

# A STUDY ON QUALITY OF WORK LIFE OF EMPLOYEES IN PARAGON STEELS PVT LTD, KANJIKODE

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## ABSTRACT

*The present study on quality of work life of employees with special reference to paragon steel pvt ltd Kanjikode aims to know how far the employees have a comfortable and enjoyable work life. The main aim of this study is to find out the factors affecting the quality of work life, find out the reasons for absence of employees and study the effectiveness of overall quality of work life in the organization and its impact on employees work culture. The study will help in keeping about the work life of employees followed by the company and also develop the quality of work life among employees.*

### Introduction

The most significant resources of an organization are human resources, without which the organization cannot function. In fact challenges, opportunities and also the frustration of creating and managing organization very often originate from the people related problems that arise within them. People related problems often stream from the mistake belief that people are alike, that they may be treated identically. There would be a lot of variability in physiological features which demand attention.

### Need for the study

This study helps the management to identify the quality of work life of employees in the organization. There are so many factors determining quality of work life. The present day employees are much concerned about wage, compensation, challenging job, job security, freedom and autonomy, participation in decision making, level of environment and commitment to assess the level of quality of work life etc.

### Objectives of the study

- To find out the quality of work life of employees in paragon steel pvt ltd Kanjikode, Palakkad, Kerala
- To study the attitude of employees towards various welfare measures provided in the unit under study
- To find out the employee's problems and offer suitable suggestions on the basis of the findings

### Research methodology

The major study had conducted to analyze the need for quality of work life in paragon steels pvt ltd Kanjikode. The sample size was 50. The sampling method used was convenient sampling. The reason for using this method is that it is more convenient and avoids the confusion. The employees were very co-operative in answering the questions. Both primary data and secondary data were used.

### Limitations of the study

- The duration of the study was limited
- The validity of the findings is based on the analysis of the samples taken

### Review of literature

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**Worrall and Cooper (2006)** found in their recent survey that a low level of well being at work may cost more to an organization resulting in a loss of about 5-10% Gross National Product per annum.

**Sandrick (2003)** remarked that an employee have positive perception of the quality of work life in the company, he would further probably strive to further improve the working conditions, increase production and quality products.

**Sirgy et al (2001)** suggested that the key factors in quality of working life are need satisfaction based on job requirements, need satisfaction based on work environment, need satisfaction based on supervisory behavior, need satisfaction based ancillary programs and organizational commitment.

**Danna and Griffin (1999)** quality if work life is a holistic concept, which not only considers work based factors such as job satisfaction, satisfaction with pay and relationships with work colleagues, but also includes factors that predict life satisfaction and general feelings of well being.

### Data analysis

#### Percentage table showing the category of employee wise distribution of respondents

Factors	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total
Infrastructure provided	111(55%)	65(32%)	18(9%)	5(3%)	1(1%)	200
Relationship with peers	89(45%)	85(42%)	25(12%)	0	1(1%)	200
Relationship with superior	74(37%)	86(43%)	34(17%)	5(2%)	1(1%)	200
Cleanliness	34(17%)	85(42%)	60(30%)	11(6%)	10(5%)	200
Rest room facilities	50(25%)	70(35%)	60(30%)	14(7%)	6(3%)	200
Safety wearing and procedures	55(27%)	62(31%)	33(17%)	25(13%)	25(12%)	200
Pleasant working environment	113(56%)	58(29%)	24(12%)	3(2%)	2(1%)	200
Freedom in work	87(43%)	57(29%)	42(21%)	9(4%)	5(3%)	200

#### Table showing the relationship between annual income and quality of work life

$H_0$ : There is no significant relationship between annual income and quality of work life

Cells	Fo	Fe	Fo-Fe	(Fo-Fe) <sup>2</sup>	(Fo-Fe) <sup>2</sup> /Fe
R1C1	4	2.98	1.02	1.04	0.34
R1C2	36	29.8	6.2	38.44	1.28
R1C3	109	116.22	-7.22	52.12	0.44
R2C1	0	0	0	0	0
R2C2	4	8.2	-4.2	17.64	2.15
R2C3	3	31.98	5.02	25.20	0.78
R3C1	0	0	0	0	0
R3C2	0	0	0	0	0
R3C3	6	4.68	1.32	1.74	0.37
R4C1	0	0	0	0	0
R4C2	0	0	0	0	0
R4C3	4	3.12	0.88	0.77	0.24
					<b>5.6</b>

Calculated Chi-square value = 5.6

Degrees of freedom = (4-1) (3-1) = (3) (2) = 6

Level of significance = 5%

Chi-square table value = 12.592

The calculated Chi-square value (5.6) is less than the Chi-square table value (12.592). So the null hypothesis is accepted. Hence there is no significant relationship between annual income and quality of work life.

### Findings

It is identified that the employees are satisfied with the present job. Most of the respondents are highly satisfied with the work timings of the organization. Majority of the respondents are agreeing that the working environment of the organization is satisfactory and there is fair compensation for the work done. Majority of the respondents are getting ESI and PF from paragon steel Ltd. The calculated Chi-square value (5.6) is less than the Chi-square table value (12.592). So the null hypothesis is accepted. Hence there is no significant relationship between annual income and quality of work life.

### Suggestions

Apart from training, the organization may conduct workshop for improving and murmuring communications, leadership and other skills and knowledge of employees for the development of the employees. Organization can provide better reward for the job performance which makes the employees to perform the job very effectively by using their skills and ability. The management has to take proper care to maintain a good relation with the workers. This will in turn help to reduce the rate of absenteeism to certain extent. For maintaining a good work culture, superior may try to support the employees in each and every part of the work.

### Conclusion

The study reveals the fact that there is satisfactory level of quality of work life of employees in paragon steels Ltd. It is measured through various factors like working conditions, job safety, welfare measures, motivation factors, work atmosphere, job satisfaction, safety measures, career growth opportunity etc. Paragon steels pvt ltd give fine career opportunities, provide high job security, etc. The approach of supervisors towards the employees is fair. As a whole quality of work life measures practiced in paragon steels ltd is highly appreciable.

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