



A Study on Various Dimensions of Quality of Work Life of Employees in Textile Industries with Special Reference to Tiruppur District

P. Muthuraju

Department of Management, Krupanidhi Degree College, Bengaluru – 560035, Karnataka, India; mba.kric@krupanidhi.edu.in

Abstract

Quality of Work Life (QWL) methods entail acquiring, developing, training, evaluating, and motivating people to attain the best outcomes possible by the organization's goals. The current study has an impact on the dimension composed of Core components in terms of sustaining and developing QWL. The QWL refers to a workplace's favorable circumstances and surroundings that provide and foster employees by offering benefits, job security, and opportunities for advancement. A total of 500 samples were gathered using a structured questionnaire and a convenience sampling method. The Spearman correlation test was used to look at the relationship between social relevance and social integration. The QWL in dimensions, according to the findings, comprises an examination of the correlation coefficient between social integration and social relevance.

Keywords: Dimensions, Social Integration, Social Relevance, QWL

1. Introduction

The primary goal of QWL is to develop healthy work environments that are both enjoyable for employees and productive. It strives to create a healthier, happier, and more productive workforce, in addition to a more efficient, adaptable, and successful business. A higher QWL helps employee growth in addition to the growth of the company. The rise of MNCs (Multinational Corporations) and lifestyle changes have had an influence, emphasizing the relevance of employees' QWL.

To acquire the best results possible outcomes from their employees, employers have begun to focus on establishing optimum working conditions for them. According to the survey, workers' moderate perceptions of work-life quality dominated all eight categories of work-life quality. This shows that there is still a lot of opportunity for improvement in terms of work-life balance.

1.1 Importance of the Research Study

The significance of QWL acts as a driving force for better work, understanding working conditions, incorporating the workplace and social integration, and further pursuing the acquisition of higher work skills, providing an environment that encourages them to increase their abilities, as well as ensuring retention of the efficient work force. Employees must restructure the work, remove working stress, boost job autonomy, offer possibilities for training and education, and more to raise QWL.

1.1.1 Quality of Work Life

Employees' QWL is in the workplace a key notion that denotes positive and unfavorable events in the workplace. Continuous improvement in terms of workers, textile units, and society may be characterized as quality. To acquire the best results outcomes from their employees,

employers have begun to focus on establishing optimum working conditions for them.

1.1.2 Social Integration

Incorporating integration into the social Prejudice-free environments, primary work group support, interpersonal openness, egalitarianism, and upward mobility can all help develop a work force. Supportiveness is a QWL social integration determinant. Tolerance, equality, mobility, and identification are five characteristics that are thought to be necessary for these encounters to have positive effects on people.

1.1.3 Social Relevance

This component of textile unit life is significant as a result of those employees who believe their Textile units are acting as socially conscious consumers of goods and services and will consequently place a higher value on their work and vocations, which is likely to improve their sense of self-worth and general wellbeing.

1.2 Statement of the Problem

In the “working life concept”, a few of the elements include pay, promotions, prospects for future growth and security, benefits, contingent incentives, safe and healthy working conditions, operational procedures, co-workers and supervision, type of work, and social integration in the workplace. The study’s purpose is to determine how successfully workers’ expectations in terms of QWL are met.

1.3 Objectives of Study

- To study the elements of factors influencing the QWL.
- To evaluate the social integration and social relevance features.
- To make recommendations for techniques to preserve and improve the QWL.

1.4 Scope of the Study

When determining QWL, a variety of factors are taken into account including the job’s requirements, pay, working conditions, room for advancement, social integration of work, workplace constitutionalism, professional and personal space, occupational stress, employees’ participation in management, and grievance resolution. Perceptions of the responses were gathered and evaluated.

2. Review of Literature

A review of literature is an important step in undertaking research, a review of prior research on QWL is essential to know the areas already covered and also the areas to be covered.

