

Statistical Analysis of Quality of Work Life in Industries of Nagapattinam District

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Abstract- Nagapattinam is located in east coast of south India having nearly 70 industries in and around which is functioning from last 15-20 years the local peoples are working in various shifts. The key success of development of organization based on quality and dedication of staff and quality of work life .The owners and higher officials putting keen watching on the quality of life for employees of different organization around the globe .Quality of work life includes the amount of strong involvements of individuals. A comfortable component of the quality of life is the quality of life experienced by organization members at their work place. The value of work life is important and worthy of deep study of individuals and their satisfaction work at work place where they work. Thus the quality of life at work rolls over to the quality of work life experience in the family.

Keywords- Quality Work Life Cycle, co-relation,chi square test,significant level mean mode standarddeviation,

I. INTRODUCTION

Mostly by the survey of some organization it is found the employees at the grass root level experience a sense of frustration causes, such as - low level of wages, poor working conditions, unfavorable terms of employment, harassment by superiors , conditions of employment, interpersonal conflicts, role conflicts, job pressures, lack of freedom in work, absence of challenging work etc.

Years ago work was worship be the Moto of people they work with full sincerity and commitment to work. But now a days scenario is completely changed they are not believe on values of work. They work only for sack of monthly salary. But time to time the work norms have been changing in modern industrial society which indicates that”

- (i) Employee’s role in industry is different from his role in the family
- (ii) Superior knows the best and he has the right to impose on the subordinates
- (iii) Rules are for employees and they have to follow them

- (iv) Employer has the right to layoff the worker due to marketing and technological factors. Contemporary problems of managerial personnel: Due to these work norms, the managerial personnel at the middle and higher levels in the organization hierarchy face a variety of problems.

They are disappointed with the strict economic functions of the job and with the social relationships of organization by mechanization and automation of the industry. Further, indifference by others and less and less utilization of capabilities and skills also caused unfulfilled among the managerial personnel. The workers at the lower level are not happy with their work due to busy schedule of work, speed of machine, close watch and supervision and lacking of social life.

Concept of Quality of Work Life:

The concept of QWL is based on the assumption that a job is more than just a job. It is the center of a person’s life and a worker has a whole individual rather than a half human and half machine personality of Jekyll Hyde type. depends on following;

Dimension of Quality of Work Life:

1. Principles of Quality of Work Life
2. Importance of Quality of Work Life.
3. Measure and Quality of Work Life.
4. Techniques For Improving Quality of Work Life.
5. Factors of Quality of Work Life.
6. Functions of Quality of Work Life.

1.2 Research Methodology: Research is a careful investigation of especially through search for new fact in any division of knowledge. Procedure is a methodically to solve the study problem. The various steps that are accepted by a study in key function of research methodology.

1.3 Research Design: The research design is the basic framework or a plan for a study to the collect data and applies appropriate data analysis method. Which is a pathway for both management and Employees satisfaction? The information are collected from the employees in industries of Nagapattinam District and analyzed with the help of statistical tools chi square test and correlation method by describing the relationship between various input data variables, pertaining the job satisfaction and quality of work life. Moreover cross table analysis has been done for processing the data and information is derived to attain the objectives of the study.

1.4 Method of Data Collection: Apply method to collect the primary data by Personal Interaction method and slandered Questionnaire method which contained mainly multiple choice questions. The respondent’s opinions are collected regard to problem by the questionnaires.

1.5 Statistical Tools: The collected data is combined and tabulated and analyzed by using statistical tools like descriptive statistics and Chi- Square Test.

Period of the Study:

The study was conducted for a period for 3 months. The data collection by personal interaction by interview and quaternary in the industries during working hours.

1.6 Sample Size:

For study the sample size is 90 and questionnaire form is distributed to the various respondents for purpose of study was explain to the company. They have to tick mark in the boxes.

1.7 A Study on Quality of Work Life in Industries in Nagapattinam District

II. QUESTIONNAIRE

1.Name :

2.Age (in years) :

3.Gender : Male Female

4.Department :

5.Designation:

6. Educational qualification:

7. Experience (in years):

8. The questionnaire imbibes statements from different areas of Knowledge Management. Give your responses to them by ticking the relevant box.

SA-Strongly Agree, A- Agree, DA- Disagree, SDA-Strongly Disagree

1) how is the physical working conditions in the company

SA A DA SDA

2) Are you satisfied work load in the organization

SA A DA SDA

3) Do you think communication and information flow between the department is satisfactory

SA A DA SDA

4) do employees share experience to help each other

SA A DA SDA

5) Does the company provide training for enriching the skills of employee

SA A DA SDA

6) Do you think proper training improves the productivity of the company and employees

SA A DA SDA

7) Do you think there are good career prospect in your organisation

SA A DA SDA

8) Are you free to perform your duties

SA A DA SDA

9) How is the working hours of the organization

SA A DA SDA

10) How is the working environment

SA A DA SDA

11) Does the company takes care of the employees working in night shift

SA A DA SDA

12) Does the organization provide satisfactory salary according to your work

SA A DA SDA

13) Does the goals and task are clearly defined for increasing productivity

SA A DA SDA

14) Does the top management involve employees in the management decisions

SAA DA

15) Do you think departments in the organization have cooperation .

