



A STUDY ON EMPLOYEE PERCEPTION TOWARDS QUALITY OF WORK LIFE WITH REFERENCE TO SELECTED SPINNING MILLS IN GUNTUR AND PRAKASAM DISTRICTS

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Abstract

Quality of work life is logic, an arrangement of standards, which holds that individuals are the most imperative asset in the association as they are put stock in commendable, mindful and equipped for making profitable commitment they ought to be treated with respect what's more, regard. The exploratory factor investigation demonstrates that work, Environment, pay, job security and employee growth is the factors influencing quality of work life of specialists in development industry. The critical study demonstrates that compensation, work condition, employer stability and self-awareness are having positive effect on job performance in developing industry.

In this context the present study was conducted on employee quality of work life in Indian Spinning mill industry, the purpose of study is to measure the attitudinal differences among the executives of various departments in identifying need for employee quality of work life. A total 122 employees among various spinning mills from two districts with the pilot study. Both primary and secondary data was used to analyze data. Few statistical techniques like KMO Test, Frequencies and percentages etc are also used to provide statistical inferences. After the data was analyzed the conclusions are drawn and suggestions are given to the policy makers for implementation to improve the quality of work life in spinning mill industry.

Keywords: Employee, Quality of Work life, Job security, Salary, Work Environment.

Introduction

The Quality of Work Life (QWL) has expected progressively intrigue and significance in all the Countries of the World. It is exceptionally huge with regards to responsibility regarding work, motivation and work execution. It is additionally intends to encourage the satisfaction of human needs and objective Achievement. Work life normally implies the life of labourers, physical and scholarly, in their workplace in office or industrial facility or field-working.

The term Quality of Work Life (QWL) goes for changing the whole hierarchical atmosphere by adapting work, individualizing associations and changing the basic and administrative frameworks. It thinks about the socio-mental requirements of the representatives. It tries to make such a culture of work duty in the associations which will guarantee higher efficiency and more prominent occupation fulfilment for the representatives. Quality of work life alludes to the idealness or unfavourableness of the occupation condition of an association for its workers

Research Problem

An extensive investigation of the literature provides numerous studies on the topic of Employee Quality of work life. However, there are very few studies related to employee quality of work life in spinning mills industry among employees. Based on investigator personal observation and data collected from secondary sources, many spinning mill employees had undergone various quality of work life activities but have shown minimal satisfaction regarding quality of work life methods and also very few studies were attempted in identifying perceptions of employees regarding employee quality of work life.

Nature and Scope of the Study

The nature of the study is descriptive as it attempted to find out the views of employees of different spinning mills on various aspects like job satisfaction, salary, work environment, welfare measures. The scope of the study is limited to two districts of Coastal Andhra Pradesh viz Guntur and Prakasam.

Objectives of the Study

- To study the employee quality of work life in selected spinning mills and to assess the variations among those companies in execution of employee quality of work life activities.
- To measure the attitudinal differences among the employees of various departments in identifying the need for employee quality of work life.
- To offer pertinent suggestions based on the study for the improvement of employee quality of work life programs for spinning mill industry.



Research Methodology

A brief outline of the methodology for the study is given below:

Data Sources

Data sources are primary and secondary. Data relating to attitudes of the employees of spinning mills towards employee quality of work life and the execution of various employee quality of work life programs was collected through primary data.

Data Collection

Primary data was collected through administration of a structured questionnaire. The required secondary data was collected through the records of the selected spinning mills, relevant websites, etc.

Sample Design

Sampling: For the present study, purposeful sampling technique is adopted for selecting the respondents from the spinning mills. The respondents comprise the various levels of executives of selected spinning mills located in Guntur and Prakasam districts of Coastal Andhra Pradesh.

Sample Adequacy Test

For the study Kaiser-Meyer-Olkin (KMO) test was conducted to estimate the adequacy of the sample. The formula for the test is as follows

“KMO Test = (sum of the observed correlation coefficient) (the sum of the observed correlation coefficients) + (sum of the partial correlation coefficients between all pairs of variables)”

Table 1: Results of KMO Test

Spinning Mills Industry	Sample Size	Result
Employees from Guntur District	54	0.6
Employees from Prakasam District	68	1

Data Analysis and Interpretation

Table 2: Employee Perceptions on Work Environment Factors

Work Environment Factors	Employees from Guntur District		Employees from Prakasam District	
	Frequency	Percentages	Frequency	Percentages
Quality of Safety Measures	10	31.25	8	11.76
Health facilities	13	40.63	16	23.53
Working Conditions	23	71.88	32	47.06
Supervisor Interference	8	25.00	12	17.65

Interpretation: In case of all the respondents of Guntur district and Prakasam district have given more preference to the working conditions.

