



A Study on Quality Work life of Employees With Refernce To Textile Industries In Chennai City

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ABSTRACT

The quality of work life (QWL) of employees is a critical aspect of organizational success and employee well-being. This study aims to comprehensively analyze various dimensions of QWL and its impact on employee satisfaction, engagement, and performance. Utilizing a surveys and questionnaire were conducted among the employees in an organization. The literature review synthesizes existing knowledge on QWL, encompassing various dimensions. Highlighting its significance for employees in the organizations. Questionnaires have involved to measure factors such as work environment, job enrichment, compensation, and Job satisfaction. Statistical analyses have used to examine the relationships between the factors and overall QWL satisfaction.

Key words: Work environment, job enrichment, job satisfaction

I. INTRODUCTION

Quality of work life provides a more humanized work environment. It attempts to serve the higher order needs of workers as well as their more basic needs. It seeks to employ the higher skills of workers and to provide an environment that encourages improving their skills.

Q - Quest for excellence, U – Understanding, A – Action, L – Leadership, I - Involvement of the people, T - Team spirit, Y - Yardstick to measure progress. The above said are very essential things to improve the work life of employees in the organization.

II. REVIEW OF LITERATURE

Nanjundeswaraswamy.T.S and Vanishree Belor,(2024),The purpose of this study is to Identify the level of quality of work life (QWL) of employees working in the garment Industries using a validated scale. In the competitive business environment, retaining a talented workforce is one of the big challenges to the organization. The

majority of employees are not satisfied with the present status of QWL in garment units.

Ilango.N and Vrinda.S,(2024),Quality of work life (QWL) has gathered increasing attention as organizations recognize the very important link between employee happiness and organizational success. Quality of work life refers to the overall experience an employee has at work, including different parts/faces such as job happiness, work conditions, opportunities for growth, and between employers and workers.

Maradona Napoli shirt, (2023),The relationship between quality of work life QWL and organizational performance specifically as it relates to workers feelings of add giving to the organization working well and getting a lot done. The authors find the QWL has a significant good effect on workers feeling of adding which in turn leads to improved organization performance. This study provides important understanding of the important of QWL for both workers and employers.**Mani Maayan.P(2022)**, Study the extent of QWL in the Insurance Company and explores the proposed link between the QWL and employee working well and getting a lot done. It is a way that helps workers to balance their personal and trained lives. It is carefully thought about/believed as a very important idea since it encourages the workers to increase their loyalty towards the management. A good Quality of Work Life will encourage the employee alcoholic form better and also to lead a better personal life.**Zafrul Allam, A Shaik, (2022)**The degree of the QWL among the workers working in the Saudi Arabia. The sampling method was applied to select the data from workers working in the public and businesses that are not part of the governments. The results show that six factors such as independence, bury group relation, recognition, money-based benefits, self-respect and supervisory relations were most important things that decide other things of QWL, workers found to have high mean score on QWL as compared with their partners and majority



of workers in the company were having low level of quality of work life

Nanjundeswaraswamy.T.S (2021), In the competitive business environment, retaining skilled and talented employees is a major challenge to the organization the garment Industry is not exceptional. Career advancement, positive working relationship and challenging work.

Khodadadi.S(2020), the QWL dimensions effect on the workers' job happiness. In this study is all about the control, that cause other things to change like test scores were permanent security providing, and benefits payment policies, development and promotion opportunity, and job independence, job happiness as the things that change because of other things that you control. The results of the study showed that the money paid for working and benefits' policies have a significant and positive effect.

Manisha and Nupoor (2020), made a comparative study of Quality of work life in select companies that perform services, like trucking, health care, entertainment, etc. and found that occupation and gender has significant effect on perception of Quality of work life. They pointed out that female workers perceive better Quality of work life compared to male workers.**Cheng.S (2019)**, Says in a high Quality of work life there should be a positive impact on personal life, an opportunity to be involved in decision as well as an acceptable level of physical comfort. Jobs seen to exist within high Quality of work life work situations are those in which there is minimal negative impact on one's personal life, and hopefully one which has a positive impact on one's personal life.

Saltar(2018), Welfare facilities, communication, WE, decision making and supervision are the vital components of QWL in garment employees.

