

A Study on Quality of Work Life of Employees

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Abstract: In any organization, whether it is of any sector like Banking, Education, Health, Service, Agriculture, Manufacturing Industries, Private organization, everywhere the quality of employee's work life is becoming an important topic and issue. The quality of work life of any employee has a profound impact on his life and that of his family. Important dimensions of quality of work life such as workplace environment, job security, healthy living, recreational resources, fair wages etc. Makes a huge contribution to the personal and social development of the employee. High quality of work life contributes significantly to the physical and mental development of the employee of any organization, as well as it is also beneficial to the organization whose employees are more satisfied with their job and work in their life. This paper focuses and analyses the literature review on the quality of work life of the employees.

INTRODUCTION

In today's era, the quality of work life of any employee is becoming an important topic. In the present era, no employee is able to be fully

Satisfied by doing the work of any organization. If we find out the reason behind this, then we will come to know that all those employees are not satisfied with their present work.

In today's time, the employees in many organizations are not satisfied with their work. Quality of work life has become a huge organizational issue in today's era. Quality of work life is an important concept of human resource management, which is very important for the development of work life of any employee.

The quality of work life is a good relationship between the employee and the entire work environment in which we are all human beings. Takes into account the technical dimension and the economic dimension. So far, all the studies that have been done on the topic of quality of work life have emphasized on all the dimensions of quality of work life.

If we want to know the meaning of Quality of Work Life in simple words, then it means the quality of work life of the employee. No organization can make progress unless the interest of the employees working in it is protected.

If the employees are happy and satisfied with their work and the functioning of the organization, then they will contribute fully for the development of that organization. This research work and research paper is being written by me because I have studied many old research papers, then it is known that if the employees are not happy in their life, then whatever organization they work for, they will not be able to complete their work. Will not contribute as a result of which that organization may have to face loss.

The quality of employee's work life is an important topic of human resource management as it is directly related to the human/employee. All the dimensions of quality of work life that we study in the subject of human resource management are very important. An employee works in any sector organization, whether it is education, health, service, insurance, industry, agriculture, private etc. He has to be satisfied and happy at every level, only then he can give his full contribution.

Today, all the organizations whose name comes in the top number in the world level are very concerned about the interests of their employees and the management of those organizations always pays special attention to the quality of work life of their employees.

Defined quality of work life as, "A process by which an organization responds to employee needs by developing mechanisms to allow them to share fully in making the decisions that design their lives at work". Explains quality of work life in terms of eight broad conditions of employee that constitute desirable quality of work life.

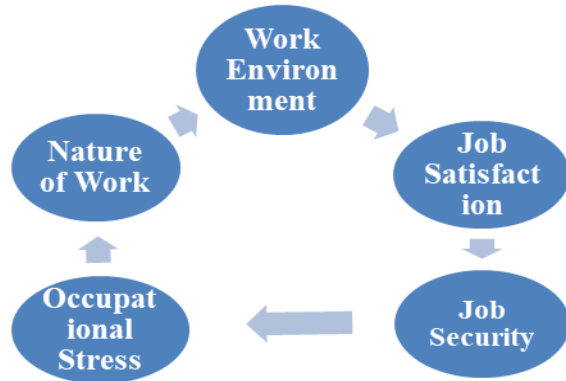


Fig. Shows the component-component of quality of work life.

Besides that, he proposed the following criteria for measuring quality of work life:

- i) Adequate and fair salary: The committee on fair salaries defined fair pay as, “the pay which is above the minimum salary below the living age”.
- ii) Safe and healthy working conditions: Most of the educational organizations provide safe and healthy working conditions due to humanitarian requirements and legal requirements.
- iii) Opportunity to use and develop human capacities: The extents that the teacher can exercise more control over his her work, and the degree to which the teaching job embraces an entire meaningful task, but not a part of it. Further quality of work life provides for opportunities like autonomy in work and participation in planning in order to use human capabilities.
- iv) Opportunity for career growth: Future opportunity for continued growth and security by expanding one’s capabilities, knowledge and qualifications contributes to Quality of work life. Opportunities for promotions are limited in case of teachers either due to educational barriers or due to limited openings at the higher level.
- v) Social integration in the work force: Social integration in the work force can be established by creating freedom from prejudice, supporting primary work groups to have a sense of community and inter personal openness, egalitarianism and upward mobility of teachers.
- vi) Constitutionalism in the work organization: Quality of work life provides constitutional protection to the teachers only to the level of desirability as it hampers work. It happens because the educational management’s action is challenged in every action and bureaucratic procedures that need to be followed at

that level and is provided to employees on such matters as privacy, freedom to speak, and equity.

vii) Work and quality of life: Quality of work life provides for the balanced relationship among work, non-work and family aspects of life. In other words family life and social life should not be strained by working hours including overtime work, work during inconvenient hours travel, transfers, and vacations.

viii) Social relevance of work: Quality of work life is concerned about the establishment of social relevance to work in a socially beneficial manner. The self-esteem work life of secondary school teachers. In the changing environment of modern technological advancement the traditional concept of the teaching profession is subjected to rapid changes. A person who enjoys the work and derives satisfaction alone can perform in the best perfect manner. The fulfillment of personal needs and goals leads to satisfaction well-being and happiness. But how far and how long could an individual be satisfied in the profession, if it is full of work related stress and strain.

