A STUDY ON QUALITY OF WORK LIFE: WITH SPECIAL REFERENCE TO SELECTED PRIVATE SECTOR FABRICATION INDUSTRY WORKERS

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Abstract

In our present scenario human resource plays a vital role especially in India, employee intensive industries are unlimited. In today's world employees are treated as "assets" to the organization and given due importance. Society has also begun to realize that human resource well represents the only remaining plentiful natural resources and that both the individual and society are clearly benefited from their full utilization. Finally and perhaps the most important fact is that the production, industrial growth and technological advances are clearly does not ends in themselves but simply which a means to an end i.e., the improvement of quality of life for everyone. Quality of work life improves the organization as a better equipped one. In QWL the employees are encouraged to go up in their life and realize his or her full potential. This means that the organization has an obligation to improve the quality of work life. The present study is an attempt to improve Quality of work life with special reference to selected private sector fabrication industry workers in Coimbatore district. The research design chosen is descriptive in nature. The sample size to for the study is 120 workers. For this study, the systematic sampling technique is used. Primary data collection was collected by admitting the questionnaire. Secondary data collected from various research articles, online articles, published and unpublished journals, and websites. Tools used for this study are Simple percentage analysis, Chi-square analysis and Correlation analysis. The study reveals that the research results and conclusion will enable the fabrication manufacturing sector to improve the Quality of work life among their employees.

Keywords: Employee, Asset, Quality of Work Life, QWL, Company

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Introduction

The QWL movement aims at integrating the socio-psychological needs of employees, the unique requirements of and particular technology, the structure and process of organization and the existing socio-culture milieu. It seeks to create the society at large so as to ensure higher productivity and greets job satisfaction of the employees. Picking up the trial left by Karl Marx's hypothesis of labor alienation from his output, researcher's, theorists, consultants, practicing managers, union stalwarts and government agencies worldwide, have been concerned with exploring ways and mean to influence the quality of an individual's on the job experience. Several experiments indicate that the interest in improving the QWL is not accidental. It parallels and even reflects societal changes. The developments that have, and market influence on the growth of the QWL movement include, among others, the Hawthrone studies and host of subsequent research which formed the basis for human relations school; the socio technical system by an approach of industrial democracy.

Review of Literature

Tandon (1982) presents four key areas of concern for india, Improving QWL implies improvements in wages, poor working conditions, worker amities, safety and occupational health. Need of systematic analysis, Dynamic implementation and Diffusion and strategic considerations.

Wilcock and wright (1991) high level of quality of work life has been found to be associated with high level of job satisfaction on many aspects of working life.

Walton (1994) one of the major interpreters of the quality of working life understanding what this is all about. QWL is analyzed as Organizations, Employee situations and Behavioral systems.

Wadud (1996) in his study found that QWL was significantly higher among the private sector women employees that their counterparts in the public sector. It also showed that younger group and higher experienced groups have possess higher significant and perception than low experienced groups.

Subba Rao and Neelima Alfred examined that QWL has become well known not only to social scientists but also to the laymen as well.

Improving QWL – Sing (1983)conducted studies in chemical and textile industries factories in India that were designed to improves the QWL by recognizing the work and introducing participatory management.

Rahman (1984) in his study on the industrial workers of India found that subjects having low educational background and lower income had better perception of QWL than those higher education and higher income.

Jain (1991) conducted a study on 591 employees of large scale private industry. The objective was to study the difference between individuals of different hierarchical levels in their perception of QWL at their organizational. The respondents included executives, supervisor, skilled and unskilled workers. Results indicated that the respondents of QWL defers across hierarchical levels.

Haque (1992) in his study found that QWL positively related to performance and negatively correlated to absenteeism. But no significant relationship between perceived QWL and workers age. Education and job experience. Study shows that accidents and absence are positively correlated.

Ahmed and Mehta (1992) proved under tools and investigation of relationship between perceived QWL and organizational role stress. Sample consists of 156 middle managers of three public and private sector organizations. Result showed that all four dimensions perceived QWL were negatively influenced by all 10 dimensions of organizational role stress.

Need of the Study
➢ The study of Quality of work life enables; to diagnose potential problem in the selected private sector fabrication industry in Coimbatore
➢ Findings the causes for dissatisfaction of the employees
➢ To assess the impact of Organizational changes on employees attitude
➢ To stimulate the better communication between the management and employees.

