

A Study on Employees Perception Towards the Quality of Work Life

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INTRODUCTION:

Work-life balance is considered to be important for both, business practice and academic research. The literature shows that work-life balance is a central issue affecting wellbeing, as family and work are the most important elements of everyone's life. Work life balance from the employee viewpoint: the dilemma of managing work obligations and Personal/family responsibilities. Research suggests that improving the Balance between our working lives and our lives outside work can bring real benefits for Employers and employees. In the dynamic landscape of the Information Technology (IT) industry, employees often find themselves navigating a delicate balance between their professional responsibilities and personal lives. The concept of work-life balance has gained considerable attention in recent years, as organizations recognize the importance of fostering a supportive and harmonious work environment. This study aims to explore how employees perceive their work-life balance. By examining factors such as workload distribution, job autonomy, support from supervisors, and the availability of work-life balance programs, this research seeks to identify areas where improvements can be made to enhance the overall quality of work life for employees. The findings of this study will provide valuable insights that can inform the development of strategies and policies to promote a healthier work-life balance within the organization.

OBJECTIVES:

- To assess how working conditions impact employees' ability to achieve a healthy work-life
- To find out the perception of Employees regarding the benefits and perks offered
- To investigate the level of support and collaboration among colleagues and supervisors.
- To study the organizational culture and its impact on the working.

SCOPE OF THE STUDY:

- The study will explore the influence of organizational communication practices on employees.
- The study will explore the relationship between job insecurity and employees.
- The study will focus on the physical working conditions and their impact on employees.
- It will include an analysis of the impact of workload distribution and job design on employees.

NEED FOR THE STUDY:

- This study helps to understand the overall well-being of employees In the workplace.
- To study the stress management practices and work life balance among employees
- This study creates a positive attitude in the minds of the employees
- This study checks awareness and perception of employees towards the Quality of Work Life.

REVIEW OF LITERATURE :

Lakshmi Ramesh. N (2023) The primary goal of this research is to assess the quality of work life among employees within the organization. Quality of work life is a critical aspect of Human Resource Management (HRM) that impacts employee satisfaction across all industries. It encompasses various factors such as job satisfaction, employee safety and health, work-life balance, and working conditions. The study aims to evaluate the level of job satisfaction among employees at different organizational levels, understand the benefits and opportunities provided to them, and identify any challenges they may face. By gaining insights into these areas, the research seeks to help management improve the quality of work life for employees, leading to enhanced productivity and overall organizational performance.

M. Kavitha, Anupreeti.T .et.al, (2023) The effectiveness of any organization hinges significantly on its ability to attract, recruit, motivate, and retain its workforce. Modern organizations must be flexible to nurture their employees' growth and secure their commitment. Therefore, organizations must adopt strategies to enhance employees' quality of work life, aligning organizational objectives with employee needs. Quality of work life denotes the overall job environment's favourability or unfavourability for individuals. This study aims to understand how employees balance their lives and identify health determinants in their working lives. It measures quality of work life by considering employees' health and safety, work environment, job satisfaction, motivation, job design, and overall effectiveness. Findings indicate that work environment, job analysis, satisfaction, and motivation are the four major determinants of quality of work life, significantly impacting employees' performance and well-being in the organization.

Sarika Jain.et.al.,(2023) Quality of Work Life (QWL) holds immense importance in the lives of workers, impacting their overall well-being and productivity. This paper focuses on the textile industries in Rajasthan and advocates for enhancing the QWL of workers. The study involved a sample size of 1200 workers from five textile industries in Rajasthan. Data was collected through two sets of structured questionnaires. The first questionnaire aimed to identify the significant gap between the current and desired QWL and assess the influence of demographic factors on QWL. The second questionnaire aimed to determine the impact of work-related factors on QWL. The study aimed to gauge workers' satisfaction levels regarding their current and desired QWL, and to assess how work-related factors influence their QWL. Findings indicated a significant gap between the current and desired QWL of workers. The researcher proposed measures to improve the QWL of workers in the textile industries in Rajasthan.

Dipankar Patra (2022) Quality of Work Life (QWL) has emerged as a crucial consideration globally, spanning various industries, and is significant both for organizations and individuals. This document provides an overview of the concept of QWL, including its definition, application, approaches, and factors impacting both individuals and organizations. Effective measurement of QWL is essential, and the document highlights different research approaches and variables used in this context. The paper also discusses the multidimensional nature of QWL, touching upon related concepts such as work stress, work-life balance, job satisfaction, and subjective well-being. Given its relevance, particularly in the Indian context, QWL is increasingly gaining recognition as an important aspect of organizational and individual well-being.

