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Golden Research Thoughts

GRT

QUALITY WORK LIFE BALANCES: A STUDY ACROSS THE PUBLIC AND PRIVATE MANUFACTURING COMPANIES IN CHENNAI



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ABSTRACT

The study emphasizes on use of different quality of work life practices which help in solving different employees job related problems in the organisation. Quality of work life approach motivates people by satisfying their economic, social and psychological needs, in order to satisfy employees' needs organisations must concentrate on job designs, system of work, work environment and organisation of work. It also focuses on helping employees to have proper work life

balance. The presents study is about the work life balance of public and private manufacturing sectors employees in Chennai. There 10 well renowned companies take for the study. There 250 respondents chosen based on proportionate simple random sampling techniques. There are four dimension were take for the study that is , adequate compensation, safe and health working condition, opportunity to use and develop the human capacity



and opportunity for growth, out which female are highly satisfies with opportunity for growth and male highly satisfied towards adequate compensation. However their satisfaction level is varying based on the age. In general both private sector and public manufacturing sectors employees has quality work life in the studied area.

KEYWORDS :Compensation, Develop the human capacity, Safe and Health, Working condition, and Work life balance .

INTRODUCTION :

Quality of work life basically is all about employee involvement which consists of methods to motivate employees to participate in decision making which helps in building good relationships. The study emphasizes on use of different quality of work life practices which help in solving different employees job related problems in the organisation. Quality of work life approach motivates people by satisfying their economic, social and psychological needs, in order to satisfy employees' needs organisations must concentrate on job designs, system of work, work environment and organisation of work. It also focuses on helping employees to have proper work life balance

Organisations are focusing on new and innovative ideas to improve quality of work life of every employee in the organisation. Different QWL programs like flexible time, alternative work schedules, compressed work weeks, telecommuting, part time appointments etc., are being adopted by organisations to improve the quality of work life of employees. Technological advances further help organisations to implement these programs successfully. Organisations are enjoying the fruits of implementing quality of work life programs in the form of increased productivity, an efficient, satisfied, and committed workforce which aims at achieving organisational objectives.

Quality of work life practices involve acquiring, training, developing, motivating and appraising for the best performance of the employees as per organisational objectives. Core elements of quality of work life are working conditions, employee job satisfaction, employees' behavioural aspects, employees' financial and non financial benefits, growth and development, and supervision. One approach looks at it on a broadband encompassing all aspects of work life including wages, hours of work, work environment, employment benefits, career prospects and human relations. In other words' it embraces the whole gamut of every conceivable aspect of work ethics and work conditions. Through this study an attempt is made to know the QWL of a few selected public and private sector enterprises in Chennai.

PROBLEM FOCUSES

In recent years industries in India have registered tremendous growth. Industries occupy an important place in our economy both in view of the employment they generate and the contribution they make to the national product. A nation's overall economic performance is enhanced or inhibited by the performance of individual industrial sectors. In the Indian context, manufacturing has been recognized as the main engine of economic growth and creation of wealth. There is no denying that India comparatively enjoys an advantage in many respects.

The present industrial and economic scenario shows that corporate managers' are confronted with the challenging task of raising the productivity and profitability of their organizations in the face of global competition. A good number of theories and approaches have appeared over the years in the literature of management for dealing with the intractable problems of motivation, performance, productivity and quality which have a far reaching impact on the ultimate success of an organization

India emerged as one of the top 10 manufacturer of the world in 2015. In this situation also many of the organizations and employees' are facing ample problems such as scanty compensation, insufficient welfare facilities, malicious superior subordinate relationship, increased absenteeism, labour turnover, industrial conflicts, job dissatisfaction, low productivity, inadequate safety and training measures. These are costly and may be detrimental to the effective functioning of the organization. It is a believed fact that the employees' may make or mar an organisation. So the working environment must have a better contribution to employee satisfaction. The present study,

“Quality of Work Life – A Comparative Study on Public and Private Sector Enterprises in Kerala” has been undertaken by the researcher to know about the quality of work life maintained by employees’ of selected public and private sector manufacturing enterprises in Chennai.

OBJECTIVES OF THE STUDY

- 1.To study the socio economic background and QWL of non managerial employees’ in public and private sector manufacturing industries in Chennai.
- 2.To compare and evaluate the total quality of work life in public and private sector manufacturing industries in Chennai
- 3.To identify the factors contributing to quality of work life in public and private sector manufacturing industries in Chennai

METHODOLOGY AND TOOLS USED

This study is partly descriptive and partly analytical in nature and is mainly based on primary data. Secondary data are also used for the study. The aim is to study the quality of work life of public sector and private sector manufacturing companies in Chennai. The study is conducted in large and medium sized manufacturing enterprises with not less than 500 employees’ and is chosen from North and south Chennai. Simple random sampling technique is used for selecting 5 private sector and 5 public sector. There are 250 employees were selected as sample. Proportionate simple random sampling techniques have been used to choose the samples. Richard E Walton model has been used to design the questionnaire. The variables are adequate compensation, safe and healthy working conditions, opportunity to use and develop human capacity, opportunity for growth . These are the four variable has been take for studying work life balance of public and private sectors employees.