Objectives of the Study
➢ To find out the Quality of work life in selected private sector fabrication industry in Coimbatore

- ➢ To identify the influence of personal factors on organizational factors of Quality of Work Life
- ➢ To analyze the most influencing organizational factors of employee satisfaction
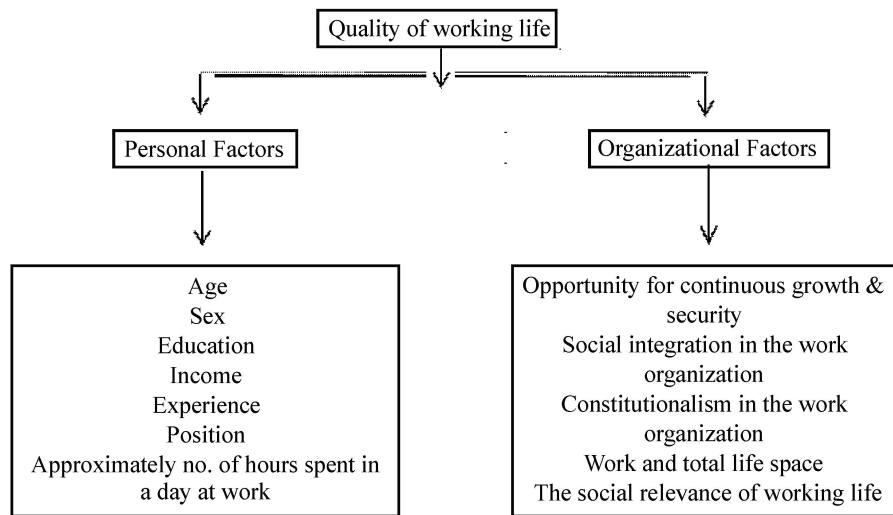- ➢ To specify the areas where Quality of Work life needs improvements

Scope of the Study
The globalization phenomenon has led to the emergence of the "Survival of the fittest" syndrome all over. Probably never in the history of global business such and keen sense of competition was noticeable among the corporate. It is now increasingly being realized that machines, technologies and system have only limited competitive potential. And, uncertainty in the business environment is simply chaotic. Technological innovations are no more of strategic importance, even as they are the fundamental necessity, it is believed that human resource is the only factor in the value - creation process which has immeasurable growth potential, and is being viewed as the most critical to competitive success. Thus the subject of Human Resource Management (HRM) has emerged virtually replacing the traditional personnel management (PM) and Industrial Relation (IR). HRM envisages that human capital is capable of being further enhanced by developing competencies and managing them proactively. The HRM area has assumed critical a strategic importance in corporate success. The area of the subject is also undergoing the see change. Newer HR practices are emerging to cope with new workplace realities. Contemporary IR theory projects that in the way the developments are taking place in the sphere of people management the subject of IR is going to be completely subsumed within the broad rubric of HRM.

People are the source of all productive effort in an organization. Organizational performance depends upon individual performance. If the effort of every single individual are co - ordinated and directed towards the realization of well established objectives, the synergy so achieved would demonstrably transcend the sum total of individual performance. When an employee is well remunerated for his time and cost he is motivated to carry out the responsibilities entrusted on him and he should be happy with his job. Implementation of QWL programme in the organization would motivate the employee to perform well in his work.

The Indian Fabrication industry occupies a prominent place in the Indian economy, considering its substantial export earnings, employment potential and growth. The main aim of the organization is to achieve its goals successfully it can be attained only when

the employees co-operate and act sincerely. Employee should be satisfied with their work, so that they can act effectively. The study was conducted and the results were analyzed using the above said tools. Simple percentage analysis was initially done to tabulate the questionnaire data.

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                        │ Quality of working life │
                        └─────────────────────┘
               ┌─────────────────┴─────────────────┐
               ▼                                   ▼
      ┌─────────────────┐              ┌─────────────────────┐
      │ Personal Factors │              │ Organizational Factors │
      └─────────────────┘              └─────────────────────┘
               │                                   │
               ▼                                   ▼
┌───────────────────────────┐   ┌───────────────────────────────────┐
│          Age              │   │ Opportunity for continuous growth & │
│          Sex              │   │            security                │
│       Education           │   │   Social integration in the work   │
│        Income             │   │         organization               │
│       Experience          │   │  Constitutionalism in the work     │
│        Position           │   │         organization               │
│ Approximately no. of hours spent in │ │   Work and total life space        │
│       a day at work       │   │ The social relevance of working life │
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Limitations of the Study

➢ The determinant factors of QWL used in this study may not be exclusive; some of the factors might have been left out.

