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QUALITY OF WORK LIFE ACC LIMITED**Rajshekhhar Basavapattan**

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Abstract: Quality of work life is an important indicator and yardstick for any organization to measure its overall performance and overall satisfaction of its stakeholder's. Quality of work life is comprising of several factors which are influencing the quality of work life in different dimensions. Quality of work life of this industry is concerned the safety, healthy work environment, adequate and fair compensation and social relevance are undedicated by the internal stakeholders (Employees). Also the lower level workers don't have ,that much amount of quality of work life that is why they don't have that much level of involvement in their company. Hence to bring-up the expected level of involvement of the employees they must be provided enough amount of training and they must be given on –par treatment while compare with the rest of the level of employees of their organization.

Keyword: dimensions ,environment , Employees , organization.

RESEARCH DESIGN**INTRODUCTION**

In today's scenario HRM has executed as an important field of management not only in business organizations but also in organization like Industries, companies such as School, College, Hospitals and Various Societies etc.

In plays a vital role in making employee work efficiently produces more outputs for the company. All the functions like, finance, technology and material budgeting, production, translation etc are dependent not only on the quality of the human resource but-also on how were they are managed and controlled.

“Quality of work life” is a very important point to be considered by the Human resource department.

Because, if the “Work life” of the employee is maintained properly, then more output can be expected from the employee in returns.

“Quality of work life” can be maintained by providing: Quality working conditions to the employee.

Fulfilling and taking care of all the needs and requirement of the employee etc.

The researcher has chosen “Associated Cement Companies limited Wadi to study on the topic of “Quality of Work life” it is a unit of manufacturing Cement. It has its branches in India and abroad, it is also a certified company.

OBJECTIVE OF THE STUDY:

To study the “Quality of work life” of the employees of “Associated Cement Companies”.

To study the favorableness and unfavorable ness of a job environment for people, in ACC Wadi.

To study whether the employees are happy by the different facilities provided by the company.

To study the impact and effectiveness of “Quality of work life” on employees.

To study the Opinion of the employees towards “Quality of work life in “Associated cement-companies” limited, Wadi.

To asses the gaps between employee expectations and perceptions of “Quality of Work life”.

To determine employees expectations for “Quality of Work life”.

SCOPE OF THE STUDY:

The study is limited to Wadi works and selected 50 respondents.

The study helps to understand the various components of “Quality of Work life”.

It gives a brief Outline of workers employees satisfaction by the facilities provided to them in the company as well as in their social life.

If “Quality of Work life” is maintained, it provides the company then the employee turnover can be decreased.

It is extremely more important and that companies should try to innovate new ways of improving “Quality of Work life” at the place of the work as well as in the employees Social life.

RESEARCH METHODOLOGY:

This is a exploratory and analytical study. The methods adopted to collect research data care.

Personal interview with the help of Interview schedule.

Introspections.

The study has made the use of the primary and secondary source of data.

The primary source include data collected through structured interview schedule, personal observation and format discussion with the employees.

The Secondary source of data Includes:

(Public) Company's Publications.

Company's Journals, Pomplets published by the Wadi cement works.

LIMITATIONS OF THE STUDY:

There was more time consumption in up and down. (from Gulbarga to Wadi).
Since, some of the employees were vary busy in their work they did not co-operate us.
There was some time constraint which relatively hampered speeding of the work.
Cost constraints. It is also one of limitation of the study.

ANALYSIS AND INTERPRETATION OF DATA

Table-1: Showing number of respondent and their percentage level when they were asked about their mode of income from the company

Factors	Numbers of Respondents	Percentage
Salaried	42	84%
Paid by Daily wages	05	10%
Others	03	6%
Total	50	100%

Source: Field Investigation

From the above table it is noted that, maximum number of employee were "salaried" percentage level of 84%, and 10% respondents were in the range of "Paid by daily wages" and the remaining 6% employees were paid by "Other" modes.

Table-2: Showing number of respondent with their percentage level when they were asked "How would you describe the work atmosphere were you are working"

Weight	Factors	Numbers of Respondents	Percentage
5	Very Good	13	26%
4	Quite Good	24	48%
3	Neither Good or bad	12	24%
2	Quite bad	01	02%
1	Very bad	00	00%
	Total	50	100%

Source: Field Investigation
Likert Scale formula

$$= \frac{5 \times 13 + 4 \times 24 + 3 \times 12 + 2 \times 1 + 1 \times 0}{50} = \frac{65 + 96 + 36 + 2 + 0}{50} = \frac{199}{50} = 3.98$$

From the above table and calculation it is noted on the likert's scale that the average Point was 3.98 which was having between 3 an 4.30, it is found that the average number of respondents were between the range of "Neither good of bad" and Quite good"

FINDINGS, SUGGESTIONS AND CONCLUSION
FINDINGS:

Based on the survey conducted at "ACC Wadi Works" the followings have been found/observed.

- 1.The facilities provided regarding the Fringe benefits were too good. As was calculated by Likert's Scale Method.
- 2.The facilities like, hospital, club, organizational health programmes etc. have been satisfied by the employees of the company, it means that the "Quality of Worklife" in "Associated Cement Companies Limited" Wadi works is upto the mark.
- 3.It is found that security system in this company is not so good.
- 4.It was found that the maximum number of respondents "Agrees" that, the food served in the canteen of the company is "Healthy and Hygienic".
- 5.From the "Likert's method calculation", it was found that maximum number of employees were "salaried", but not paid by daily wages or other method of income.
- 6.It is found that, in this organisation senior / concerned management involves workers in any important decision making process of the company. Since, 46% of the workers "Agreed" that, they have been involved in the management decision.
- 7.It was found that, the efficient and skilled workers were rewarded by the management.
- 8.It was found out that employees were fed-up by the emission of dust by the chimneys, which made them to recognize the needs of electro static precipitators (ESP's).
- 9.From the survey, it was found out that the majority of the employees i.e., 46% of the respondents said are "some what satisfied" by the accommodation facilities provided by the company.
- 10.In this organisation, all the employees / respondents were satisfied by the working conditions, which proves that, "Quality of Worklife" is excellently maintained in this organisation.

SUGGESTIONS:

- 1.It was suggested to install "Electro-static Precipitators" (ESPs) as the employees were feeling suffocation at their work-place due to the emission of dust from the chimneys.
- 2.Their was no doubt, plenty of facilities are provided to the worker's, but the workers were not interested in those facilities so, to build interest in workers. Management is suggested to frame policies, cultural activities etc., pertaining to the utilization of facilities provided.
- 3.From the survey the researcher came to know that there was a frequent cut-off electricity in the colony. So, for this, it was suggested that, as a step for motivation "Management" should keep the regularity in the supply of electricity.
- 4.Focusing on the employees suggestions in the questionnaires, it is suggested that facilities like school and hospitals to be improved and roads in the colony to be taken

into consideration, because rain water struck on the roads which creates as a barrier while traveling in the colony.

CONCLUSIONS:

From the findings of the study we can conclude that, the facilities provided to the employees pertaining to Health, Club facilities, Infrastructure, Education facilities, Housing facilities etc., were satisfactory most of the employees showed initiativeness, co-operativeness, and effectiveness etc., on their job, which shows the "Quality of Worklife" alongwith personal life was excellent and there was no doubt the workers were guided well by the management of the company.

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