

A STUDY ON QUALITY OF WORK LIFE IN AAVIN AT MADURAI

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ABSTRACT

At present scenario, the quality of work life is the important terminology at human resource management. The Quality of work life denotes all the organizational inputs which aim at the employee satisfaction and enhancing organizational effectiveness. It also aims at understanding a wide range of welfare activities to be undertaken in order to improve Quality of Work-Life in an organization. This paper focuses on quality of work life among the employees at Aavin, Madurai. The observation is made using primary data collection and analyzed through statistical tools. This study is completely about the quality of work life for the employee and its levels in organization.

Keywords: Quality of work life, satisfaction, welfare activities.

INTRODUCTION

Quality of work life denotes all the organizational inputs which aim at the employee's satisfaction and enhancing organizational effectiveness. The basic purpose is to develop jobs and working when a well-

known scientist Taylor published his book "The Principles of Scientific Management" in which he elaborated the concept of scientific management that till today form the basis for designing jobs in almost every organization across the world. The working conditions were paid scanty attention. The labour was motivated by the lure of money. The Scientific Management focused mostly on division of labour, hierarchy, close supervision and management principles.

Quality of Work Life (QWL) is a relatively new concept which is defined as the overall quality of an individual's working life. QWL is sometimes considered as a sub-concept of the broad concept of quality of life, which refers to the overall quality of an individual's life. Quality of life includes factors such as income, health, social relationships, and other factors such as happiness and fulfillment.

The QWL as "a process of joint decision making, collaboration and building mutual respect between management and employees" it is concerned with increasing labour management co-operation to solve the problems,

improving organizational performance and employee satisfaction.

OBJECTIVES

Primary Objective

- To know the overall quality of work life in the Aavin Madurai and its impact on employees work culture.

Secondary objectives

- To identify the various **tangible and intangible aspects** that contributes to the quality of the workplace.
- To create **positive attitude** in the minds of the employees.
- To improve the **standard of living** of the employees.
- To **increase the effectiveness** of the organization and **increase the productivity**.

SCOPE OF THE STUDY

This study attempts to explain about the Quality of work life at Aavin Madurai This study covers the overall quality of work life of Avain employees, i.e. their job satisfaction, work environment, working hours, work stress,

their relation with their colleagues, work assignments, infrastructure provided etc.

LIMITATIONS OF THE STUDY

1. Time was the major constraint for the project.
2. The individual perspective appears to be different.
3. The study is restricted to HR dept., and can't be generalized.

RESEARCH METHODOLOGY

Research design

This research design is descriptive in nature.

Sampling Technique

The sampling technique used for this study convenience sampling.

SOURCES OF DATA

Primary data : Questionnaire.

Secondary data : Journals and Internet.

Population : 500

Sample Size :100

Tools for Analysis:ANOVA , Chi-square .

CHI SQUARE ANALYSIS

Experience & QWL

Null hypothesis (H0)

There is no significance relationship between experience & QWL helps to improve the productivity.

Alternative Hypothesis (H1)

There is a significance relationship between experience & QWL helps to improve the productivity.

Level of Significance

95% confident interval.

Calculated Value = 20.17919569

Tabulated value = 21.026

Conclusion:

Calculated value is lesser than table value Accept the null hypothesis.

There is no significance relationship between experience & QWL helps to improve the productivity.

ONE WAY ANOVA TESTING

To find the significant difference between Age and Security level.

Ho =Null hypothesis

There is no significant difference between the Age and Security level.

H1= Alternate hypothesis

There is significant difference between the Age and Security level.

Level of Significance

95% confident interval.

Security level in organization	Sum of Squares	Df	Mean Square
Between Groups	7.590	4	1.897
Within Groups	48.920	95	.515
Total	56.510	99	

Interpretation

The Alternate hypothesis is accepted and Null hypothesis is rejected.

FINDING

- Most of the employees are satisfied about the security level in organization.
- Most of the employees are dissatisfied about the promotion policies.
- Most of the employees are dissatisfied with salary and benefits.
- The superiors are cooperative.

SUGGESTION

- The organization should be provided incentive/incremental scheme yearly wise.
- The organization should permit the employee to give their opinion.

- Training and development program should be provided to the employee that will be increase productivity.

CONCLUSION

Quality of work life plays an important role in the organization, which influences the work and decides the performance of the individuals without which the organization cannot achieve their targets. The presents study reveal that there exist differences between the required and existing level of quality of work life among employees.

Quality of work life represents a blending of their real concerns for human in today's society with awareness that all individuals devote the greater part of their immature life to work spending time, energy, physical and mental resources.

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