

A STUDY ON THE EFFECTS OF QUALITY PERSONNEL WORK LIFE TO STRENGTHEN EMPLOYEE'S PERFORMANCE AT YG CUTTING TOOLS CORPORATION PRIVATE LIMITED, DODDABALLAPURA

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ABSTRACT

Recent studies have shown that in order to improve employee growth and reduce the low quality of work life rate, quality of work life is a major factor. The quality of work life plays an important and complex role in the organisation and also has a significant impact on employees. The better quality of work life in the organisation leads to a change in business operations and values for its employees. The proposed model of this study is a better quality of work life to improve employee's performance. This study used a simple random sampling technique to collect data from 200 employees of YG Cutting Tools Corporation. For quantitative data analysis, the researcher analyzed data on frequency distribution to test hypotheses; descriptive analysis was used. The researcher highlights the fact that the quality of work life needs to be high among employees to accomplish their goals and improve firm performance. Therefore, the quality of work is highly important in the organisation; it will help the employees work better in order to achieve the goal.

INTRODUCTION

The term "quality of work life" refers to an employee's overall job performance. Work- life quality is concerned with more than just employee pleasure; it is also concerned with the overall outcome of the organisation. Productivity increases when the quality of one's working life is stable. I did my research at YG Cutting Tools Corporation, which is a machine tool manufacturing company located in Doddaballapura. In today's world, employees need a high quality of work life, which plays a major role in the field of organization. The quality of work life increases the value of the employee's performance. A better quality of work life is an important key factor in the employee's performance. The researcher

highlights the facts of quality of work life are high among employees to accomplish their goals and to improve firm performance. Therefore, the quality of work life occurs from the better performance of the organization which is owned and managed by highly qualified employees.

MEANING QUALITY OF WORK LIFE

The term "quality of work life" refers to an employee's overall job performance. Work- life quality is concerned with more than just employee pleasure; it is also concerned with the overall outcome of the organization. Productivity increases when the quality of one's working life is stable.

OBSTACLES TO QUALITY OF WORK LIFE

- When both management and employees are resistant to change it becomes difficult to maintain work life
- The most widespread belief is that implementing work life balance is expensive for the organization

LITERATURE REVIEW

1. Influence of Work environment and work Discipline on employees performance

Author Salman Farisi and Widya Mauliza Fani (2019)

it talks about This article discusses the elements that influence employee performance, including work and environmental discipline. According to the study, there is one positive interaction between the work environment and employee performance at work and a favourable relationship between discipline at work and employee performance at work. Individuals are more likely to perform successfully in a favourable atmosphere when there is a decent working environment. They work and are happier as a result. Similarly, when a company maintains adequate work discipline, there will be no such thing as conflicts, and work will be finished correctly and smoothly.

2. Analysis of quality of work life on employee's performance

Author ogohi daniel (2020)

it says that Workplace quality of life is quickly becoming a vital concern in order to fulfil the aims and motives of business in all fields, whether education, service, organisation, tourism, or manufacturing. Employee commitment and productivity, as well as other aspects of work life quality such as vocation

satisfaction, organisational dedication, reward and recognition, participative management, work-life balance, effective grievance handling, welfare facilities, work environment, and so on, all have an impact on staff member commitment and productivity

RESEARCH GAP

This study was based on the why quality of work life low in the organization and to evaluate the reasons for low quality of work life and to analyze the various methods to maintaining the better quality of work life in the organization and last to assess the best quality of work life to maintain the better quality of work life.

RESEARCH METHODOLOGY

This study is descriptive research, with a structured questionnaire collecting data from 200 employees of YG Cutting Tools Corporation with a simple random sample. For quantitative data analysis, the researcher analyses data on frequency distribution to test hypotheses using descriptive analysis, which has been used in this study. The t-test, chi-square to test the goodness of fit and the association chi-square are used for the analysis of the study.

H0: - No link between the quality of work life and employee's performance H1: - Link between the quality of work life and employee's performance.

