

A Study on The quality of Work Life Among Employees In Universal Implements, Shornur.

Ms .Sreerekha.CT¹, Ms .Nimisha.K²

¹Dept of Management studies

²Assistant Professor, Dept of Management studies

^{1,2}Jawaharlal College of Engineering and Technology, Ottapalam

Abstract- This study investigates the quality of work life among employees at Universal Implements in Shornur, focusing on the factors contributing to a positive work environment and employee satisfaction. Utilizing a questionnaire method to collect data directly from the employees of the organisation to analyse the work culture, job satisfaction levels, and organizational practices at Universal Implements. The findings reveal that several key factors, including supportive leadership, opportunities for skill development, fair compensation, and a conducive work environment, significantly influence the quality of work life among employees. Moreover, the study highlights the importance of employee well-being initiatives and emphasizes the correlation between quality of work life among employees and organizational performance. By the data analysis techniques percentage analysis, weighted average method, correlation and the chi square test through which can understand the factors which affects the quality of work life among employees.

Keywords- quality of work life, organisational performance

I. INTRODUCTION

In the contemporary landscape of organizational management, the quality of work life among employees stands as a cornerstone for fostering sustainable success. Defined as the overall experience of individuals within the workplace encompassing various dimensions such as job satisfaction, work-life balance, and organizational culture, it represents a crucial aspect of employee welfare. Recognizing the significance of this topic transcends mere concern for employee happiness; it directly correlates with enhanced productivity, reduced turnover rates, and heightened organizational performance. In an era where talent retention and competitiveness are paramount, nurturing a positive quality of work life emerges as a strategic imperative for businesses aiming to thrive in the dynamic market environment. Human resources, often hailed as the backbone of any organization, play a pivotal role in shaping and maintaining the quality of work life for employees. From recruitment and training to performance management and

employee engagement initiatives, HR functions wield considerable influence over the organizational climate. Investing in strategies that prioritize employee well-being not only fosters a supportive work environment but also cultivates a sense of loyalty and commitment among the workforce. Moreover, amidst the evolving expectations of the modern workforce, where work transcends traditional boundaries and encompasses personal fulfilment, the relevance of this topic becomes increasingly pronounced. Companies that prioritize the quality of work life demonstrate an understanding of their employees' holistic needs, thereby fostering a culture of trust, collaboration, and innovation essential for long-term success.

India is a largest country basically its people depending on agriculture and agriculturally based industries. In India three fourth of the population depends upon agriculture. the majority if Indian population works in the field of make others to work In India the benefits of industrialization can reach, they only if small scale industries are started in villages and small towns. In this way small scale industries helps to avoid concentration of industries and also important in the contest of creating employment opportunity equitable distribution of wealth and balanced growth. So in a county like India there is a wide scope for industries in manufacturing implements. The early agricultural mechanization in India was greatly influenced by the technological development in England. Irrigation pumps, tillage equipment, chaff cutters, tractors etc. Where gradually introduced for farm mechanization. The development of power thresher in 1960, with integrated making and aspirator blower and mechanical sieves for gains and straw attachment separation, was the major achievement of Indian engineers. These threshers were widely adopted by gradually demand for other machinery such as reapers and combine harvesters also increased. Even farmers with small holdings utilize many improved farm equipment through custom hiring to ensure timeless of farming operations. The present trend in agriculture mechanization is for high-capacity machines through custom hiring and for contractual field of operations. The manufacturer of agricultural machinery in India is quite complex comprising of village artisan, tiny units, small scale industries, state agro-industrial development, corporation and

organized tractors, engine and processing equipment industries. Traditional hand tools and bullocks drawn implements are largely fabricated by village craftsmen and small-scale industries depend upon public institution for technological support. These industries, however upgrade these designs and production process with experience.

Universal implements is one of the pioneers in the field of production of agricultural implements and estate tools. It was established in the year 1996 as a small scale industrial unit. It is owned and managed by Set. Jayan within the shorter period of the incorporation of the firm, it has a respectable position among the public. It is because of the superior quality and durability of the period. The trade mark of the universal implements brand as the name implies the brand acquired strong reputation among the public, within a short span of time

The success of the firm depends to an extent is location. Greater care was taken for this it has a land area over 50 cents, where its office, factory building, workers rest room, watchmen's room and canteen are placed. It is located near Shornur railway station and state highway. It also enjoys all the basic infrastructural facilities such as electricity, rail, road, connectivity, bank, communication. etc. The durability of the product mainly depends upon its stringent quality control and rigorous testing, special care is taken in every department, in order to make the product superior than its rival brands. Experienced and skilled employees are the vital part in the success of the firm. For the fast distribution of its product the company has its own vehicles and other facilities. It ensures the timely dispatch of product to the market and thus it increases the credibility and reliability of the company. A special type of alloy steel is used for the manufacturing of the products make them highly resistance to wear and tear petroleum coke and black coal are using in its furnaces, makes the product high quality than the other product available in the market. They have survived the ages, test traits of the time giving their product strong and tough in the nature that keeps their products standing upper level from others.