Beloor(2017), the success of any industries depends on the employees strengths skills and commitment to the work. **Sutanto and Kurniawan (2016)** Quality of work life of employees influences on the retention rate of employees working in garment industries. **Almarshad(2015)**, Stress at work, work occupy, conditions at work satisfaction with work and career are the most critical factors of QWL.

Seema Arif, Ilyas Maryam (2013), This study was conducted to check how teaching staff in universities look at their work climate and how that work climate is helping them in achieving their goal. Descriptive research design was used for conducting research. Population included 360 faculty members of private universities in Lahore. The data was collected through self -constructed questionnaire. Data was collected from 5 private universities as a

sample. In this paper, for data analysis multiple techniques and software were used. Chi square test is also used in this paper. This study explained that quality of work life is a crucial construct and also an important part of every faculty member. This study revealed that role of attitude toward work life and thinking also depends on quality work life. Also found in this study work climate, value of work, satisfaction and relation with others and work attitude or other factor which shaped attitude of work and opinion or perception of quality of work life.**Aloys Nyagchi K. (2013)** ,Studied the working climate dimensions that affect quality of work life among attendants in patrol station in Kitale Town in Kenya. The objective was to identify working climate aspects that affect quality of work life among respondents. The data was collected from 17 patrol stations which are located in Kitale Town, Kenya. Sample selected was of 102respondant. Research method is exploratory and questionnaire is used as an tool instrument for data collection. The result implied that the working environment aspect affect QWL among patrol station attendants. It revealed that poor working environment negatively affect the QWL among employees. It also explained that female attendants are not comfort with health related issues and safety system of the patrol station and experiencing of low quality of work life.

Kamli Sajjad.N and Abbasi.B (2013),The study exhibited that the association between qualities works life with firm commitment between the custom employees. Data is quantitative and descriptive research method is used. Data was collected from Iran customs at Gilan province. The research carried out from 196 custom employees used as a sample. The research is questionnaire. The Cronbach's Alfa technique is used for validity and reliability of the questionnaire. Statistical technique Structural Equational Modelling is used. It can analyze the relationship of the variables simultaneously. The result displayed that more quality of work life results in higher institutional commitment of the custom employees. For further research study would be done separately to assess the effect of each dimension of organizational commitment on QWL.

Jerome S. (2013), Held a research to study how QWL can help in improving and developing of human resource in organization. In this study QWL is defined as the favorable work environment of a job. In this research paper the population included 200 respondents in which 22 are supervisors and 178 are apprentice. In this study 50 respondents were selected as a sample. This study selected the respondents from all categories of employees. In



this research paper Carl Pearson Coefficient correlation test was also used for analysis and result displayed that quality of work life was more important to the worker achievement in a proper way. This study also focused on the weakness of the company in providing the basic requirements to the workers. **Narehan.H et al (2014)**, This research study revealed that the association between QWL programs and quality of life among employees at MNCS in Malaysia and the data was collected from 179 employees working at different multinational companies in Bintulu Sarawak in Malaysia, respondent was selected randomly. Factor which were used in this research are proper well-being, personal development, inter personal relation and social inclusion. Descriptive research method is used for research and correlation study which is used to identify the relationship between variables. The result revealed that quality work life did have a significant impact on quality of life. It also introduced that improvement and enforcement in QWL program shall help organization in increasing its achievement, productivity and satisfaction.

Yadav.R and Khanna.A (2014), The study concluded that QWL is an important issue to achieve the objective in every field whether it is education, banking sector, service sector, manufacturing etc. This study used secondary data for conclusion. Employee commitment and organization productivity depends on components of quality work life. According to this study, if firm provide employees a better quality work life environment then organization can develop better health environment and satisfaction of employees. This study focus on review of literature of quality work life. QWL play an important role for organization and employees. Those firms who apply QWL achieve more profit. This study focused that in present time there high or more satisfaction in female regarding QWL dimensions as compared to male. This study was carried out to find out the important drivers used in the literature which provide a positive relation with QWL.