➢ Due to time constraint, the study restricted its scope with just private sector fabrication industry.

➢ There was fear of reprisal among the employees to reveal their personal feeling and the results may not reflect the actual QWL.

Research Methodology

The research design undergone is descriptive in nature. The universe of study refers the population of workers of the selected 6 private sector fabrication industry in Coimbatore. Total strength of the universe is 850. The sample size for the study is 120. The respondents were interviewed using the systematic sampling technique. The sample selected was administered with a questionnaire which comprised of 52 statements that are classified under 8 dimensions. The dimensions are developed by "Walton" includes Adequate income and fair compensation, safe and healthy working conditions, Immediate opportunities to develop human capabilities, Opportunities for continued growth and security, Social integration in the work organization, Constitutionalism in

the work organization, work and Quality of Life and The Social relevance of working Life. The researcher has employed a five point rating scale starting from "Always' to 'Never' with intermediate points as often, occasionally and rarely. Primary data collected by admitting the questionnaire. Secondary data was collected by the published research works, journals, websites, online articles, books, thesis reports.

Table -1
Data Analysis and Interpretation Simple Percentage Analysis
Adequate Income and Fair compensation

S. No	Opinion on	Always		Often		Occasionally		Rarely		Never	
		NR	%	NR	%	NR	%	NR	%	NR	%
1	Emoluments	47	39.17	16	13.3	23	19.17	17	14.17	17	14.17
2	Financial Needs	13	10.83	45	37.5	16	13.33	26	21.67	20	16.67
3	Continuation in the present job	16	13.33	34	28.3	24	20	28	23.33	18	15
4	Over Compensation	2	1.67	1.67	1.4	14	20	36	30	58	48.33

Table – 1: ** No. of respondents – NR, Simple percentage - %

Interpretation:

From Table-1 it is inferred that about 39.17% of the respondents are always satisfied with the emoluments, 37.5% are often satisfied with the financial needs, 28.3% of the respondents often like to continue in the present job regardless of pay and 48.33% of the respondents never feel that they are over compressed in their job.

It is concluded that the employees opinion on adequate of Income and fair compensation level are rarely satisfactory because of the organization takes care only of their basic financial needs.

Table -2
Opinion on working Conditions

S. No	Opinion on	Always		Often		Occasionally		Rarely		Never	
		NR	%	NR	%	NR	%	NR	%	NR	%
1	Members are occupied with duties and find time for co-workers	19	15.8	36	30	29	24.17	24	20.00	12	10
2	Working conditions have no risk of illness and injury	11	9.2	21	17.5	28	23.33	37	30.83	23	19.17
3	Organization is not crowded and Neat	8	6.7	25	20.83	24	20.00	37	30.83	26	21.67

4	Humanized working conditions	11	9.2	26	21.66	34	28.33	29	24.17	20	16.67
5	Noise and illumination are tolerable	13	10.8	15	12.5	26	21.67	38	31.67	28	23.33
6	Work environment emphasis on individuals	13	10.8	30	25	34	28.33	27	22.50	16	13.33

It is clear from table-2 that 30% of the respondents often feel that the members in the organization are fully occupied with their duties that they do time for their co-workers. About 30.83% of the respondents rarely say that the working conditions have no risk of illness or injury and 30.83% of the respondents rarely feel that the organization is not over crowded and appears neat. Also 28.3% of the respondents occasionally feel that the working conditions are humanized. 31.67% of the respondents rarely say that the working conditions are humanized and 31.67% of the respondents rarely say that the noise and illumination of working place are quite tolerate, 28.83% of the respondents occasionally feel that the work environment more emphasis on individuals that on machines. It is observed that majority of the employees are not feeling very safe and healthy in their working place.

