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A study on quality work life balance of employees with reference to Shree Lakshmi poly threads in Gobi

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ABSTRACT

Indian sub-continent is the second largest manufacturer of garments after China being the global leader in garment production. India is known for its high quality garments for men and most of the garment manufacturers are in the Small and Medium scale industry. Bengaluru popularly known as Garden city, Silicon city and Garment city. It is having 1000 to 1500 big, medium and small garment factories, almost 5 lakh workers working. Women workers are 85% among them who are migrated from rural areas of Karnataka and neighboring states of Andhra Pradesh and Tamil Nadu. They will come to Bengaluru with a lot of dreams that they are working women's and they can earn their women rather than depending on parents, family, monsoon or periodical wages.

INTRODUCTION

Absenteeism is defined as the failure of the worker to report for work when he is 'scheduled to work. A worker is expected to work when the employer has work available for him and the worker is aware of it. Authorized absence is also treated as absence while presence even for a part of the shift is treated as presence for the whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of man days lost due to absence to the corresponding total man days scheduled to work. The man days scheduled to work is arrived at by adding the man day's .actually worked and the man days lost on account of absence of the workers due to some reason or the other. [1-4]

A worker who reports for any part of a shift is to be considered as present. An employee is considered scheduled to work when the employer

has work for him there is no reason to expect well in advance that the employee will not be available for work at the specific time. An employee on regularly scheduled vacation is, therefore, not to be considered as employer-ordered lay-off. On the other hand an employee who requests time-off at other than a regular vacation period should be considered as absent from scheduled work until he returns, or until it is determined that the absence will be such duration that his name is removed from the list of active employees. After this date he should be considered as neither scheduled to work nor absent. Similarly, an employee who quits without notice should be considered as absent from scheduled work until his name is dropped from the active list, but preferably this period should not exceed one week in either case. If a strike is in progress, workers on strike should be considered as neither scheduled to work nor absent, since data on time is lost because strikes are collected under the head of man days lost on account of industrial dispute.

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STATEMENT OF THE STUDY

Dissatisfaction with working life affects the workers some time or another, regardless of position or status. The frustration, boredom and anger common to employees can be costly to both individuals and organizations. Hence in order to identify the factors which lead employee to feel inadequate work life balance and to suggest some suitable measures to managers to overcome the issues among respondents.

OBJECTIVE OF THE STUDY

- ❖ To identify the Demographic Profile of Respondents.
- ❖ To identify the demographic factors and quality of work life of respondents.

SCOPE OF THE STUDY

- ❖ The study will help HRD to know about employee's comfort zone and some problems which affect their comfort zone.
- ❖ To suggest a suitable measure to HRD to solve the problem faced by respondents.

LIMITATIONS OF THE STUDY

- ❖ The study was conducted among employees who working in production department, the time to take survey was given during only lunch time. So employees don't fill the questionnaire with involvement due to their shortest lunch time.
- ❖ Most of employees hesitate to rank the problems, because in questionnaire their names get mentioned which is monitored by an HR.

REVIEW OF LITERATURE

- ❖ Review of Literature 1.Kala S. Retna and Usha Varatharaju (2010) conducted a study on "Effectiveness of Quality Work-Life Balance programs: Employees' perceptions" The study argues that the implementation of work-life quality programs contribute constructively to the overall quality management movement in organizations.

- ❖ Samsinar Md-Sidin, Murali Sambasivan and Izhairi Ismail (2010) conducted a study on "Relationship between work-family conflict and Quality of Life: An investigation into the role of social support". The findings are Work-Family conflict has a relationship with Quality of Life; QWL and non-work life are "partial" mediators between Work Family conflict and Quality of Life and among the various roles of social support, its role as an independent variable of Quality of Life gives the best results.

RESEARCH METHODOLOGY

Research design

- ❖ A Master plan that specifies the method and procedures for collecting and analysing needed information.
- ❖ A research design is a framework or blueprint for conducting the marketing research project.

Research method

Descriptive method

Descriptive research does not fit neatly into the definition of either quantitative or qualitative research methodologies, but instead it can utilize elements of both, often within the same study. The term descriptive research refers to the type of research question, design, and data analysis that will be applied to a given topic. Descriptive statistics tell what is, while inferential statistics try to determine cause and effect.

Sample design

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

Non-probability sampling

Non-Probability sampling is a sampling technique where the samples are gathered in a process that does not give all the individuals in the population equal chances of being selected.

Simple random sampling

A simple random is a subset of a statistical population in which each number of the subset has an equal probability of being chosen. It is an unbiased surveying technique. It is a basic type of sampling.

Size of the sample

The Sample size is **100**.

Data collection method

Primary data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire.

Secondary data

These are data which are already collected and used by someone preciously. In this research review of Literature, Details of the industry are collected from the Internet.

Statistical tools used

To analyses and interpret collected data the following simple percentage and ranking were used.

FORMULA

$$\text{Percentage analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

Henry garrett ranking

Garrett's ranking technique to find out the most significant factor which influences the respondent; Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

Where R_{ij} = Rank given for the i th variable by j th respondents.

N_j = Number of variable ranked by j th respondents.

Chi-square test

Chi-square test can be applied to complex contingency table with several classes. One independent source and it is compared with multiple dependent sources. Thus Chi-square is a measure of actual divergence of the observed and expected frequencies. If there is a difference between the observed and the expected frequencies then the value of Chi-square would be more than 0. That is, the larger the Chi-square the greater the probability of a real divergence of experimentally observed from expected results.

Demographic profile of the respondents

The Respondent who participated in the research is from diversified background with gender, age group, marital status and educational qualification.