SRI HEMANATH M.et.al.,(2022) Quality of work life (QWL) refers to an individual's overall satisfaction or dissatisfaction with their career. This study focuses on assessing the quality of work life in the IT industry. The research design is descriptive, and the study includes 111 employees as participants, selected through convenience sampling. Data collection involved the use of a structured questionnaire to gather baseline data. Secondary data was also collected from various sources such as research papers, journals, websites, and online articles. The analysis of data was done using simple percentage. The survey examines factors related to the quality of working life, including salary package, health and safety of the working environment, training and development opportunities, organizational environment, and work stress. Additionally, the survey covers employees' overall satisfaction with the organization across various aspects.

Dr. M. Srinivasa Narayana.et.al.,(2021) Work quality of life is a crucial aspect for every employee, including the 4,444 employees in the electricity sector. These workers play a vital role in addressing public issues but often struggle to maintain a work-life balance. This study aims to explore various aspects of the quality of work life for employees in the electricity sector, with a particular focus on maintaining interpersonal relationships.

HYPOTHESIS:

H0: There is no significant relationship between the employee’s perception of the work environment and their Education.

H1: There is significant relationship between the employee’s perception of the work environment and their Education.

Oneway
[DataSet0]

ANOVA					
perception	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	43.288	4	10.822	146.355	<.001
Within Groups	7.986	108	.074		
Total	51.274	112			

ANOVA

F Crit = 2.4557

F Crit < F calculated value

INTERPRETATION:

The calculated value of F is greater than the table value .Hence we reject the null hypothesis and accept alternative hypothesis conclude that there is a significant relationship between the employees perception of the work environment and their Education.

INFERENCE:

Therefore, there is a significant relationship between the employee’s perception of the work environment and their Education.

CORRELATION:

Correlations

		perception	education
perception	Pearson Correlation	1	.090**
	Sig. (2-tailed)		.890
N		113	113
education	Pearson Correlation	.090**	1
	Sig. (2-tailed)	.890	
N		113	113

** . Correlation is significant at the 0.01 level (2-tailed).

DECISION:

These two variable have some degree of correlation ie., 0.090. So there is positive value so that we accept null hypothesis and reject alternative hypothesis . HENCE There is a positive relationship between the employees perception of the work environment and their Education.

INFERENCE:

Therefore, is a positive relationship between the employees perception of the work environment and their Education.

CHI-SQUARE:

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	167.547 ^a	8	.001
Likelihood Ratio	163.731	8	.010
Linear-by-Linear Association	90.012	1	<.001
N of Valid Cases	113		

a. 8 cells (53.3%) have expected count less than 5. The minimum expected count is .32.

INTERPRETATION:

Chi-square value is 167.547. The minimum expected count is 0.32. So will reject null hypothesis and accept alternative hypothesis and hence there is a significant relationship between the employees perception of the work environment and their Education.

INFERENCE:

Therefore, there is a significant relationship between the employee's perception of the work environment and their Education.

HYPOTHESIS:

H0: There is no significant relationship between Gender of the respondents and the supportive Colleague to balance the work life.

H1: There is significant relationship between Gender of the respondents and the supportive colleague to balance the work life .

ANOVA:

➔ Oneway

ANOVA					
colleagues	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	47.610	1	47.610	240.983	<.001
Within Groups	21.930	111	.198		
Total	69.540	112			

F Crit =3.962

FCrit < F Calculated Value

INTERPRETATION:

The calculated value of F is greater than the table value .Hence we reject the null hypothesis and accept alternative hypothesis conclude that there is a significant relationship between Gender of the respondents and the supportive Colleague to balance the work life.

INFERENCE:

Therefore, there is a significant relationship between Gender of the respondents and the supportive Colleague to balance the work life.

CORRELATION:

Correlations
[DataSet1]

Correlations			
		colleagues	gender
➔ colleagues	Pearson Correlation	1	.083**
	Sig. (2-tailed)		.827
	N	113	113
gender	Pearson Correlation	.083**	1
	Sig. (2-tailed)	.827	
	N	113	113

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

These two variables have some degree of correlation ie., 0.83. So there is positive value so that we accept null hypothesis and reject alternative hypothesis. Hence There is a positive relationship between Gender of the respondents and the supportive Colleague to balance the work life.

INFERENCE :

Therefore, there is a positive relationship between Gender of the respondents and the supportive Colleague to balance the work life.