ANALYSIS AND DISCUSSION

The demographical background of the respondents shows that 61.2% of the respondents are male and 38.8% of the respondents are female. The highest 30% of the respondents are in the age range between 31 years to 35 years.39.6% of the respondents are degree holders followed by 35.2% of them are diploma holders.74.4% of the respondents are married. The highest 34% of the respondents are earning the income between Rs.25, 000 to Rs.30, 000. 40.4% of the respondents having experience between 5 years to 10 years.

Table No.1
Gender wise distribution of various dimension of work life equality

Gender	N	Adequate		Safe		Opportunity		Growth	
		M	SD	M	SD	M	SD	M	SD
Male	153	1.75	.43	1.57	.50	1.43	.49	1.67	.46
Female	97	1.73	.45	1.40	.49	1.59	.49	1.84	.37
Total	250	1.75	.44	1.51	.50	1.49	.50	1.74	.44

The above table shows that gender wise distribution of various dimensions of quality work life that is, adequate compensation, safe and health working condition, opportunity to use and develop the human capacity and opportunity for growth. Among the studied factors male respondents has high satisfaction towards adequate compensation practices of the manufacturing industry based on the

mean score. The standard deviation shows that (± 0.43) deviation in that opinion. Safe and health working environmental is concern male respondents is highly satisfied based on the mean score (1.57) and its standard deviation is (± 0.50), opportunity to use and develop the human capacity shows highest satisfaction among the female respondents its mean score is 1.59 and standard deviation is (± 0.49). Opportunity for growth show highest satisfaction among the female that is 1.84 and standard deviation is (± 0.37). Out of the four studied variables increase and decrease in the satisfaction varied between male and female respondents due to influence of different variables.

Table No.2
Age wise distribution of the respondents and their opinion towards various dimensions of the studied factors

Age	Statistics	Adequate	Safe	Opportunity	Growth
Up to 25	Mean	2.0000	1.3421	1.3158	2.0000
	SD	.00000	.48078	.47107	.00000
26 years to 30 years	Mean	1.6622	1.1757	1.4865	1.8243
	SD	.47620	.38314	.50323	.38314
31 years to 35 years	Mean	1.8400	1.5067	1.3333	1.6533
	SD	.36907	.50332	.47458	.47911
36 years and above	Mean	1.5873	2.0000	1.7937	1.5873
	SD	.49627	.00000	.40793	.49627
Total	Mean	1.7480	1.5080	1.4920	1.7400
	SD	.43503	.50094	.50094	.43951

The above table shows that age wise distribution of various dimensions of quality work life that is, adequate compensation, safe and health working condition, opportunity to use and develop the human capacity and opportunity for growth. The respondents who are in the age group up to 25 years were highly satisfied towards two dimensions that are adequate compensation and opportunity for growth with the mean score of (2.00) and standard deviation of (± 0.00). The respondents in the age range between 26 years to 30 years show highest satisfaction towards opportunity for growth with the mean score of 1.82 and standard deviation of (± 0.38) The respondents who are in the age range between 31 years to 35 years has high level of satisfaction towards compensation practices based on the means score of 1.84 and standard deviation of (± 0.39). The respondents were in the age range 36 years and above shows high level of satisfaction towards adequate compensation given by the manufacturing company.

CONCLUSION

Quality of work life basically is all about employee involvement which consists of methods to motivate employees to participate in decision making which helps in building good relationships. The study emphasizes on use of different quality of work life practices which help in solving different employees job related problems in the organisation. Quality of work life approach motivates people by satisfying their economic, social and psychological needs, in order to satisfy employees' needs organisations must concentrate on job designs, system of work, work environment and organisation of work. It also focuses on helping employees to have proper work life balance. The presents study is about the work life balance of public and private manufacturing sectors employees.

QUALITY WORK LIFE BALANCES: A STUDY ACROSS THE PUBLIC AND PRIVATE MANUFACTURING.....

There are four dimension were take for the study that is , adequate compensation, safe and health working condition, opportunity to use and develop the human capacity and opportunity for growth, out which female are highly satisfies with opportunity for growth and male highly satisfied towards adequate compensation. However their satisfaction level is varying based on the age. In general both private sector and public manufacturing sectors employees has quality work life in the studied area.

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