Soni.H and Rawal.Y.S(2014), This study revealed the quality of work life of hotel employees and its effect on employee satisfaction. This study focused on employees professional and personal goals. The study of these goals always remains contrary but satisfaction is important aspect for these goals. The population covered major hotels of Udaipur district. This research paper focused on the satisfaction level of employees. This study also discussed about work life balance which is important to attain satisfaction level. This research paper explained the different aspects of QWL which are self -managed stress

management, technology management, change management etc. In this study descriptive research design was used. The data was collected with the help of primary and secondary data sources. In this study structured questionnaire was used. In this paper mean, percentage, chi square test and 3 other tests were used for analysis. The result showed that open door policies, transparencies, flexible working condition, maintaining work etc are necessary in achieving work goal. **Sureshkumar.D.M and Dr.Marimuth.M.S(2014)**, This study focused on favorable work situation within organization. This study analyzed the effect of QWL on employee life and job satisfaction. In this study primary and secondary resources were used for data collection. In this research paper population covered private sector of commercial bank in Virudhunager district. Questionnaire was distributed for data collection. In this study for analysis discriminant analysis and Kruskal Wallis test were used. Result showed that an important part of QWL is human resource development. This study showed that management can improve organization culture and climate for employee's proper work life balance and eliminate bias.

Nayak.T et al(2016), The aim of the study was to examine the predictors of perceived quality of work life by underlying human resource interventions in health care units. This study explained that better QWL can be displayed by the health care employees due to strategic intervention designed by the firms, in the area of team work empowerment, work life balance and communication. This study concluded that human resource intervention plays an important part in enhancing the QWL of employees. In this study descriptive research design was used. Data was collected from the use primary sources. Population was health care units of Orissa in India. In this study a self designed questionnaire is used. In this study factor analysis is also used. The study presented HR intervention importance with the use of HR interventions sustained improvement in QWL of employees can be achieved. This study promotes the drive to increase the QWL of the employees as the top priority of the health care decision maker.

Annika.T et al (2017), This study focused on hospitality industry in which costumer demands and trends are changing fastly. In this paper the data was collected from the staff of hostels located in Lisbon and in this study Lisbon hostel were selected a good study sample for the purpose of research. In this study questionnaire and interview was used for data collection. The research study was conducted in Lisbon it have surrounds 99 employees. In this study



sample include 57 female and 42 male employees. This study focus on the association between quality work life of employees and behaviors or work engagement. The result of the paper explained that the negative association between of quality work life exist behaviors and a positive effect on their loyalty .The result of the study also explained that work engagement evaporate fully the relationship between employees voice and neglect quality working life. The result of this concluded that there is increase in employees graceful and positive behavior and reduce negative one's or destructive.

Yadav.M and Naim.M.F(2017),This study focused on the QWL of power sector in India and this paper also explained about need of advance technology and skilled managers or supervisors are required in power sector. This research study provides a new field to research on power sector by locking QWL of its employees. The population of this paper includes public and private power sector organization. In the study the responses of the employees are taken on a likert scale questionnaire. Scale components are support from manager, job satisfaction, involvement and responsibility, communication and job security, relationship between work colleagues. In this study CFA was used for data analysis and in this study to determine the relationship correlation analysis was also used. The result concluded that increasing bonding between supervisor and employer mentorship programs are beneficial. Supervisor support also solves many problems at the work place. The result also explained that high salary and other financial schemes are also used for skilled and efficient man power. This study focused on constant efforts and funds which are also important for power sector growth.**Hanklang.S et al (2018)**, Aim of this research paper was to search about the effect of work and mental health dimensions on the QWL of aged employees in community enterprises. In this study cross - sectional method was used, data was collected from older workers from 3 industries which are handicraft, food production, and farm related work which is situated in Nakchon Ratchasima Province. In this research paper stratified random sampling was used. In this study population included 19,200 members in 184 enterprise group and samples were selected from the population. In this research paper multiple regression and descriptive statistics were used for analysis and interpretation, the result showed that QWL has received more interest from society especially from personal health. The result of this paper showed that work factor, work perception, work risk concern associated with QWL.

