A Study to Identify the Factors Affecting the Quality of Work Life in Small Scale Industries

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Abstract: In today’s era every organization work on the quality of work life in small scale industries and service sector. Quality of work life is a policy to increase the strategies and focus is on the potential of these policies to influence employees. Quality of work life is useful for workers to use their potential to maximum extend. Quality of work life helps to the employees to maintain work life balance with equal attention on their performance and commitment to work. Quality of work life helps to employees for their job satisfaction and work place environment. Quality of work life helps to the employees to safe their job in any organization. This study is done in small scale industries at macro level in INDORE DISTRICT IN MADHYA PRADESH. In small scale industries various employees wants to job satisfaction, bonus, good working condition and leave according to the employee. In small scale industries lower position employee are not involve in any decision made by management. A good quality of work life help to the employee for provide training by the industries. A good quality of work life help to employee for their job security and job satisfaction in their organization. Quality of work life help to the employee to reduce their stress. The combination of a fluctuating work environment with

1. Introduction

Quality of work life is a basically situation in which employee can do work with good environment and good working condition. In a good quality of work life employee feel job security and job satisfaction in small scale industries. IN Small scale industries employee are not involve in upper level management so they are becoming in stress so this condition are effect on employee performance in small scale industries. So this stress are reduce by middle level management by providing advice and training to employee. A good quality of work life is that place where a employee is does work at that place. In a good quality of work life every employee wants to safe their job and job satisfaction in their organization. If a good quality of work life are not provide to the employee, so they can not motivated toward work. Without a good quality of work life a employee can’t live in small scale industries. Shamir and Solomon (1985) Defined quality of work life (QWL) as a comprehensive construct that includes wellbeing related to an Individuals job and the degree to which work experiences were rewarding fulfilling and reduce stress. Serey (2006) defined that quality of work life (QWL) was associated with meaningful and satisfying work. It includes an Opportunity to utilize ones skill and capacities to confront challenge and situation that require self initiative and self direction an activity should be practiced by the individuals in organization.

2. Literature Review

Quality of work life steadily growing importance over a period in which the nations have increasing come to question about role and status of human being in modern technological environment. In recants years with the nature of work its impact upon people and their attitude toward it, has sharpened. The definition of work life was taken from the following definition; “Work life is a set of phenomena and attributes emerging in the interaction of a person and an environment on the work place in a formal organization.” In other words environment condition, especially poor air quality, noise and lack of privacy may affect worker satisfaction and mental health. Quality of work life help to the employee to reduce their stress. The combination of a fluctuating work environment with
competing job and family commitment has negative affect employees in the form of lowered morale and motivation reduced productivity. Moreover the inability of employee to balance the equally challenging demands of work and personal life has contributed to the escalating stress and conflict of today workforce[4].Thus signifying that employee quality of life experience are limited not only to them but is a matter of concern for the employee as well only things that will maintain ,s source of competitive advantage is high quality personal instead of merely capital ,technology or long live product [18].In fact employees are the soft assets and are hidden value of a company [1].Based upon an understanding of employee, s various needs and their quality of work life experience. Management can identify the strategic gap in small scale industries and can take further requirement action to improve the quality of work life of employees in small scale industries. this action is helpful to small scale industries to achieve the organizational goals .since employee quality of work life experience are directly related with a variety of desirable organizational outcomes ,these action reduce stress of employee and increased job performance [10].A good quality of work life employee experiences positively at the work place so improve his or her health in the organization. So improve quality of work life [8].Increase competition from globalization is destroying employee quality of work life in small scale industries [9].The paid employment with the psychosocial work environment has definitely beneficial consequences for mental health. For working poor employees job insecurity was the single significant correlate of depressive symptoms after controlling for other demographic and work environment variable. For working non poor employees, high psychological demands and low supervisor and co-worker support were associated with depressive symptoms. All job do not equally affect employees depressive symptoms [17].Both gender trust that there is a negative spill over from work on to family life due to which they do not have enough time to spend with their families and moreover work pressure affected quality of work life so this reduced by flexible time in work and child care facilities at work place and option to work part time would go a long way towards improving productivity and enhancing quality of work life and family life [3].Quality of work life is one of the key areas of human resource management that is attracting attention and research focus[7].In market place it seems necessary that they attend to one of their most precious assets namely their human resources by the employing high quality of work life experiences in consonance their various needs selecting favorable job related responses in return .these study focused on employee holding middle managerial positions in various organization and also studied on factors affecting quality of work life [2].the core pillar of QWL was to create a environment that employee can work cooperatively with each other in order to achieve organization objectives and to improve QWL in SSI's[16].Hajieh Rajabi studied that QWL programs influence quality of life of employee in organization. The most influence factor on QWL was work environment followed facets[15].Subashini, Dr C.S.Ramani Gopal found that the quality of relationship between employee and the total working environment[11].K. M. Nalwade and S. R. Nikam observed QWL in academic institutions in their paper Quality of Work Life in Academic: A Review of Literature that QWL is fundamental as it is significant not only to determine employee satisfaction but also promote organization health. The teacher's quality of work life could forecast with the principal’s leadership behavior. Attempt has also been made to find out determinant of QWL which signifies present job, working conditions and work culture are highly influencing QWL. Three dimensions of personality extroversion, agreeableness, and conscientiousness are positively correlated with Quality of work life[6].In Indian scenario despite of legal provisions made by acts like those of the Equal Remuneration Act of 1976 which promulgates equal payment for equal work, regardless of gender and prohibits gender discrimination in hiring practices etc. women always carry more responsibilities at home than men and also struggling to achieve Work-Life Balance (WLB) [5].

3. TABLE I: Job satisfaction factor (herzberg 1976).

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<tr>
<th>Hygiene factor</th>
<th>Motivators</th>
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<td>Company policies</td>
<td>Achievement</td>
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<td>Supervision</td>
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<td>Interpersonal relations</td>
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<td>Work conditions</td>
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<td>Salary</td>
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<td>Status</td>
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4. METHODOLOGY

In this study, the primary data will be collected through questionnaire which consists of both open ended and close ended questions. The secondary data will be collected through Journal and websites, random sampling for managerial :this survey is the partial result of the full scale survey of the managerial level. The survey to collect data on organizational change and productivity improvement as an empirical study on processing zone.
There will be a questionnaire set managerial level employees so it is the byproduct the main research.

5. SCALING TECHNIQUES
The variables regarding organization performance were measured by a 5-point Likert scale. By answering the questions on this survey, we can contribute your opinions and impressions regarding your organization’s working conditions, referred to as quality of work life. This survey has a series of questions that relate to your experiences as a working place use the following scale of answers, or choose the response on the answer form That best describes the answer:
1 = strongly disagree.
2 = Disagree.
3 = Neutral; no strong opinion.
4 = Agree.
5 = strongly agree.

6. CONCLUSION
BY Going through various research papers it is clearly seem that a happy worker can concentrate on work and give more productivity. A skill worker can be retained in small scale industries if he satisfied, so it is the duty of management to provide necessary facilities for worker to improve quality of work life in small scale industries. So a greater participation of worker in management improves quality of life in future, so every organization include worker in decision making management.

7. LIMITATION OF THIS PROJECT
This research study has some limitation and the major limitation factor for this report is complexity of the topic. Since the survey will be conducted on questionnaire therefore it is a great challenge to ensure the actual validity of the response. In some cases, the topics were not understood by the employees who have minimal idea about the quality of work life. This research done only particular in Indore district in Madhya Pradesh. These researches are cover only some part of indoor district in mp and not cover the complete area of Indore.

8. References
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