

Effectiveness of Quality of Work Life of Employees

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Abstract- *The research focuses on the EFFECTIVENESS OF EMPLOYEES' QUALITY OF WORK LIFE. The term "quality of work life" refers to the positive or negative aspects of a person's overall work environment. The primary goal is to provide jobs and working conditions that are beneficial to both employees and the organization's financial health. QWL promotes a healthy work-life balance. As a result, we conducted this study to investigate the influence of workers. QWL This study is predicated on the notion that "a job is more than just a job". Work is a vital component of our daily lives. On average, we spend roughly one-third of our lives at work, and it does affect the overall quality of work life.*

Keywords- Work life balance, Organization's financial health, quality of work life.

I. INTRODUCTION

QWL wants to provide employees with job satisfaction, which will increase their efficiency and output. Employees today require not only fair compensation, good working conditions, job stability, and social security, but also an environment that allows them to feel as if they are contributing to the enterprise's success by participating in decision-making processes that affect the quality of their work. Quality of Work-Life is a broad term that encompasses a person's feelings about all aspects of work, including economic incentives and advantages, security, working conditions, organizational and interpersonal connections, and intrinsic purpose in a person's life. QWL is a technique of work organizations that allows members at all levels to actively participate in defining the organization's environment and practices.

1.2 Review of Literature

Emily Johnson, (2020)

This study investigates factors that influence quality of work life (QWL) at many levels, including individual, team, and organizational. It identifies major factors of QWL by conducting a thorough analysis of existing literature, including job autonomy, social support, company culture, and work-life balancing programs. The study uses a multilevel analytical

framework to investigate how these elements interact and influence employees' views of QWL, emphasizing the necessity of including both individual and contextual factors in QWL research and practice.

David Wilson, (2023)

This cross-cultural study investigates the effect of leadership styles on the quality of work life (QWL) in various cultural settings. The study uses data from international firms to investigate how transformational, transactional, and servant leadership styles influence employees' perceptions of QWL and well-being results. The findings show cultural differences in the effectiveness of various leadership styles in promoting QWL, emphasizing the importance of culturally sensitive leadership approaches that suit diverse employee demands and preferences.

Matthew Roberts, (2020)

This study looks into the mediating function of perceived organizational support (POS) in the link between organizational characteristics and quality of work life (QWL). The study uses survey data from a sample of employees from several industries to investigate how organizational support activities, such as training and development opportunities, recognition programs, and work-life balance policies, influence employees' perceptions of QWL. The findings show that POS partially mediates the association between organizational characteristics and QWL, emphasizing the significance.

1.1 Research Methodology

Data collection method

The study basically uses

- Primary data
- Secondary data

Primary Data

Primary data collection is the acquisition of original data from the source or through direct engagement with

respondents. This strategy enables researchers to receive first hand knowledge that is suited to their research aims. Primary data can be collected using a variety of approaches.

Secondary Data

Secondary data collection is the process of using previously obtained data for a use other than its original objective. Researchers examine and interpret this data to obtain useful information. Secondary data can be obtained from various sources like Published sources, online database etc.

Statistical Tools

The statistics tools commonly used for analysis of collected data are:

- 1. Percentage Analysis
- 2. Chi Square
- 3. Correlation

Percentage Analysis

Percentage analysis is an effective approach in research for summarizing, comparing, and evaluating data in a clear and relevant manner.

Chi Square

Chi-square analysis, commonly known as the chi-square test, is a statistical technique used in research to examine whether there is a significant relationship between two category variables.

Correlation Analysis

Correlation is a statistical term that describes the strength and direction of a link between two variables. When two variables are linked, changes in one are likely to be connected with changes in the other. Correlation does not imply causality; it just reveals a link between the variables.

1.4 Objectives of the study

- Assessing employee job satisfaction.
- Make recommendations for improving employee satisfaction in the study area.
- Study the impact of training and development programs on employee job satisfaction.

1.5 Scope of the study

- This survey helps firm management understand employee satisfaction and improve efficiency.
- The study gives a foundation for understanding employee concerns and potential solutions.

1.6 Need of the study:

- Promoting work-life balance to minimize overwork and promote happiness and retention.
- Ensuring employee satisfaction and engagement leads to increased productivity and better outcomes.

1.7 Limitations of the study:

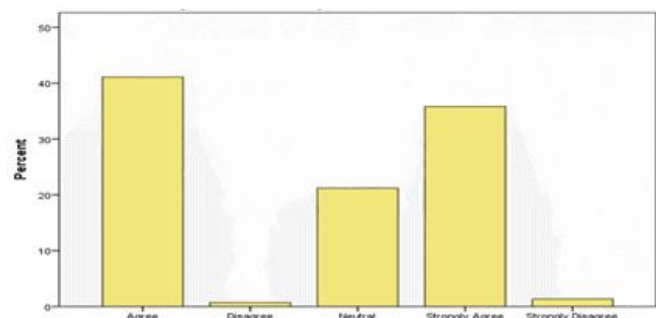
- Employees may be hesitant to provide honest criticism if they worry it may affect their job security or relationships with colleagues and bosses.
- Some folks were unresponsive.

1.8 Analysis and interpretations:

Your job roles and responsibilities are satisfied.