An in-depth analysis of the role of several QWL constituent dimensions in affecting the overall and dimension-by-dimension QWL perception by the respondents is performed in research among managers of private, governmental, and multinational banks operating in India¹.

In another study among other things unmarried employees, they were better family responsibilities and work balance than their married colleagues. In addition, women had higher work-life conflict than males. Employees were dissatisfied with paternity leave, study leave, and part-time work, therefore there was a modest positive link between work-life balance and commitment².

The study’s goal was to see if there was a relationship between the job and employee satisfaction with their work and their impression as a result of their contribution to organizational success. It clarifies the significance of subjective and behavioral workplace quality of life factors as well as their influence on how the collaborator formulates their motivation to increase the productivity of the company³.

According to the findings, the association between age and employee workload, age, and overall happiness with the service of employees towards the QWL positively influences organizational performance. Furthermore, QWL will play a key role in the relationship management of employees. Some insights discussed; this will be useful for managers and and practitioners⁴.

The study found a link between three important constructs of the workplace; QWL, Engagement of employees, and organizational commitment. As a result, the study greatly adds to the body of QWL literature already in existence⁵.

The qualitative components of employment include providing a sufficient amount of pay, safe and humane working conditions, and access to minimal social security benefits, among other things. The employer’s welfare initiatives will improve the lives of employees and increase their productivity. Employees’ QWL is important since it requires active engagement in many of the company’s initiatives. It’s a sign that the company wants to improve

its employees' image by providing a high-quality work environment⁶.

Work-life quality affects employee performance, work-life quality influences job satisfaction, job satisfaction affects employee productivity and work satisfaction can help mediate QWL on employee performance⁷.

The research focuses on the tea sector since tea is critical to the overall performance of the plantation industry. This study used an unstructured and one-on-one interviewing method for qualitative research. 100 randomly selected tea harvesters from high-performing Sri Lankan tea estates provided a list of HCPs and KMPs that increase worker productivity by improving QWL and QL. Tea harvesters' responses were organized into pre-defined categories based on relative importance, and then compared to previous research findings⁸.

According to a study, bank employees' perceptions of organizational democracy have a considerable impact on their QWL, and they can be changed by encouraging democracy in organizations⁹.

The study was that Work-related variables had a considerable influence on workers' QWL, according to the study. Demographic variables impact employees' present QWL, and the researcher discovered a significant gap between workers' current and potential QWL in Rajasthan's textile sectors¹⁰.

The company might place more emphasis on relaxation and library facilities to help employees feel less stressed about their workload, which will ultimately increase their level of satisfaction. Their mission can only be completed if they have a thorough understanding of the ramifications of QWL working conditions, welfare policies, career advancement, etc. According to our analysis, we contend that the enhancement of QWL in all respects will lead to employee motivation and job satisfaction¹¹⁻¹⁴.

3. Methodology

The research design is the basic framework or plan for a study that guides the collection of data and analysis of data. Employees' satisfaction and opinion about QWL is of the Descriptive Analytical Research Design in nature.

3.1 Sampling Design

The field of study was determined to be Tiruppur District. There are 16 clusters of textile units. The primary survey was carried out using a self-explanatory questionnaire. Interview schedule method. The sample

of 500 respondents consisted of four cadres employees namely -182 unskilled labor, 173 lower-level workers, 93 middle-level, and 52 executive-level employees to ensure wider coverage of a subset of individuals in specialized units. The data for the study is derived from primary and secondary sources with a 99% confidence interval and 1% error to get significant value.

4. Hypotheses

H₀ There is no significant relationship between social integration and the social relevance of QWL.

- The dimensions contributing to social integration significantly influence the perceived QWL, and
- The dimensions constituting social relevance are significantly observed in QWL.

5. Results

5.1 Correlation Coefficient

The details regarding the coefficient of correlation between social Integration and QWL dimensions

5.1.1 Social Integration and Compensation

The correlation coefficient between compensation and social integration is 0.426, indicating a 43 percent positive link and being significant at the 1% level.