Table – 3
Immediate opportunities to develop human capabilities

S. No.	Opinion on	Always		Often		Occasionally	Rarely			Never	
		NR	%	NR	%	NR	%	NR	%	NR	%
1	Accurate information	13	10.8333	34	28.3333	29	24.17	28	23.33	16	13.33
2	Who is working under whom	18	15	24	20	28	23.33	29	24.17	21	17.50
3	Ideas of Employees	14	11.6667	30	25	27	22.50	37	30.83	12	10.00
4	Opportunity to participate in technical planning	16	13.3333	32	26.6667	20	16.67	34	28.33	18	15.00
5	Information about other departments	17	14.1667	27	22.5	28	23.33	26	21.67	22	18.33
6	Taking decisions and implementing them	22	18.3333	22	18.3333	40	33.33	24	20.00	12	10.00
7	Information about total work process	11	9.16667	32	26.6667	30	25.00	34	28.33	13	10.83
8	Job is unique and has meaning ful results	12	10	23	19.1667	36	30.00	33	27.50	16	13.33
9	Self improvement of members	13	10.8333	23	19.1667	34	28.33	25	20.83	25	20.83
10	Information about work and duties	12	10	26	21.6667	32	26.67	28	23.33	22	18.33
11	Never feel isolated from the total task	20	16.6667	24	20	22	18.33	39	32.50	15	12.50

Table -3 ** No. of respondents – NR, Simple percentage - %

From table – 3 it is understood that 28.3% of the respondents often feel that they get accurate information from the organization, 23.34% of the respondents occasionally know who is working under whom. Also 30.3% of the respondents rarely feel that their ideas to bring changes are appreciated and 28.3% of the respondents rarely say that they get an opportunity to participate in technical planning of the work. It is clear that employees are rarely satisfy with the organization because of they are getting less immediate opportunities to develop their human capacities.

Table-4

Opportunities for Continued growth and security

S. No.	Opinion on	Always		Often		Occasionally		Rarely		Never	
		NR	%	NR	%	NR	%	NR	%	NR	%
1	Work is comprehensive	21	17.5	25	20.8333	30	25.00	28	23.33	16	13.33
2	Work is challenging	11	9.17	29	24.1667	42	35.00	20	16.67	18	15.00
3	Facilities and Opportunities for individual creativity	11	9.17	30	25	28	23.33	28	23.33	23	19.17
4	Use of newly acquired knowledge for work assignments	15	12.50	35	29.1667	28	23.33	26	21.67	16	13.33
5	Individual achievements are given importance	21	17.50	29	24.1667	28	23.33	31	25.83	11	9.17
6	Opportunities to improve the job	19	15.83	26	21.6667	31	25.83	26	21.67	18	15.00

Table – 4 ** No. of respondents – NR, Simple percentage - %

From table-4 opportunities for continued growth and security we can infer that 25% of the respondents occasionally feel that their work is comprehensive involving corporate planning, research and development, 35% of the respondents occasionally feel that their work is challenging. 25% of the respondents often feel the organization offers facilities and opportunities for creativity, 29.17% of the respondents often that they can make use newly acquired knowledge. 25.83% of the respondents occasionally feel that they get opportunities to improve the job. It is known that the employees are not satisfied with the organizational atmosphere because of the organization does not offers any continued growth, security, research development and make facilities to their creativity and knowledge for the employees.

Out of the 120 respondents 30% of them rarely feel that all the members of the organization have the sense of single community and 30.83% of the respondents occasionally feel that everyone is identified as a member of the organization on the basis of skill and potentialities without regard

Table-5
Social Integration in the work organization

S. No.	Opinion on	Always		Often		Occasionally		Rarely		Never	
		NR	%	NR	%	NR	%	NR	%	NR	%
1	Members have the sense of single community	18	15	22	18.3333	35	29.17	36	30.00	9	7.50
2	On basis of scales and potentialities members are identified	13	10.8333	31	25.8333	37	30.83	23	19.17	16	13.33
3	Members interact in terms of ideas and feelings	18	15	25	20.8333	20	16.67	30	25.00	27	22.50
4	Working in a group is not a problem	18	15	23	19.1667	25	20.83	38	31.67	16	13.33
5	People in higher level are aware of the problems	14	11.6667	21	17.5	36	30.00	26	21.67	23	19.17
6	Members work as a team	14	11.6667	37	30.8333	28	23.33	24	20.00	17	14.17
7	Opportunities to accomplish work	13	10.8333	31	25.8333	27	22.50	32	26.67	17	14.17
8	Senior staff pay attention to grievance of the junior staff	11	9.16667	32	26.6667	36	30.00	19	15.83	22	18.33
9	Respondents views are taken into account	8	6.66667	29	24.1667	28	23.33	31	25.83	24	20.00
10	co-operation with co-workers	18	15	31	25.8333	23	19.17	29	24.17	19	15.83
11	Inter group relations are satisfactory	14	11.6667	31	25.8333	26	21.67	25	20.83	24	20.00
12	Organization encourages reciprocal help	19	15.8333	20	16.6667	32	26.67	31	25.83	18	15.00

