on the utilization of organizational goals. An organization's goal cannot be achieved without satisfying individual goals, in that Quality of work life is directly related to the mobilization, development, and achievement of human resource and organizational goals. In this study, the model was based on factors affecting Quality of Work-Life and the relationship between QWL and employee satisfaction. Organisational success is highly dependent on its ability to attract, recruit, motivate, and retain its workforce. Today's organizations must be flexible so they can develop their workforce and enjoy their commitment. Therefore, organizations are required to adopt a strategy to improve the employees' quality of work life (QWL) to satisfy both the organizational objectives and employee needs.

## Meaning

Quality of work life (QWL) refers to the favorableness or unfavorableness of a job environment for the people working in an organization. The period of scientific management which focused solely on specialization and efficiency, has undergone a revolutionary change.

## Definition

The American Society of Training and Development defined as "QWL is a process of work organisations which enable its members at all levels to actively; participate in shaping the organizations environment, methods and outcomes. This value based process is aimed towards meeting the twin goals

of enhanced effectiveness of organisations and improved quality of life at work for employees. "

## Objectives of Quality of work life QWL

- Increasing employee satisfaction.
- Creating positive feelings for employees by improving their physical and psychological health.
- Enhance employee productivity.
- Enhance workplace learning.
- Improved management of the ongoing change and transition
- Create an image of the company as the best in recruitment,
- Motivating employees and retaining them.

## Improve the quality of work life with these techniques

- Redesign of Jobs
- Career development program
- Work groups with autonomy
- Work schedules that are flexible
- Management of participation
- Security of employment
- Administration of justice

## Review of the Literature

In their study "Quality of Worklife of Employees in Private Technical Institutions", Nanjundeswaraswamy & Swamy (2013). Concluded that men are more satisfied with their work than women. The Chi Square test shows that demographic factors such as gender, designation, salary, department, and experience can have no influence on the quality of work life of private technical employees. A

significant association is also found between QWL of teaching and non-teaching staff.

The study by S. Subhashini<sup>1</sup>, C.S. Ramani Gopal (2013) entitled "Quality Of Work Life Among Women Employees Working In Garment Factories In Coimbatore District" explains that the women workers of the organization are most satisfied with the working atmosphere and job security measures at the factory, and they are not very satisfied with the allowed leave. Increasing quality of work life also leads to increased productivity, according to the study. Jerome. Study on the Quality of Work Life at Jeppiaar Cement Private Ltd: Perambalur" identified a positive relationship between workers' performance and the quality of their work lives. This study also helps us to Understand the company's gaps in providing workers with basic necessities and how the management treat the workers.

In their study on staff members in a college in Coimbatore district, M. Aarthi & Dr. M. Nandhini (2017) the researchers found that the faculty members had a moderate level of quality of work life and the demographic variables namely age, gender, marital status, income, experience and the number of children had a significant impact on the faculty members' work life.

### Statement of the problem

A company's quality of work life is essential for the smooth operation and success of its employees. There are many aspects of Quality of Work Life that can influence employees' performance, be it their timing or their work output, or their available leave. Having a high Quality of Work Life helps employees to feel secure at work, and that they are being taken care of and are being cared for by their organizations. Today, Indian companies are also concerned about increasing employee satisfaction, commitment, and performance. Against this back ground, the researcher believes, Identify the factors of the work environment which satisfy the higher order and important needs of the employees.

Factors	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Weight Average	Weight Score	Rank
Salary	40	60	35	10	5	228	15.67	4
Health and Safety	12	32	26	35	45	216	14.37	5
Job Security	30	44	40	20	16	342	23.26	2
Working Environment	53	37	30	10	20	393	26.53	1
Leave Facilities	26	34	40	30	20	242	16.93	3

### Objectives of the study

- To study the factors that affect the quality of work-life of employees.
- To examine the factors affecting the quality of work life and employee satisfaction levels in companies.
- Suggestions to improve Quality of Work Life.

### Limitations of the study

In the study, only workers of Appasamy ocular device private limited Pondicherry, were surveyed, and therefore the findings cannot be extended to other regions.

While answering a few questions in the structured interview schedule, respondents may have been influenced by their personal biases.

### Research Methodology

Sl.No	Category	Options	Number of respondents	Percentage
1.	Age	Below 20 years	28	18.66
		20 to 30 years	82	54.66
		Above 30 years	40	26.66
		Total	150	100
2.	Gender	Male	94	62.66
		Female	56	37.33
		Total	150	100
3.	Educational qualification	SSLC /+2	20	13.33
		Under graduates	82	54.66
		Post graduates	48	32.00
		Total	150	100
4.	Monthly Income	Less than Rs.10000	22	14.66
		Rs.10000 -Rs. 20000	65	43.33
		Rs.20000 -Rs. 30000	38	25.33
		More than Rs.30000	25	16.66
		Total	150	100

In this research, a descriptive design was chosen. A convenience sampling technique was used to select 150 employees from Appasamy ocular device private limited Pondicherry, to conduct the study. Primary data were collected through structured interviews. Additionally, secondary data was collected from publications in journals, magazines, websites and online articles. Data analysis is done using Simple Percentage Analysis and Rank Correlation Analysis.

*Table 1: Demo graphic profile of the respondents*

From the above table, it is clear that 54.66 % of respondents are below the age of 30 years, 62.66 % are males, 54.66 % are undergraduates, and 43.33 % have a monthly income of between Rs 10,000 and Rs 20,000.

*Table 2: Satisfaction level of the employees regarding the QWL factors of the Private Companies*

Shows the employees' satisfaction level with the QWL factors of Private Companies. The results show that employees of private companies are highly satisfied with their working environment and job security. Employees are unsatisfied about the availability of leave facilities and are less satisfied with the health and safety provided by the company.

### Suggestions

By providing the basic necessities such as quality food and hygienic sanitary equipment's, the company will contribute

to the psychological, emotional and physical health of the workers.

In the study, it was recommended that an attractive pay scale could be offered and that leave limits could be increased

The company should also offer emotional support and guidance when a worker is unreliable or performing poorly due to his family situation.

Infrastructure facilities can be improved by the organization. Employers need to contribute to their positive efforts to ensure employee satisfaction.

### Conclusion

Today, employees are considered the most important assets of an organization. A good quality of work life not only attracts new talent, but also retains existing staff. Private companies must provide a higher quality of work life for their employees and must go the extra mile to retain them with the least amount of effort and to provide the best results for their businesses. Increasing the efficiency of labor is key to the success of any organization. Organizations promote a quality of life at work for their employees.

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