5.1.2 Social Integration and Development of Human Capacity

The correlation coefficient between human capacity development and social integration is 0.783, indicating a 78% positive link between human capacity development and social integration that was significant at the 1% level.

5.1.3 Social Integration and Working Conditions

The correlation coefficient between working circumstances and social integration is 0.629, indicating a 63% positive association between the two variables and being significant at the 1% level.

5.1.4 Social Integration and Growth and Safety

The correlation coefficient between growth, security, and social integration is 0.622, indicating a 62% positive association between growth, security, and social integration at the 1% level.

Table 1. Social integration and QWL dimensions

CORRELATIONS							
	Social Integration	Compensation	Development of Human Capacity	Working Conditions	Growth and Security	Constitutionalism	Personal Life Space
Social Integration	1						
Compensation	0.426**	1					
Development of Human Capacity	0.783**	0.403**	1				
Working Conditions	0.629**	0.290**	0.433**	1			
Growth and Security	0.622**	0.300**	0.541**	0.555**	1		
Constitutionalism	0.324**	0.113*	0.212**	0.308**	0.534**	1	
Personal life space	0.374**	0.187**	0.188**	0.509**	0.509**	0.416**	1
N	500	500	500	500	500	500	500

Source: Primary data

5.1.5 Social Integration and Constitutionalism

The correlation coefficient between constitutionalism and social integration is 0.324, indicating a 32% positive association between constitutionalism and social integration, which is significant at the 1% level.

5.1.6 Social Integration and Personal Life Space

The correlation coefficient between personal life space and social integration is 0.534, indicating a 37% positive association between the two, which was significant at the 1% level.

5.2 Correlation Coefficient

The details regarding the coefficient of correlation between social relevance and QWL dimensions.

5.2.1 Social Relevance And Compensation

The correlation coefficient between social relevance and compensation is 0.512, showing a 51% positive relationship, and it was significant at the 1% level.

5.2.2 Human Capacity Development and Social Significance

The correlation coefficient between social relevance and human capacity development is 0.603, showing a 60% positive relationship, and was significant at the 1% level.

5.2.3 Social Relevance and Working Conditions

The correlation coefficient between social relevance and working conditions is 0.733, showing a 73% positive relationship between the two variables and being statistically significant at the 1% level.

5.2.4 Social Relevance and Growth and Security

The correlation coefficient between social relevance and growth and security is 0.542, showing a 54% positive link at the 1% level.

5.2.5 Social Relevance and Constitutionalism

The correlation coefficient between social relevance and constitutionalism is 0.635, indicating that the two are 64% related. At the 1% level, this association was significant.

5.2.6 Social Relevance and Personal Life Space

The correlation coefficient between social relevance and personal life space is 0.469, showing a 47% positive relationship between the two that was statistically significant at the 1% level.

6. Inferences and Suggestions

6.1 Social Integration

The correlation between social integration and quality of life characteristics work was found to be optimistic and

Table 2. Social relevance and quality of QWL

CORRELATIONS							
	Social Relevance	Compensation	Development of Human Capacity	Working Conditions	Growth and Security	Constitutionalism	Personal Life Space
Social Relevance	1						
Compensation	0.512**	1					
Development of Human Capacity	0.603**	0.403**	1				
Working Conditions	0.733**	0.290**	0.433**	1			
Growth and Security	0.542**	0.300**	0.541**	0.555**	1		
Constitutionalism	0.635**	0.113*	0.212**	0.308**	0.534**	1	
Personal Life Space	0.469**	0.187**	0.188**	0.509**	0.509**	0.416**	1
N	500	500	500	500	500	500	500

Source: Primary data

the coefficients of correlation are stated in descending order below: Development of human capacity 0.783 (78%), working conditions 0.629 (63%), growth and security 0.622 (62%), compensation 0.426 (43%), personal life space 0.374 (38%), constitutionalism 0.324 (32%). A high positive correlation (78%) was found concerning the Development of human capacity, towards perception of social integration.