Table 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS:

Details of the respondent		No. of Respondents	Percentage
Gender	Male	79	79
	Female	21	21
	Total	100	100
Age	Less than 25 years	23	23
	30Years	33	
	26 – 35 Years	63	63
	36 – 45 Years	12	12

	Above 45 years	02	02
	Total	100	100
Academic	SSLC	48	48
	HSC	28	28
	DIPLOMA	10	10
	UG/ PG	14	14
	Total	100	100
Experience	Less than 5 years	55	55
	6 – 10 years	30	30
	11 – 20 years	10	10
	Above 20 years	05	05
	Total	100	100
Monthly Income	Below 10000	50	50
	10000 –20000	30	30
	21000 –30000	15	15
	Above 30000	05	05
	Total	100	100

Interpretation

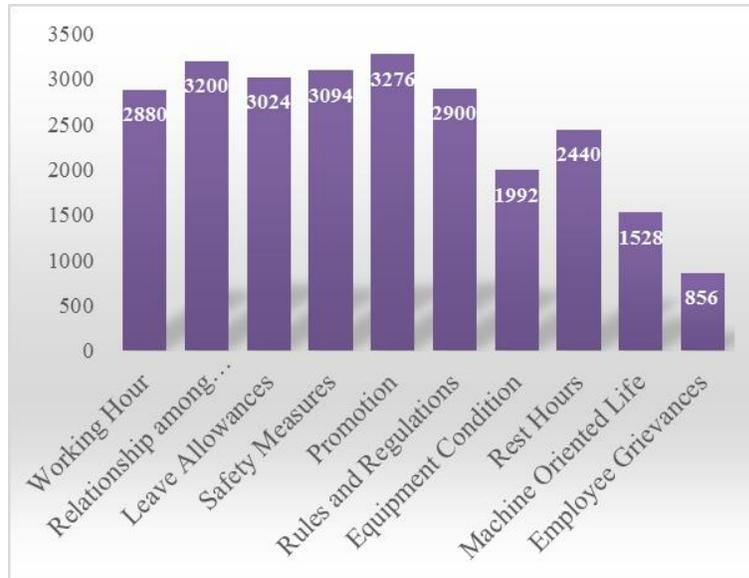
From the study it is found that 79% of the respondents are male, 63% of the respondents are in the age group between 26 – 35 years. 48% of

respondents are SSLC. 55% of respondents have less than 5 years' experience in the company. 50% of respondents have a monthly income of below Rs. 10,000.

Ranking method

Table 2: Problems faced by respondents due to health, safety and welfare measures provided by employee

S.No	Problems	Mean Score	Total Score	Rank
13.	Working Hour	288	2880	6
14.	Relationship among employee and superior	400	3200	2
15.	Leave Allowances	336	3024	4
16.	Safety Measures	442	3094	3
17.	Promotion	546	3276	1
18.	Rules and Regulations	580	2900	5
19.	Equipment Condition	664	1992	8
20.	Rest Hours	610	2440	7
21.	Machine Oriented Life	778	1528	9
22.	Employee Grievances	856	856	10



Interpretation

From the above table it is evident that “promotion” is ranked as no.1 with a total score of 3276, “Relationship among employee and superior” is ranked as no.2 with a total score of 3200, “safety measures” is ranked as no.3 with a total score of 3094, “leave allowances” is ranked as no.4 with a total score of 3024, “rules and regulations” is ranked as no.5 with a total score of 2900, “working hour” is ranked as no.6 with a total score of 2880, “rest hours” is ranked as no.7 with a total score of 2440, “equipment condition” is ranked as no. 8 with a total score of 1992, “machine oriented life” is ranked as no. 9 with a total score of 1528 and “Employee Grievances” is ranked as no. 10 with a total score of 856.

Findings

- ❖ 79% of the respondents are male
- ❖ 63% of the respondents are in the age group between 26 – 35 years.
- ❖ 48% of respondents are SSLC.
- ❖ 55% of respondents have less than 5 years’ experience in the company.
- ❖ 50% of respondents have a monthly income of below Rs. 10,000.
- ❖ “promotion” is ranked as no.1 with a total score of 3276
- ❖ “Relationship among employee and superior” is ranked as no.2 with a total score of 3200

- ❖ “safety measures” is ranked as no.3 with a total score of 3094
- ❖ “leave allowances” is ranked as no.4 with a total score of 3024
- ❖ “Rules and regulations” is ranked as no.5 with a total score of 2900

SUGGESTIONS

- [1]. Promotion may be offered based on individual performance.
- [2]. Superiors treat employees based on their working position, so there exist a huge gap between them. So superiors may get interconnected with all employees and they should motivate them accordingly.
- [3]. As industry contain many dangerous machines, safety measures like gloves, distance from machine can be adopted and maintained.
- [4]. Shift based work lead the employee to feel unhealthy, so the leave for them can be provided accordingly.
- [5]. Rules and Regulation can be framed based on both management and workers opinion.

CONCLUSION

Quality of working life is not a concept, that deals with one area but it has been observed as incorporating a hierarchy of concepts that not only

include work based factors such as job satisfaction, satisfaction with pay and relationships with work colleagues, but also factors that broadly focuses on life satisfaction and general feelings of well-being. To retain a good talent in the organization it is important for the organization to have high QWL and low stress level. Respondents of all categories have comparatively agreed more with the problems

affecting work life balance. Employees must be recognized in their organization like promotion, so that they can develop their talent. As it is a manufacturing industry, safety measures must be followed efficiently. By improving quality of work life, workers stress level can be minimized and it will enhance their involvement in performing job. A good quality of work life indicates "a good relationship among top management and workers".

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