OBJECTIVE OF PAPER

- 1) To find out the quality of work life of the employee whether they are satisfied with their present work life or not.
- 2) To find out all those dimensions of quality of work life which play an important role in the development of the employee.
- 3) Examining the relationship between employee and all dimensions of quality of work life.

METHODOLOGY

The study is based on previous research method to Review literature on quality of working life of the employee. The Secondary data is collect from books, journals, newspaper, internet and various reports published by the agencies working in this Field.

RESULT AND DISCUSSION

There are only a few researchers' studies available to analyse the quality of employee's work life across the globe. Shown below are some research into employee quality of work life. The results in this paper are drawn from the research papers on the quality of employee's work life and its dimensions. After conducting an in-

depth study of the quality of employee's work life, which reflects the sampling methods, tests used, responder rates, method for data collection, research areas and findings. List of the important research paper are discussed below.

Investigated to compare the rate of quality of work Life among technical and theoretical high school teachers in Kurdistan province in Iran. This studied used cluster sampling with consisted of 410 high school teachers. The data were analyzed by using descriptive and inferential statistics based on the questionnaire of quality of work Life (QWL). Findings for studied show the quality of work Life among technical and theoretical high school teachers in Kurdistan was average and there was no meaningful relationship between high school type (technical and theoretical) and quality of work life. Besides that, there were no differences in types of high schools ' QWL and all technical and theoretical high schools in Kurdistan province have the same quality of work life. Investigated the quality of work life for secondary school teachers from Mysore City. This studied used adopting stratified random sampling technique and the sample was 100 teachers. Besides that this studied was adopted the descriptive survey method. The results of this studied were a majority (70.2%) of the secondary school teachers in Mysore was found to possess an average level of quality of work life and (13.9%) were found to possess low level of quality of work life and only (15.9%) of the teachers possessed high level of quality of work life. There was significance difference of Quality of Work life of male and female secondary school teachers comparing teachers mean scores it is found that the female teachers have a high quality of work life than their male counterparts. Meanwhile there was no significance difference between above 10 years' experience and below 10 years of experienced secondary school teachers in their Quality of Work Life and no significant difference is the quality of work life of teachers belonging to government, private aided, and private unaided secondary school teachers. Studied the relationship between quality of work life and teacher motivation among secondary school English as a foreign language (EFL) teachers in Tehran, Iran. The sample for these studied was 160 teachers and addition, 30 of the participants were randomly selected to take part in follow-up interviews which asked why they felt the way they reported. The findings revealed that the participants enjoyed a

medium level of quality of work life and experienced a medium to-low level of motivation and a significant relationship was found between motivation and quality of work life categories. Meanwhile, the subscales of the quality of work life that best predicted teacher motivation were identified.

CONCLUSION

After the study of literature review, it is absolutely clear from the quality of work life that no organization can successfully achieve its results in a good way until the employees working in that organization are happy and satisfied in their life. No, because any type of organization and any field, all the employees working here have to take care of better environment, proper salary, proper health facilities, job security, self-respect etc.

If we want to develop the quality of work life of any employee then first of all we come to know that for which employee we have to find out all the dimensions because the employee is not happy with his work and the environment of the organization.

The management of the organization has to find out the basic need of its employees and fulfil it in a short period of time because all the employees of the organization expect a lot from their organization for the development of their life.

We can conclude from this study that whatever study and research has been done on the quality of work life, it is all research done for academic purposes, in which we see that the quality of work life has an important contribution in its life and development. If we compare male and female employee in present time that who is more satisfied with all dimensions of quality of work life then we can say that female is more satisfied than male.

The purpose of this research paper is to find out the important dimensions of the quality of work life of the employee by reviewing the published literature.

By examining more than 30 literatures, it was found that about 15 of those literatures were studied in depth to find out the most frequently assessed important factors of the quality of work life of employees.

The main objective of the paper is to find out all the variables that affect the quality of work life of the employees. Research reveals which of all dimensions of quality of work life are most commonly used in the literature.

All the variables related to the quality of work life given below have been used many times in much research.

- 1) Job satisfaction
- 2) Demographic factor
- 3) Pay and benefits
- 4) Supervision
- 5) Organization commitment
- 6) Growth and development
- 7) Safety and healthy environment

SUGGESTIONS

This research paper focuses only and only on the quality of work life of employees in the research sector. Explains the relationship between most dimensions of quality of work life and dimensions of employee's life. Next we give all the scholars who have the ability to research in this field, what is the relation in all the dimensions of an employee's life and in all the dimensions of an employee's life because there have been done more research on quality of work life and its variables. Besides that, further researchers also can clear the Meaning and definition of quality of work life.

There are many dimensions which have been used many times by researchers in their research and those dimensions are being used in present times also such as such as team work, attitude and perception, pay and benefits, social integration, participative management, organization commitment, growth and development , job satisfaction, , safety and healthy environment and participative management, salary, employee participation, welfare opportunities, rewards are have been used by mostly researchers continuously. There are many dimensions affecting the quality of work life of the employee which have not been used in this study such as growth and profitability of organization, organization citizenship behaviour and personality, Relationship and co operations, Autonomy of work, Emotional Intelligence.

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