



A STUDY ON QUALITY OF THE WORK LIFE AT SUDHAKER IRRIGATION SYSTEMS PVT. LTD

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Abstract

Plastic industry being labor intensive, the core of industry organizational goals cannot be achieved without a client, scrambled and efficient working force, only motivating the workers and improving quality of their life and work can achieve this.

We have number of employees at various levels at SUDHAKER IRRIGATION SYSTEMS PVT.LTD. Employees at the grass root level experience frustration because of

- Low level of wages
- Poor working conditions
- Unfavorable terms of employment
- Inhuman treatment by their superiors
- Managerial personnel feel frustration because of
- Interpersonal conflict
- Job pressures
- Lack of freedom in work
- Absence of challenging work etc...

Here we have taken an initiation to know the quality of work life in soaker irrigation system and to improve the quality of work life and quality of personnel life and also know the importance of law in industries.

Key Words: Quality, Work life, Labor, Benefits, Organization.

OBJECTIVES OF THE STUDY

- To know the present level of quality of work life in sis (Sudhakar Irrigation Systems pvt ltd).
- To study the man power utilization in the organization.
- To identify the ingredients, which are marinating quality of the work life
- To make aware of benefit of maintaining quality in work life.
- To abolish the relating to dissatisfaction.

NEED FOR THE STUDY

Maintaining number of employees is a qualitatively task, because life of every company depends upon their employees, workers.

In order to satisfy the employees at all the levels, a study has been taken I.e., quality of work life. Through conducting a research and finding the faults and rectifying them and motivating them to improve the quality of work.

METHODOLOGY OF THE STUDY

Sources of Data

- Primary data.
- Secondary data.

Primary data

Primary data collected that consists of the employee's opinion through questionnaire and interview, to know the opinion regarding their work life and benefits industry law.



Secondary data

Secondary data collected in the form of various books.

ABOUT SUDHAKAR IRRIGATION SYSTEMS PVT LTD.

A closely held private limited company incorporated in the year 1997 to manufacture rigid PVC pipes and fittings for various applications. It is first of its kind of PVC pipes manufacturing facility in southern India with wide product range and production capacity is 1200 metric tons of PVC pipes and 500 metric tons of PVC fittings for various applications such as pressure pipes and fittings for soil and waste discharges and waste discharges and electrical conducts. The company manufactures 40mm to 400mm rigid PVC pipes for irrigation, water supply, casting, and sanitary purpose a part from them it manufactures rigid PVC blue threaded pipes for casting application. The company is located near the industrial estate of serape town and the total area of the is Ac 10.34 guntas the firm has full equipped laboratory for testing the rigid PVC pipes to test the PVC pipes according to IS:4985:2000,IS:12818,IS:13592,IS:9537(PART-3) and IS:10124.

REVIEW OF LITERATURE

Meaning of Quality of Work Life

“The degree to which members of a work organization are able to satisfy important Personal needs through their experience in the organization “

“QWL means different things to different people –J.Richard and J.Joy

Quality of work life defined as the activity which takes place at every level of an organization which seeks greater organization effectiveness through the enhancement of human dignity and growth.



Employees feel frustrated because of LOW LEVEL OF WAGES

- Poor working conditions
- Unfavorable terms of employment



- Inhuman treatment by their superiors
- Marginal levels personal feel because of
- Role conflicts
 - Inter personal conflicts
 - Job pressure
 - Lack pressure
 - Lack of freedom in work
 - Absence of challenging work etc

The frustration leads to utilization of capabilities Lower level people unhappy because of

- Speed of machine
- Tight schedule of work
- Due to supervision
- Less social interaction

Ministerial staffs were also not happy because of

- Routine nature of work
- Fixation of standards
- Lack of opportunity to initiative, expose.

Frustration might also be due to

- Absence of recognition
- Improper relations with co-workers
- Lack of security
- Work overload
- Stress etc.

QUALITY OF WORK LIFE CAN BE MEASURED IN EIGHT BROAD CONDITIONS AS

1. Adequate And Fair Compensation

The wage which is above the minimum wage but below the living age.

2. Safe and healthy working conditions

This is a matter of enlighten self-interest. Most of the organizations provide safe and healthy working conditions due to humanitarian requirements or legal requirements.