RESEARCH OBJECTIVES

- To Understand the concept of "Quality Work Life" on employee's performance
- To Evaluate the reason for low Quality of Work Life in the organization.
- To Analyse the various methods to maintaining QWL by increasing the employee's performance
- To Assess best practices of quality of work life by improve the employee efficiency

DATA ANALYSIS RELIABILITY ANALYSIS

4.1 Reliability Statistics	
Cronbach's Alpha	N of Items
.942	40

DATA INTERPRETATION

With respect to this alpha is 0.942 of 40 questions on a highly reliable basis which is considered to be outstanding. Understanding internal consistency and assessing reliability are helpful

CORRELATION

		Correlations			
		Q1	Q15	Q28	Q36
Q1	Pearson Correlation	1	.237**	.036	.229**
	Sig. (2-tailed)		<.001	.608	.001
	N	200	200	200	200
Q15	Pearson Correlation	.237**	1	.204**	.221**
	Sig. (2-tailed)	<.001		.004	.002
	N	200	200	200	200
Q28	Pearson Correlation	.036	.204**	1	.240**
	Sig. (2-tailed)	.608	.004		<.001
	N	200	200	200	200
Q36	Pearson Correlation	.229**	.221**	.240**	1
	Sig. (2-tailed)	.001	.002	<.001	
	N	200	200	200	200
"correlation is significant at the 0.01 level (2-tailed)".					

DATA INTERPRETATION

The correlation variables (Q1, Q15, Q28, and Q36) are shown in this correlation chart. Q1 and Q15 ($r = 0.237$), Q1 and Q36 ($r = 0.229$), Q15 and Q28 ($r = 0.204$), and Q28 and Q36 ($r = 0.240$) Each of them has substantial positive connections, with p-values less than 0.01. Such connections suggest that there are moderate relationships between the variables, implying that they may be related to or impacted by comparable factors.

CHI-SQUARE ANALYSIS

“Chi-square-tests”			
	value	DF	Asymptotic significance (2- sided)
Pearson chiSquare	13.825 ^a	4	.008
Likeli-hood Ratio	13.728	4	.008
Linear by Linear association	.337	1	.002
“N” of Valid Cases	200		
“a. 2 cells(20.0%) have expected count less than 5 the minimum expected count is 1.23”			

DATA INTERPRETATION

The table below reveals that the maximum significant two-sided values are .008, .008, and .002, all of which are less than 0.05, suggesting that the null hypothesis is rejected and that there is really a relationship between agenda and production. The company provides a flexible work schedule, which improves efficiency and characteristics it as production-oriented. As it will say that there is a relationship between the quality of work life and employee's performance in the organization

FINDINGS AND SUGGETION

It has been discovered that a large portion of the company's employees have engineering. Based on the survey, almost all of the company's employees are between the ages of 26 and it will likely happen that almost each worker in the organisation, 5%, is a graduate and 30.5% is a postgraduate. The technical department is found to give almost every employee a minimum of 6 to 9 years of expertise. A substantial number of workers think that the company's quality of work life contributed to individuals attaining those, with 45% indicating a positive impact. According to the survey, the majority of employees, 59% to 70%, say a high degree of job environment will help them achieve them. only hire a limited number of female candidates, I suggest that the organisation hire a larger number of female candidates for the. Although the organisation has not implemented new technologies at work, I recommend that they do so in order to increase to improve performance, the organisation should develop additional employee benefits. As the company will waste food, I recommend they only use what they the corporation should focus on bringing more young individuals, i.e., those aged 25 and higher, into the organisation because they will bring fresh and original ideas. Within the report, companies should focus on providing strong Mediclaim plans because it is critical for any organization.

CONCLUSION

Quality of life at work is concerned with both internal and external variables for employees; it is not only about keeping people happy within the organisation; the corporation must ensure that its employees are satisfied even when they are not working for it. Its purpose is to make employees happy while simultaneously boosting the effectiveness of the organization.

Finally, I believe that an employee's quality of life is critical. Like the employee needs to function efficiently in the organization, the company needs to take care of everyone who works not only inside the organisation but also outside of it.

"A better quality of work life increase employee's Productivity"

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