Table 5 ** No. of respondents – NR, Simple percentage - %

of race, sex, age etc., It is observed that the employees in the organization should improve the social integration between them. Thus they are not satisfied with the opportunities for continued growth and security.

Table-6
Constitutionalism in the work Organisation

S. No.	Opinion on	Always		Often		Occassionally		Rarely		Never	
		NR	%	NR	%	NR	%	NR	%	NR	%
1	Look after welfare of employees	18	15	26	21.6667	26	21.7	28	23.33	20	16.67
2	Equal Treatment	14	11.6667	30	25	30	25.0	24	20.00	16	13.33
3	One best way for everyone	14	11.6667	38	31.6667	38	31.7	37	30.83	14	11.67

Table 6: ** No. of respondents – NR, Simple percentage - %

Table-6 shows that 28.3% of the respondents rarely feel that the organization takes care of them, 30% of the respondents often feel that they are receiving equal treatment, 30.83% of the respondents rarely feel that there is one best way for everyone.

It is clear that the organization is not satisfied with the constitutionalism in work place, since the employees are not equally treated and cared by the management.

Table- 7
Work and Quality of Life

S. No.	Opinion on	Always		Often		Occasionally		Rarely		Never	
		NR	%	NR	%	NR	%	NR	%	NR	%
1	Job satisfies all needs	14	11.7	32	26.6667	26	21.67	31	25.83	17	14.17
2	Job never affects my health	8	6.7	33	27.5	30	25.00	30	25.00	14	11.67
3	Social and individual requirements are taken care	21	17.5	17	14.1667	28	23.33	32	26.67	22	18.33
4	Job do not affect my life adversely	21	17.5	31	25.8333	16	13.33	30	25.00	22	18.33

Table 7: ** No. of respondents – NR, Simple percentage - %

From table-7 it is inferred that 25.5% of the respondent rarely feel their job satisfies all their needs, 27.5% of the respondents often feel that the energy and time spent on the job do not affect their health. About 26.67% of the respondents rarely feel that their social and individual requirements are taken care and 25.83% of the respondents often feel that the energy and time spent on the job do not affect their life adversely. It is noticed that the employees in the organization are rarely satisfied since there may be some health hazard factors and their individual requirements are not taken care by the management.

Table-8
The social relevance of working life

S. No.	Opinion on	Always		Often		Occasionally		Rarely		Never	
		NR	%	NR	%	NR	%	NR	%	NR	%
1	Organization functions as a social responsible unit	8	6.66667	24	20	18	15.00	47	39.17	23	19.17
2	Job enhances the social prestige	15	12.5	25	20.8333	37	30.83	18	15.00	25	20.83
3	Job has higher social security scheme	20	16.6667	32	26.6667	28	23.33	22	18.33	18	15.00
4	Organization is production and People oriented	7	5.83333	28	23.3333	15	12.50	45	37.50	25	20.83
5	Work life matches the social life	15	12.5	29	24.1667	32	26.67	25	20.83	19	15.83
6	Organization prevents industrial pollution	19	15.8333	32	26.6667	31	25.83	23	19.17	15	12.50

Table 8 ** No. of respondents – NR, Simple percentage - %

From table-8 it is inferred that 39.17% of the respondents rarely feel that the organization function as a social responsible unit, 30.83% of the respondent occasionally feel that their job enhances the social prestige. 26.67% of the respondents often feel that their job has higher security scheme. 37.5% of the respondent rarely feels that the organization is production as well as people oriented. 26.67% of the respondent occasionally feel that they wok life matches the social life and 26.67% of the respondents often feel that the organization is aware methods of prevention of industrial pollution.

It is observed that the employees are not satisfied with the social relevance of working life since there may be personal and social prestige issues while working in the organization and as well as the industry is having pollution problem due to fumes due to welding process.

Chi-square Test (test of Independence)

To find out the association between age group and adequate income and fair compensation.