CHI-SQUARE:**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	113.000 ^a	4	<.001
Likelihood Ratio	156.642	4	<.001
Linear-by-Linear Association	76.680	1	<.001
N of Valid Cases	113		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .50.

INTERPRETATION:

Chi-square value is 113.000. The minimum expected count is 0.50 . So will reject null hypothesis and accept alternative hypothesis and hence there is a significant relationship between Gender of the respondents and the supportive Colleague to balance the work life .

INFERENCE:

Therefore, there is a significant relationship between Gender of the respondents and the supportive Colleague to balance the work life.

FINDINGS:

- Majority 50.4% of the respondents are Female.
- Majority (46%) of the respondents are UG is 52.
- Majority 50.4% of the respondents belong to the below 5-10 lakhs category.
- Majority 41.6% of the respondents belong to the below Salaried category.
- Majority 64.6% of the respondents are Single.
- Majority 52.2% of the respondents strongly agree that they believe that a better quality of work life leads to improved job performance.
- Majority 51.3% of the respondents strongly agree that they A supportive work environment positively influences employee performance.

- Majority 58.4% of the respondents strongly agree that they Organizations should prioritize improving the quality of work life for their employees.
- Majority 58.4% of the respondents strongly agree that an improved quality of work life can benefit both employees and the organization as a whole.
- Majority 56.6% of the respondents strongly agree that they believe that employees who have a better quality of work life are more likely to stay with the organization long-term.
- Majority 46% of the respondents strongly agree that the organization provides adequate opportunities for career growth and development.
- Majority 49.6% of the respondents strongly agree that the work environment is conducive to employee well-being and health.
- Majority 58.4% of the respondents strongly agree that there are sufficient resources and support for employees to perform their jobs effectively.
- Majority 51.3% of the respondents strongly agree that the Employees feel that their voices are heard and respected by management.
- Majority 52.2% of the respondents strongly agree that the organization values diversity and promotes an inclusive work culture.
- Majority 49.6% of the respondents strongly agree that the colleagues are supportive of my work-related needs.
- Majority 58.4% of the respondents strongly agree that the Collaboration among colleagues is encouraged and valued in my workplace.
- Majority 50.4% of the respondents strongly agree that they feel comfortable seeking help or advice from my colleagues when needed.
- Majority 50.4% of the respondents strongly agree that the level of collaboration among colleagues enhances the quality of work in our team/department.
- Majority 64.6% of the respondents strongly agree that the colleagues and supervisors recognize and appreciate my contributions to the team/organization.

- The calculated value of F is greater than the table value $F_{\text{Crit}} = 2.4557$. Hence, we reject the null hypothesis and accept alternative hypothesis conclude that there is a significant relationship between the employee's perception of the work environment and their Education.
- These two variables have some degree of correlation i.e., 0.090. So, there is positive value so that we accept null hypothesis and reject alternative hypothesis. HENCE there is a positive relationship between the employee's perception of the work environment and their Education.
- Chi-square value is 167.547. The minimum expected count is 0.32. So will reject null hypothesis and accept alternative hypothesis and hence there is a significant relationship between the employee's perception of the work environment and their Education.
- The calculated value of F is greater than the table value. Hence, we reject the null hypothesis and accept alternative hypothesis conclude that there is a significant relationship between Gender of the respondents and the supportive Colleague to balance the work life $F = 3.926$.
- These two variables have some degree of correlation i.e., 0.83. So, there is positive value so that we accept null hypothesis and reject alternative hypothesis. HENCE there is a positive relationship between Gender of the respondents and the supportive Colleague to balance the work life.
- Chi-square value is 113.000. The minimum expected count is 0.50. So will reject null hypothesis and accept alternative hypothesis and hence there is a significant relationship between Gender of the respondents and the supportive Colleague to balance the work life.

CONCLUSION:

In conclusion, the perception of employees towards the quality of work life in an organization is influenced by various factors such as work environment, work-life balance, career growth opportunities, and relationships with colleagues and supervisors. By conducting surveys, focus groups, and interviews, organizations can gain valuable insights into employees' perceptions and identify areas for improvement. Implementing unique initiatives such as mindfulness programs, flexible workspace design, and job crafting workshops can help enhance work life quality and create a more positive and engaging work environment. Furthermore, fostering community engagement, providing learning sabbaticals, and promoting peer-to-peer recognition can contribute to a culture of collaboration, innovation, and well-being. It is essential for organizations to continuously assess and address employees' perceptions towards work life quality to foster a supportive and fulfilling work environment that promotes employee satisfaction, engagement, and retention.

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