3. Opportunity to use and develop human capacities

Quality of work life provides for opportunity like autonomy in work and perception in planning in oared to use human capabilities.

4. Opportunity for career and growth promotions is limited due to.

- Educational barriers
- Limited openings at higher level

QWL provides opportunity for continued growth and security by expanding one's capabilities, knowledge and qualifications.

5. Social integration in the work force

Social integration in the work force can be established by creating freedom from prejudice supporting primary work groups a sense of community and interpersonal openness.

6. Constitutionalism in the work organization

Constitutional protection is provided to employees on such matters as privacy, free, speech, equality and due process.

7. Work and Quality of life

Family life and social life should not be stained by working hrs including working, in inconvenient hrs, business travels, transfers etc.....

8. Social relevance of work

Quality of work life concerns about works self esteem would be high if his work is useful to society .



SPECIFIC IS N QUALITY OF WORK LIFE

Besides normal wages, salaries bring benefits etc...They are some more issues for better of work life

1. **Pay stability of employment**
Various alternatives means for providing wages should be developed in view of increases in cost of living index, increase in levels and rates of income tax and/or profession tax, stability to greater extent can be provided by enhancing the facilities for human resources development.
2. **Occupational stress**
Stress is caused due to irritability hyper excitation or depression, unstable behavior, fatigue stuttering heavy smoking and drug abuse, stress effects employee's productivity. HR manager has to identify and prevent the problem.
3. **Organizational health programmers**
Organizational health programmers aim at educating employees about health problems. Effective implementing of these programmers resulting reduction in absenteeism disability job turnover and premature death.
4. **Alternative work schedules**
Reduced work weak flexible working hours part time employment which may introduced for the individual the leisure time flexible time hours of work is preferred.
5. **Participative management and control of work**
Trade unions and workers believe that participations in the management and decision making improves
6. **Recognition**
Recognition the employees as a human being rather than as a laborer congratulating the employee for their achievement offering prestigious designation improves QWL.
7. **Congenial workers- supervisor relations**
Harmonious supervisor- worker relations give the worker a sense of social association, belongingness achievement of the results etc..., this in turn leads to better QWL.

GRIEVANCE PROCEDURE

Workers have since of fair treatment when the company gives then opportunity their grievance and represents their case rather than setting the problems.

- Adequacy of resources.
- Seniority and merit in promotions.
- Employment of permanent basis.

Quality of work life provides a wide range of fringe benefits and social security benefits.

- Improvement in productivity
- Reduction in absenteeism
- Turnover
- Sick leave alienation etc.,

BARRIERS TO QUALITY OF WORK LIFE

- Self-managed work teams.
- Job redesign and enrichments.
- Effective leadership and supervisory behavior.
- Career development
- Alternative work schedules
- Job security
- Administrative or organizational justice
- Participative management.

CONCLUSIONS

- Every worker in the organization is identified by the management and this helps to study the performance of the worker.
- The system of the payment of bonus is satisfactory it indicates that the organisation is good at paying bonus.
- The hygienic conditions at the working environment are convenient for the workers.



- The records maintaining system is beneficiary for the employees and employers in all purposes.
- The services relating to safety welfare and health are up to the desired level
- The social security benefits provided by the company are good
- They have proper employer employee, employee & employee relationship
- There is no problem related to the work schedules stress or job security
- Allow participating in decision-making this leads to employee satisfaction.

SUGGESTIONS

- Skilled and performance of the workers should be identified and incentives are to be paid to those who are skill full, as this increases the interest of the workers towards law.
- Cultural activities to the workers should be organized to change the work and environment of workers, which in turn helps to increases the efficiency of the workers.
- Challenging targets should be introduced to these who are below the level of performance as the reduces the laziness of the workers.
- High concentration should be taken to reduce the cost of production which leads to increase the profits.
- The management mainly depends on contact labor and by this the skilled labors get migrated to the other companies for the high wages to avoid this skilled labor should be permanently employed & wages should be increased.
- To increase the performance of the organization, management have to utilize the media for the publicly in-turn increases the sales of the products.
- The present level of the quality of work life in sis is to be improved in order to get better results.
- It is better to provide cabs for the convenience of the employees.

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