

A STUDY OF QUALITY OF WORK LIFE OF EMPLOYEES

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ABSTRACT

The aim of the study is to determine and understand the quality of work life among private sector employees. Today private sector or cooperative world has become both exciting and challenging. The growth and efficiency of private sector lies in the hand of employees hard work. There are many factors which influence quality of work life of employees like attitude, work environment, opportunities, nature of job, stress level, challenge, problem solving , growth and risk etc. Quality of work life can also be healthy by some methods like autonomous work group, job enrichment, satisfaction and productivity of workers.

INTRODUCTION

Quality of work life is the perimeter through which we can measure level of happiness or dissatisfaction . It has advantages on both employer and the organization. It has different meaning to different people. It is related to favorable and unfavorable condition. It is also believed that employees perform better when they are allowed to manage the things. We know that human resource is the assets of organization and unsatisfied employees are the enemy of the organization and quality of work life can be managed by treating employees as assets and liability. It is autonomous work gap which involve job enrichment and high level job involvement aimed for satisfaction and productivity of employees. Employees retrenchment is a situation which is due to restricting ,reduction, in production merges technological changes due to which quality of work life is effected. There are two types of quality of work life . The person who are satisfied and are happy with their career are said to have high quality work life and the person who are not satisfied and are not happy with their career are said to have low quality of work life.

FACTORS DETERMINE QUALITY OF WORK LIFE

1.Job and career satisfaction : It directly reflects the individual degree of pleasure and happiness in their job .It also indicate the pleasurable or positive emotional state resulting a positive feedback from employees.

2.Working Condition : It refers to proper working hours for the employees as too much work time and long period of time leads to workplace burnout. Employees who have no proper working hour they suffer from mood swings, irritability and decrease in work performance.

3.Fair Compensation : It refers to the fair balance between effort and reward . It also include commission, bonus, job evaluation, life insurance and health care etc.

4.Growth and Security : It refers to the opportunities related to career and personal growth and security it include good working environment ,promotion and job security etc.

5.Health and Well being : It refers to the environment which is free from stress and hazardous and also other factor which are responsible for health and safety of employees.

6.Work and Total Life Span : Some employees had to work for late working hour and had to travel frequently for meeting ,traffered etc. This also effects quality of work life as they remain away from their families or not able to spend their time with family.

THERE ARE SOME MODELS OF QUALITY OF WORK LIFE

1.Working Hour Model : This model is proposed is proposed by Alam, (2007). This model throws the light on maintaining proper working hour model which maintains balance between office working hour and family time. The long working hour may cause stress, family conflict and other issues.

2.Career Progression Model : This model refers to the opportunities and growth for employee by acquiring knowledge ,learning new skill new skill through experience, work environment and quality relationship with workers.

3.Work Commitment Model : This model tells us that commitment to any organization has three different components that tells us how employee feels about the organization and work .

- **“Affective Commitment”** Affection for job
- **“Continuance Commitment”** Fear of loss
- **“Normative Commitment”** Sense of obligation to satay.

4. Job Satisfaction Model : Job satisfaction model refers to productivity , motivation accident physical health and general life satisfaction .

There are two types of job satisfaction:

- Employee feeling regarding the job like How is the job ?
- Regarding the specific job aspects like Salary, benefit, working hierarchy

REVIEW OF LITERATURE

Quality of work life tells us about the favorable working environment for employees that include supports and promotes satisfactions and include support and satisfactions related to job security career growth opportunities etc. It is termed as organizational behavior. It has positive impact of production, work culture and effectiveness of the organization. It is termed as organizational behavior . It has positive impact on production ,work culture and effectiveness of the organization. It also tells us about the favorable working environment for employees that include support and promotes satisfaction related to job security career growth and opportunities etc. It is also related to job satisfaction, job involvement ,motivation, productivity, health ,safety ,job security, competence, development and balance between work and non-work life .

Sayeed and sinha (1981)- measures the relationship between the quality of work life dimensions job satisfaction performance measures working in two separate group one is high quality of work and low quality of quality of work life

Braun (1985)- He tells us that quality of work life program is executed to increase physical productivity and increase workers happiness.

Holly and Mohan -In their research they tried to link between working and satisfaction .

Davis (1995) -Quality of work life can be termed as quality of relationship between employee and employees.

It also include the generic phase of life which cover person's feeling about every dimension of work including economic reward, benefit ,security , working condition organization and inter personal relationship .

OBJECTIVE OF THE STUDY

- To study the factors affecting quality of work life of employees in private sector
- How to enhance the productivity of employees
- What factors help in improving employee satisfaction
- To suggest suitable measures for improving quality of work life in private sector employees.

CONCLUSION

Work life balance leads to achievement of satisfaction in professional and personal life. Some factors are negatively related to work life balance like schedule inflexibility, work stressor etc. Maintaining work life balance is very difficult nowadays. Organizational culture plays a key role in maintaining work life balance. Some factors that influence and decide quality of work life are salary, fair compensation, opportunities, job rotation, authorities, career prospects, job security and training etc. It is dynamic in nature it keeps on changing daily bases.

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