SAA DA

16) Do you think quality of work life of the organization helps to improve your productivity

SAA DA

17) Are you feel safety in night shift

SAA DA

1.8 Analysis and Interpretation

Table: 4.1: Age of Respondents:

S.No.	Years	No. of Respondents	Percentage
1	20 – 25	13	14.4%
2	26 -30	25	27.7%
3	31 -35	11	12.2%
4	36 – 40	21	23.3%
5	40 & Above	20	22.2%
	TOTAL	90	100%

Table: 4.2 Classification Based On Gender:

S.No.	Gender	No of Respondents	Percentage
1	Male	80	88.8%
2	Female	10	11.1%
	Total	90	100%

Table: 4.3 Qualifications Of The Respondents:

S.No.	Descriptive	No. of Respondents	Percentage
1	HSC	17	18.8%
2	ITI / ITC	19	21.1%
3	UG	20	22.2%
4	PG (MA / M.Sc.)	16	17.7%
5	MBA/MSW/IFCA	18	19.7%
	TOTAL	90	100%

Table: 4.4 Classification Based On Experience (Years)

S.No	Descriptive	No.Of Respondents	Percentage
1	0 – 10	37	41.1%
2	11 – 20	24	26.6%
3	21 – 30	14	15.5%
4	31 – 40	15	16.6%
	TOTAL	90	100%

Table No: 4.5 Marital Statuses of The Respondents

S.No.	Marital Status	Respondents	Percentage
1	Married	89	79.0%
2	Unmarried	31	21.0%
	Total	120	100%

Table No: 4.6 Family Types of the Respondents

S. No.	Family	Respondents	Percentage
1	Joint Family	33	27%
2	Nuclear Family	30	23%
3	Single	57	50%
	Total	120	100%

TABLE: 4.7How is the physical working condition in the industries

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	9	10%
2	Agree	2	2.2%
3	Disagree	64	71.1%
4	Strongly Disagree	15	16.6%
	Total	90	100%

Table: 4.8 Are You Satisfied Work Load in The Organization

S.No	Descriptive	No. of Respondents	Percentage
	Strongly Agree	54	60%
	Agree	20	22.2%
	Disagree	1	1.11%
	Strongly Disagree	15	16.6%
	Total	90	100%

TABLE: 4.9Do you think communication and information flow between the departments is satisfactory

S.No	Deacriptive	No.Of Respondents	Percentage
1	Strongly Agree	43	47.8%
2	Agree	23	25.5%
3	Disagree	9	10%
4	Strongly Disagree	15	16.7%
	Total	90	100%

TABLE: 4.10 Do employees share experiences to help each other

S.No	Descriptive	No. of Respondents	Percentage
	Strongly Agree	25	28%
	Agree	20	22%
	Disagree	15	17%
	Strongly Disagree	30	33%
	Total	90	100%

TABLE: 4.11 Does the company provide training for enriching the skills of employees

S.No	Descriptive	No. of Respondents	Percentage
	Strongly Agree	69	76.6%
	Agree	5	5.5%
	Disagree	15	16.7%
	Strongly Disagree	1	1.1%
	Total	90	100%

TABLE: 4.12 Do you think proper training improves the productivity of the company and employees

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	59	65.6%
2	Agree	11	12.2%
3	Disagree	5	5.5%
4	Strongly Disagree	15	16.7%
5	Total	90	100%

TABLE: 4.13 Do you think there are good career prospects in your organization

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	25	27.8%
3	Agree	14	15.5%
3	Disagree	36	40%
4	Strongly Disagree	15	16.7%
	Total	90	100%

TABLE: 4.14 Are you free to perform your duties

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	24	26.7%
2	Agree	28	31.1%
3	Disagree	23	25.5%
4	Strongly Disagree	15	16.7%
	Total	90	100%

TABLE: 4.15 How are the working hours of the organization?