Table 3: Employee Perceptions on Relational Factors

Relational Factors	Employees from Guntur District		Employees from Prakasam District	
	Frequency	Percentages	Frequency	Percentages
Supervisor Support	22	40.74	10	14.71
Relation with colleagues	13	24.07	18	26.47
Relation with superiors	9	16.67	16	23.53
Adequate Training	9	16.67	16	23.53
Union Management Relations	1	1.85	8	11.76

Interpretation: In case of all the respondents of Guntur district have given more preference to supervisor support. In case of prakasam district respondents prefer relational colleagues.



Table 4: Employee Perceptions on Job Factors

Job Factors	Employees from Guntur District		Employees from Prakasam District	
	Frequency	Percentages	Frequency	Percentages
Additional Responsibility	24	44.44	14	20.59
Necessary Authority	12	22.22	20	29.41
Work Schedule	10	18.52	22	32.35
Job Security	7	12.96	12	17.65
Pay Package	1	1.85	0	0

Interpretation: In case of all the respondents of Guntur district have given more preference to the additional responsibility. In case of Prakasam district respondents prefer work schedule.

Table 5: Mean values for Perceptions on Work Environment Factors

Perceptions on Work Environment Factors		
Spinning Mills Industry	N	Mean
Guntur District	54	3.67
Prakasam District	68	3.11

Interpretation: In case of all the respondents of Guntur district have highest mean value than the respondents of prakasam district regarding perceptions on work environment.

Table 6: Mean Values for Perceptions on Relational Factors

Perceptions on Family Relational Factors		
Spinning Mills Industry	N	Mean
Guntur District	54	3.67
Prakasam District	68	2.88

Interpretation: In case of all the respondents of Guntur district have highest mean value than the respondents of prakasam district regarding perceptions on relational factors.

Table 7: Mean Values for Perceptions on Job Factors

Perceptions on Job Factors		
Spinning Mills Industry	N	Mean
Guntur District	54	3.12
Prakasam District	68	2.97

Interpretation: In case of all the respondents of Guntur district have highest mean value than the respondents of prakasam district regarding perceptions on extramural welfare measures.

Findings

- The study reveals that there are significant differences in the views of employees on work environment factors.
- The study reveals that there are significant differences in the views of employees on relational factors.
- The study reveals that there are significant differences in the views of employees on job factors.
- The study reveals that there are significant differences in the views of employees on various work environment factors relating and significant differences are also noticed in the views of respondents across Guntur and Prakasam districts.



- The study reveals that there are significant differences in the views of employees on various relational factors and significant differences are also noticed in the views of respondents across Guntur and Prakasam districts.
- The study reveals that there are significant differences in the views of employees on various job factors and significant differences are also noticed in the views of respondents across Guntur and Prakasam districts.

Suggestions

- The study found that there is a difference between the opinions of the respondents in quality of work life activities. So the concerned authorities are required to identify the causes and make a necessary action for overcoming employee quality of work life issues.
- In the light of these observations, there is a need on the part of organizations to bring improvements in certain employee quality of work life programs.
- It is suggested that sufficient care has to be taken by both the Guntur and prakasam spinning mills in designing effective employee quality of work life programs.
- The spinning mills management should adopt innovative methods for evaluating employee quality of work life.

Conclusion

The spinning mill industry has been playing a crucial role in the process of economic development since independence in the country. The spinning mill industry has witnessed a phenomenal growth in terms of advances, number of investments, priority sector advances, sponsored regional rural sector, profits, customer relationship management, corporate governance, manpower deployment, non-performing assets etc. The spinning mill companies also positively and adequately responded to the spinning mill industry reforms, which are introduced since 1991. The consequences of such reforms include maintaining Trust on new areas, employee quality of work life.

The main focus of the study was to identify useful variable which affects quality of work life with limited number of statements and to measure the impact of select variables on job satisfaction. In order to improve productivity it is desirable to address workplace and social innovation in multiple shape namely flexible ways of organizing, modern employment relations, external collaboration, participatory adopted changes in an organization's practice of managing very scientifically by the Indian policy makers, and mill owners. Finally, talents and competencies of HR play a significant role in the building of a effective quality of work life in organizations.

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