II. REVIEW OF LITERATURE

Jones, A., & Smith, B. (2024). "Exploring the Impact of Organizational Culture on Quality of Work Life Among Employees: A Qualitative Study."

This qualitative study by Jones and Smith delves into the influence of organizational culture on the quality of work life among employees. Through in-depth interviews and observations, the researchers explore how aspects such as leadership style, communication practices, and employee relationships within the organizational context impact

employees' perceptions of their work life quality. By uncovering these insights, the study contributes to a better understanding of the role of organizational culture in shaping employees' experiences and well-being in the workplace.

Wang, C., & Lee, D. (2023). "The Role of Leadership Styles in Enhancing Quality of Work Life: A Meta-Analytic Review."

Wang and Lee conduct a meta-analytic review to investigate the relationship between leadership styles and the quality of work life among employees. Synthesizing findings from a diverse range of studies, the researchers identify key leadership behaviors and styles that contribute to positive work experiences for employees, such as transformational leadership, supportive leadership, and participative decision-making. Their comprehensive analysis sheds light on the mechanisms through which different leadership approaches can foster a supportive and fulfilling work environment, ultimately enhancing employees' overall quality of work life.

Smith, J., & Brown, K. (2022). "The Influence of Flexible Work Arrangements on Quality of Work Life: A Systematic Review."

In this systematic review, Smith and Brown examine the impact of flexible work arrangements on the quality of work life among employees. Drawing on a wide range of empirical studies and theoretical frameworks, the researchers assess the effects of flexible scheduling, remote work options, and alternative work arrangements on various dimensions of work life quality, such as work-life balance, job satisfaction, and psychological well-being. Their findings highlight the potential benefits of flexible work policies in promoting a more harmonious and fulfilling work experience for employees, while also pointing out potential challenges and areas for further research and intervention.

Johnson, L., et al. (2021). "Job Insecurity and Quality of Work Life: A Longitudinal Study Among Manufacturing Employees."

In this longitudinal study, Johnson and colleagues investigate the relationship between job insecurity and the quality of work life among employees in the manufacturing sector. By tracking employees' perceptions of job security and work life quality over time, the researchers examine how fluctuations in job stability influence various aspects of employees' well-being and job attitudes. Their findings underscore the detrimental effects of job insecurity on employees' psychological health, job satisfaction, and organizational commitment, highlighting the importance of

proactive measures to address job insecurity and support employees during periods of uncertainty in the workplace.

Gupta, R., & Patel, S. (2020). "Technostress and Quality of Work Life: An Empirical Investigation Among IT Professionals."

Gupta and Patel conduct an empirical investigation into the phenomenon of technostress and its impact on the quality of work life among IT professionals. Through surveys and interviews with IT workers, the researchers examine how factors such as information overload, constant connectivity, and rapid technological changes contribute to stress and job dissatisfaction in the technology-driven work environment. Their study highlights the need for organizations to implement strategies to mitigate technostress and promote a healthier work-life balance for employees in technology-intensive roles.

III. OBJECTIVES

PRIMARY OBJECTIVE

- A study on quality of work life among employees of universal implements, kulappully, shornur.

SECONDARY OBJECTIVES

- To identify the elements influencing the quality of work life.
- To Findout the measures taken by the organization to improve workers quality of work life.
- To suggest suitable measures to improve the quality of work life.

IV. RESEARCH METHODOLOGY

The research design chooses to be descriptive research design. Descriptive research describes and observe phenomenon naturally. It focuses on providing a detailed account of characteristics, behaviour, attitudes or conditions with in a particular population or situation.