6.2 Social Relevance

The correlation between Social relevance and aspects of product quality work was observed to be optimistic and the coefficients of correlation are stated below: working conditions 0.733 (73%), constitutionalism 0.635 (64%), development of human capacity 0.603 (60%), growth and security 0.542 (54%), compensation 0.512 (51%), personal life space 0.469 (47%). It is inferred that working conditions had a high positive correlation (i.e., 73%) with the perception of social relevance.

The survey found that social integration is the most crucial feature of work-life quality. Hence, it is suggested that the employers of study units must pay adequate attention to consistently improve the constituents of social integration.

7. Conclusion

The workers' moderate perceptions were shown to be dominating in all areas of work-life quality, according to the study. Several proposals were as a consequence

of the research. If all or a number of them are adopted, they will almost surely result in a happier, more pleased, productive, and devoted workforce, allowing them to contribute significantly to the economy and nation's progress.

8. References

1. Sharma H, Ghuman K, Sharma DK. Quality of work life and its key dimensions: A cross-sectional analysis of Private, Public Sector and Foreign Banks in India. *Amity Journal of Management*. 2016; 4(1):28-39.
2. Darko-Asumadu DA, Sika-Bright S, Osei-Tutu B. The influence of work-life balance on employees' commitment among bankers in Accra, Ghana. *African Journal of Social Work*. 2018; 8(1):47-55.
3. Leitão J, Pereira D, Gonçalves Â. Quality of work life and organizational performance: Workers' feelings of contributing, or not, to the organization's productivity. *International Journal of Environmental Research and Public Health*. 2019; 16(20):3803. <https://doi.org/10.3390/ijerph16203803>
4. Nawaz N, Gomes AM. Quality work life of employees in mines industry. *International Journal of Scientific and Technology Research*. 2019; 8(12):4005-4009.
5. Sahni J. Role of quality of work life in determining employee engagement and organizational commitment in the telecom industry. *International Journal for Quality Research*. 2019; 13(2):285-300. <https://doi.org/10.24874/IJQR13.02-03>
6. Geetha DR, Muthumeenakshi DM. Statutory welfare measures and quality of work life in Cooperative and

- Private Sugar Mills at Tamilnadu. *International Journal of Management*. 2020; 11(5):511-523.
7. Setyaningrum RP, Ekhsan M. The role of job satisfaction in Mediating the influence of quality of work life on employee performance. *Management Research Studies Journal*. 2021; 2(1):44-54. <https://doi.org/10.56174/mrsj.v2i1.369>
 8. Gamage A, Wickramaratne WP. Quality of life and quality of work life as determinants of employee productivity: Self-reports of tea harvesters in Sri Lanka. *EMAJ: Emerging Markets Journal*. 2021; 11(1):50-9. <https://doi.org/10.5195/emaj.2021.217>
 9. Geçkil T, Şendoğdu AA. The impact of perceived organizational democracy on the quality of work life: An investigation in the banking sector. *Anemon Muş Alparslan Üniversitesi Sosyal Bilimler Dergisi*. 2021; 9(2):497-507. <https://doi.org/10.18506/anemon.871987>
 10. Gupta CB. *Human Resource Management*. New Delhi: Sultan Chand & Sons; 2006. p. 38.
 11. Luthans F, Luthans BC, Luthans KW. *Organizational behavior: An evidence-based approach*. 14th ed. IAP; 2021.
 12. Sharon PA, Swapnalekha B. *Human resource management: Text and cases*. Vikas Publishing House; 2015.
 13. Gary D. *Human resource management*. Pearson Education India; 2011.
 14. Jha N, Potnuru RK, Sareen P, Shaju S. Employee voice, engagement and organizational effectiveness: A mediated model. *European Journal of Training and Development*. 2019; 43(7/8):699-718. <https://doi.org/10.1108/EJTD-10-2018-0097>