Fatmasari.E et al (2018), This study analyzed the work motivation; satisfaction and quality of work life are interesting variable. This research study focused on QWL to retain employees and improve competitive power for the organization. In this study explanatory research method was used. The data was collected from Merdeka University of Malang. Questionnaire was distributed for data collection. In this study quality of work life was used as an independent variable or job satisfaction was used as a dependent variable and employee engagement used as an intervening variable. Result showed that QWL has positive significant impact to employee involvement or motivation also has effect on employee involvement. The result also explained that quality of work life, a result of interaction is good between work motivation and job satisfaction.

RESEARCH DESIGN:The study aims to examine the Quality of work life among textile industry employees, This study is descriptive research . The goals were set. The targeted population was the workers who are working in textile industry in Chennai. A structured form of list of questions having all close ended questions was prepared.

OBJECTIVES OF THE STUDY

- ❖ To analysis relationship between monthly Income and work environment.
- ❖ To analysis relationship between monthly Income and Job enrichment.

DATA COLLECTION:Primary data:

The major source of the data used to carry out the analysis is primary data. The primary data is collected by questionnaire method. The respondents with varying background in the respondents based on their demographic aspects like age group,marital status, education qualification, Monthly Income, work environment, job enrichment, job satisfaction and work experience were selected for the study.

Secondary data:

Secondary data means data that are already available. For this study, the secondary data was collected from company manuals, websites, Journals, etc.

SAMPLING METHODS:Probability sampling is used in this research. In probability sampling in this study simple random sampling has been used. This sampling method is easy for assigning numbers to the individual and randomly selecting numbers through an automated process. The sample size is 120 respondents

STATISTICAL TOOLS USED:To arrive at certain conclusions regarding the hypothesis advanced in the present investigation, the following



statistical tools for analysis of data were employed to consolidate, classify and analyze the data with reference to the selected objectives of the study i.e., correlation analysis. Statistical calculations made by SPSS software packages on the computer.

- Correlation analysis.

III. DATA ANALYSIS

Correlation Analysis: The purpose of correlation analysis is to find the existence of linear relationship between the variables. However, the method of calculating correlation coefficient depends on the types of measurement scale, namely, ratio scale or ordinal scale or nominal scale.

TESTING OF HYPOTHESIS

Objective 1: To analysis the relationship between monthly Income and work environment of the textile industry employees.

Ho: There is no relationship between Monthly Income and work environment of the textile industry of employees.

H1: There is relationship between monthly Income and work environment of the textile industry of employees.

Objective 2: To analysis relationship between monthly Income and job enrichment of the textile industry of employees.

Ho: There is no relationship between monthly Income and job enrichment of the textile industry of employees.

H1: There is relationship between monthly Income and job enrichment of the textile industry of employees.

Table Showing Correlation Analysis Of MonthlyIncome ,WorkEnvironment, job enrichment of the textile industries

Analysis	Monthly Income	Work Environment	Job Enrichment
Monthly Income	1	0.8	0.6
Work environment	0.8	1	0.53
Job enrichment	0.53	0.5	1

INTERPRETATION

The correlation analysis assures statistically significant positive relationship between variables considered the study of correlation between monthly Income and Job enrichment is 0.8. The correlation between monthly Income and work environment is 0.53. The correlation between job enrichment and work environment is 0.5.

- Majority of 75% respondent feels comfortable and satisfied with the job.
- There is 0.8 correlation between monthly Income and Job Enrichment .
- There is 0.53 Correlation between monthly Income and work environment.

IV. FINDINGS:

- Majority of 30% respondent feels that peer motivated in the work environment

V. SUGGESTIONS:

Suggested that Quality of working life was associated with satisfaction with wages,



hours and work conditions, describing the "basic elements of a good quality of work life" as; as Fee work environment, equitable wages, equal employment opportunities and opportunities for advancement. Provide equal importance for the employees of the organization to express their ideas or whatever they want to express.

VI. CONCLUSION:

The organization the quality of work life of employee is an extremely important factor in their overall performance and well-being in the work place. Employer play an extremely important role in creating a positive-work conditions that support the physical, mental and financial growth of their employees. By putting in order of importance the quality of work life; employers can improve the work conditions, safety, employee satisfaction, work-life balance, overall performance within the industries.

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