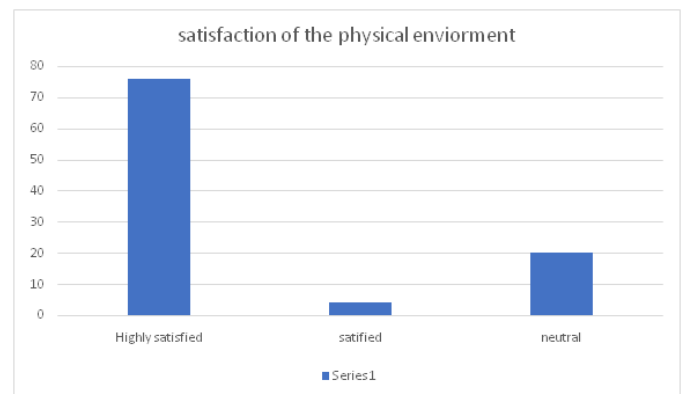
The research is descriptive design. The main purpose of descriptive research is a description of affairs as it exists at present. Descriptive research includes survey and facts finding and information gathering for a special purpose. The descriptive design deals with the facts and characteristics of individual respondents. The primary data was collected from workers in the firm. the main purpose of such data is for getting current information from questionnaire, and census study is used The data analysis tools used to be percentage

analysis, weighted average and chi square method among the data available through the questionnaire method.

V. DATA ANALYSIS

AIM: -To find out the percentage of satisfaction of employees on the physical environment of the company

particulars	No of employees	percentage
Highly satisfied	38	76.2
satisfied	3	4.3
neutral	10	20.5
dissatisfied	0	0
highly dissatisfied	0	0
Total	51	100



76.2% of employees are highly satisfied with working atmosphere of the firm and 4.3 % of the employees are satisfied and 20.5% of the employees are neutral condition.

AIM:-To find out the employee satisfaction to the leaves provided by the company .

particulars	1	2	3	4	5
Sick leaves	46	3	2	0	0
Festival leaves	38	5	8	0	0
Personal leaves	39	10	2	0	0

Rank	1	2	3	4	5
Weight(w)	5	4	3	2	1

X1	Wx1	X2	Wx2	X3	Wx3
46	230	38	190	39	195
3	12	5	20	10	40
2	6	8	24	2	6
0	0	0	0	0	0
0	0	0	0	0	0
	Wx1=248		Wx2=234		Wx3=241

WEIGHTED AVERAGE = (WXn/w)

Where W = 1+2+3+4+5 =15

W1= WX1/W=284/15=16.53

W2=WX2/W=234/15=15.6

W3=WX3/W=241/15=16.0

	Weighted average	Rank
Sick leaves	16.53	1
Festival leaves	15.6	3
Personal leaves	16.06	2

It is concluded that respondents are satisfied with the leaves provided by the firm. Above table shows that employee opinion towards rating to satisfaction of leaves provided by the firm. According to the satisfaction of employees to the leaves provided by the company ranked first sick leaves allowed, ranked second personal leaves, personal leaves ranked third.

AIM:- To findout the type of correlation between the working environment and the compensation provided By the firm.

H₀: There is a relationship between working atmosphere and the compensation provided by the firm.

H₁: There is no relationship between the working atmosphere and the compensation provided by the firm.

X	Y	X ²	Y ²	XY
38	22	1444	484	836
2	12	4	144	24
10	15	100	225	150
1	2	1	4	2
0	0	0	0	0
ΣX=51	ΣY=51	ΣX ² =1549	ΣY ² =857	ΣXY=1012

$$r = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{[n\sum X^2 - (\sum X)^2]} \times \sqrt{[n\sum Y^2 - (\sum Y)^2]}}$$

$$= \frac{5 \times 1012 - 51 \times 51}{\sqrt{[5 \times 1549 - 51^2]} \times \sqrt{[5 \times 857 - 51^2]}}$$

r=0.83

Coming to hypothesis,

Significance level=0.05

Degrees of freedom=5

hence table value is 3.182

here the table value is 3.182 is more than the calculated value 0.82 hence it indicates that there is a large difference between the working atmosphere and the compensation provided by the firm or there is no relationship between them.

VI. CONCLUSION

In conclusion, this study on the quality of work life among employees in universal implements shornur understand about the importance of prioritizing employee well-being and satisfaction. By addressing factors such as work-life balance, job security, interpersonal relationships, and organizational culture, we can create a positive work environment that enhances productivity and employee engagement. Implementing strategies to improve these aspects can lead to a more motivated workforce, reduced turnover, and ultimately, increased organizational success. 76.2% of employees are highly satisfied with working atmosphere of the firm and 4.3 % of the employees are satisfied and 20.5% of the employees are neutral condition. It is concluded that respondents are satisfied with the leaves provided by the firm. Above table shows that employee opinion towards rating to satisfaction of leaves provided by the firm. According to the satisfaction of employees to the leaves provided by the company ranked first sick leaves allowed, ranked second personal leaves, personal leaves ranked third.

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