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	21	23.3%
2	Agree	26	28.9%
3	Disagree	27	30%
4	Strongly Disagree	16	17.8%
	Total	90	100%

TABLE: 4.16 How is the working environment

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	31	34.4%
2	Agree	30	33.3%
3	Disagree	14	15.6%
4	Strongly Disagree	15	16.7%
	Total	90	100%

TABLE: 4.17 Does the company take care of the employees working in night shift

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	50	55.6%
2	Agree	23	25.5%
3	Disagree	2	2.2%
4	Strongly Disagree	15	16.7%
	Total	90	100%

TABLE: 4.18 Does the organization provide satisfactory salary according to your work

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	53	58.9%
2	Agree	22	24.4%
3	Disagree	5	5.6%
4	Strongly Disagree	10	11.1%
	Total	90	100%

TABLE: 4.19 Are the goals and tasks clearly defined for increasing productivity

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	35	38.9%
2	Agree	30	33.3%
3	Disagree	10	11.1%
4	Strongly Disagree	15	16.7%
	Total	90	100%

TABLE: 4.20 Does the top management involve employees in the management decisions

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	60	66.7%
2	Agree	14	15.5%
3	Disagree	1	1.1%
4	Strongly Disagree	15	16.7%
	Total	90	100%

Age / Environment	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
Strongly Agree	6	5	5	9	25
Agree	4	2	0	8	14
Disagree	10	8	9	9	36
Strongly Disagree	5	5	1	4	15
Total	25	20	15	30	90

TABLE: 4.21 Do you think departments in the organization have cooperation

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	9	10%
2	Agree	12	13.3%
3	Disagree	57	63.3%
4	Strongly Disagree	12	13.3%
	Total	90	100%

III. CALCULATION OF CHI SQUARE VALUE:

S.No.	Observe Value(Oi)	Expected Value(Ei)	$\Sigma(Oi - Ei)^2/Ei$
1.	6	6.9	0.11
2.	5	5.5	0.04
3.	5	4.1	0.19
4.	9	8.3	0.05
5.	4	3.8	0.01
6.	2	3.1	0.39
7.	0	2.3	2.3
8.	8	4.6	2.51
9.	10	10	0
10.	8	8	0
11.	9	6	1.5
12.	9	12	0.75
13.	5	4.1	0.19
14.	5	3.3	0.87
15.	1	2.5	0.9
16.	4	5	0.2
17.	Total		10.01

TABLE: 4.22 Do you think quality of work life of the organization helps to improve your productivity

S.No	Descriptive	No. of Respondents	Percentage
1	Strongly Agree	40	44.4%
2	Agree	29	32.2%
3	Disagree	5	5.6%
4	Strongly Disagree	16	17.8%
	Total	90	100%

TABLE: 4.23: Are you feel safety in night shift

S.No	Descriptive	No. of Response	Percentage
1	Strongly Agree	57	63.3%
2	Agree	18	20%
3	Disagree	0	0%
4	Strongly Disagree	15	16.7%
	Total	90	100%

Statistical Analysis: Tools-2 Correlation:

A random sample of 90 employees in various industries of Nagapattinam District and I have to find there is no difference between work culture and performance.

Null Hypothesis H₀: there is no significance difference between how is the work culture and performance

Alternative Hypothesis H₁: there is no significance difference between how is the work culture and performance Difference between my administrators cares about worker as person and how management resolves the problem

Statistical Analysis:

Tools-1 Chi Square Test: A random sample of 90 employees in power soap limited and I have to find there is no difference between how is working environment

Null Hypothesis: H₀: there is no significance difference between how is working environment and age of the respondents

Alternative Hypothesis H₁: there is no significance difference between how is working environment and age of the respondents

Advance feature/ organization prepare Documentation	Strongly agree	agree	disagree	Strongly disagree	total
Strongly agree	30	15	1	14	60
Agree	5	7	0	2	14
Disagree	0	0	1	0	1
Strongly disagree	5	7	3	0	15
Total	40	29	5	16	90

Correlation (r):

X	Y	X ²	Y ²	XY
35	60	1225	3600	2100
30	14	900	196	420
10	1	100	1	10
15	15	225	225	225
90	90	2450	4022	2755

Correlation (r)=0.87

IV. CONCLUSION

Since the calculated value lies between 0 and 1, so the x and y variables are positively correlated, the Ho is not accepted. Hence concluded there is no difference between my opinion and ideas seem to matter and the benefits offered here are fair and reasonable Table value= 26.296, Calculated value= 10.01 at 5% significant level So the hypothesis is acceptable. Company / quality of work life portal shall be supplemental to collect internal knowledge and would regularly update the modern aids like e-publication, extranet, intranet. The effectiveness of the knowledge capture, strong, storing, sharing and application would be ensured by either a quality of work life unit or the managers and executives.

The research on quality of work life practiced in industries in Nagapattinam District to generate for indication on the methods of knowledge identification, storage, sharing, application and its benefits by probing various measurement of quality of work life. The research provided an opportunity to be aware of a practical exposure of quality of work life in the organization and to understand the stands of workers and employees. Finally quality of work life is measured for significant success of any organization. Three key reasons behind the successful fast growing industries as;

1. Facilitates decision-making capabilities
2. builds learning organizations by making learning routine.
3. Stimulates cultural change and innovation

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