Particular	Frequency	Percent
Agree	62	41.1
Disagree	1	.7
Neutral	32	21.2
Strongly Agree	54	35.8
Strongly Disagree	2	1.3
Total	151	100.0

Total No.1.1 job roles and responsibilities are satisfied



INFERENCE

From the above table, it is inferred that 41.1% of the respondents are given agree that job roles and responsibilities are satisfied, 0.7 % are disagree, 21.2% are neutral, 35.8% are strongly agree, 1.3% are strongly disagree..

Your suggestions and feedback are adequately listened to and addressed by management.

Particular	Frequency	Percent
Agree	61	40.4
Disagree	3	2.0
Neutral	34	22.5
Strongly Agree	52	34.4
Strongly Disagree	1	.7
Total	151	100.0

Table No.1.2 suggestions and feedback are adequately listened to and addressed by management

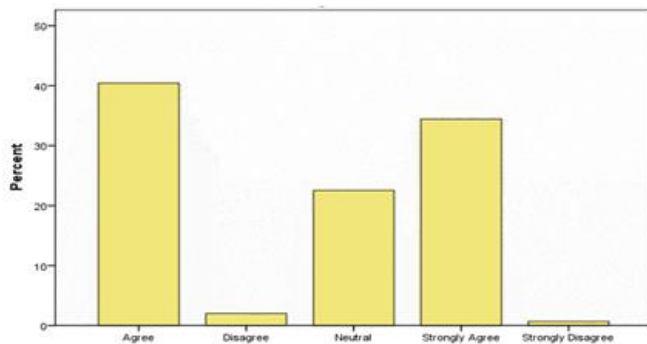


Fig no. 1.2 suggestions and feedback are adequately listened to and addressed by management

INFERENCE

From the above table, it is inferred that 40.4% of the respondents are given agree that suggestions and feedback are adequately listened to and addressed by management, 2.0% are disagree, 22.5 % are neutral, 34.4% are strongly agree, 0.7% are strongly disagree.

Are they given adequate and fair compensation for the work you do.

Particular	Frequency	Percent
No	11	7.3
Yes	140	92.7
Total	151	100.0

Table No.1.3adequate and fair compensation for the work you do.

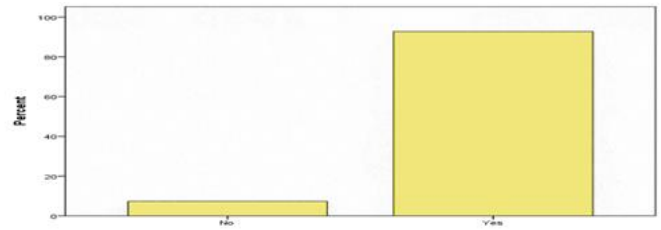


Fig no. 1.3 adequate and fair compensation for the work you do.

INFERENCE

From the above table, it is inferred that 7.3% of the respondents are given No to the given adequate and fair compensation for the work you do and 92.7% of the respondents are given yes.

Chi- Square Test

Hypothesis

Null Hypothesis:

H0: There is no association between satisfied with the physical work environment and safety and development programs has improved your job performance.

Alternative Hypothesis:

H1: There is an association between satisfied with the physical work environment and development programs has improved your job performance.

	Case					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
satisfied with the physical work environment and development programs has improved your job performance	151	100	0	0	151	100

Table No. 1.4 – Summary of the chi-square

	Value	DF	Asymptotic.Sig. (2-Tailed)
Pearson Chi-square	51.157	16	.000
Likelihood Ratio	50.003	16	.000
No Of Valid Cases	149		

Fig no. 1.5 Test statistics

Inference

From the above table 4.39, the significant value is $p=.000$ which is less than 0.05 So, alternative hypothesis is accepted, it reveals that there is significant association between satisfied with the physical work environment and development programs has improved your job performance.

4.1.3 Correlation Analysis

Hypothesis

Null Hypothesis:

H0: There is no association between company prioritize improving work-life balance and participating in training and development programs

Alternative Hypothesis:

H1: There is an association between company prioritize improving work-life balance and participating in training and development programs

	company prioritize improving work-life balance for employees to enhance overall satisfaction	participating in training and development programs
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company prioritize improving work-life balance for employees to enhance overall satisfaction	Pearson correlation	1	.116
	Sig(2-tailed)		.156
	N	151	151
participating in training and development programs	Pearson correlation	.116	1
	Sig (2-tailed)	.156	
	N	151	151

Table No.1.6- Test Statistics

Inference

From the above table, it is inferred that $r=.116$ (r value lies between -1 to =1), hence it is clear positive correlation relationship between company prioritize improving work-life balance and participating in training and development programs.so, H1 is accepted. There is significant association between company prioritize improving work-life balance and participating in training and development programs.

II. SUGGESTION

- Create clear career paths and opportunities for advancement within the organization.
- Offer access to counseling services, stress management programs, and mental health days.
- Implement recognition and reward programs to acknowledge outstanding performance and dedication.
- Implementing wellness programs that promote healthy habits can enhance overall employee health.
- Regular feedback and constructive performance reviews help employees understand their strengths and areas for improvement, promoting continuous development.

III. CONCLUSION

Improved QWL leads to improved levels of employee satisfaction, retention, motivation, and productivity. Furthermore, an emphasis on QWL enhances employees' mental and physical well-being, which reduces absenteeism and healthcare expenditures. Prioritizing QWL helps organizations create a healthy workplace culture, promote work-life balance, and attract top talent. Furthermore, a high quality of work life provides individuals with the resilience

and adaptability required to successfully manage changes. Overall, investing in QWL activities benefits both employees and organizations, ensuring long-term success and sustainability.

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