Hypothesis: There is no association between age group and adequate income and the compensation.

Null Hypothesis: There is an association between age group and adequate income and the compensation.

Table-9

Age group (years)	Scores on adequate income and fair compensation			Total
	Low	Medium	High	
26-40	4 (3.07)	24 (29.52	18 (13.2)	46
41-55	3 (2)	13 (19.25)	14 (8.75)	30
55 & above	1 (2.93)	40 (28.23)	3 (12.83)	44
Total	8	77	35	120

The figures given in the parenthesis are expected frequencies,

Calculated χ^2 value : 22.26

Table χ^2 value : 9.48

Degrees of Freedom : 4

As the calculated value is greater than the table value the null hypothesis is rejected and the alternative hypothesis is accepted.

Inference: The above Chi-square table shows that there is an association between age group and adequate income and the compensation. Almost all the respondents of an age group of 56 above have a moderate opinion of regarding adequate income and the compensation.

To find out the association between age group and safe and healthy working condition.

Hypothesis: There is no association between age group and safe and healthy working condition.

Null Hypothesis: There is an association between age group and safe and healthy working condition

Table:10

Age group (years)	Scores on Safety and Healthy working condition			Total
	Low	Medium	High	
26-40	3 (2.3)	34 (32.48)	9 (11.12)	46
41-55	1 (1.5)	25 (21.25)	4 (7.25)	30
55 & above	2 (2.2)	26 (31.17)	16 (10.63)	44
Total	6	85	29	120

The figures given in the parenthesis are expected frequencies,

Calculated χ^2 value   :   6.553

Table χ^2 value   :   9.488

Degrees of Freedom   :   4

As the calculated value is greater than the table value the null hypothesis is rejected and the alternative hypothesis is accepted. Since the calculated value is lesser than the table value the null hypothesis is accepted.

Inference: It is inferred from the table:10 that there is an association between age group and safe and healthy working condition. Almost all the respondents of an age group of 55 & above have a moderate opinion of regarding adequate income and the compensation.

To find out the association between age group and immediate opportunities to develop human capacities.

Null hypothesis: There is no association between age group and immediate opportunities to develop human capacities.

Alternate hypothesis: There is an association between age group and immediate opportunities to develop human capacities.

Table:11

Age group (years)	Scores on Immediate opportunities to develop human capacities			Total
	Low	Medium	High	
26-40	2 (1.92)	34 (29.13)	10 (14.85)	46
41-55	1 (1.25)	20 (19)	9 (9.75)	30
55 & above	2 (1.83)	22 (27.87)	20 (14.3)	44
Total	6	76	39	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ2 value   : 6.14088
Table χ2 value   : 9.488
Degrees of freedom   : 4

Since the calculated value is lesser than the table value the null hypothesis is accepted.

Inference: It is understood from the above table that there is no association between age group and immediate opportunities to develop human capacities. Irrespective of the age group most of the respondents have a medium opinion to immediate opportunities to develop human capacities.

To find out the association between age group and opportunities for continued growth and security.

Null hypothesis: There is no association between age group and opportunities for continued growth and security.

Alternate hypothesis: There is an association between age group and opportunities for continued growth and security.

Table:12

Age group (years)	Scores on opportunities for continued growth and opportunities for growth & security			Total
	Low	Medium	High	
26-40	3 (3.07)	32 (25.68)	11 (17.25)	46
41-55	2 (2)	15 (16.75)	13 (11.25)	30
55 & above	3 (2.93)	20 (24.57)	21 (16.5)	44
Total	8	67	45	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ2 value   : 7.3555
Table χ2 value   : 9.488
Degrees of freedom   : 4

since the calculated value is lesser than the table value the null hypothesis is accepted.

Inference: It is understood from the above table reveals that there is no association between age group and opportunities for continued growth and security. Almost all the respondent has moderate opinion regarding the opportunities for continued growth and security.

To find out the association between age group and social integration in the work organization.

Null hypothesis: There is no association between age group and social integration in

the work organization.

Alternate hypothesis: There is an association between age group and social integration in the work organization.

Table:13

Age group (years)	Scores on social integration in the work organization			Total
	Low	Medium	High	
26-40	3 (2.3)	30 (27.98)	13 (15.72)	46
41-55	1 (1.5)	15 (18.25)	14 (10.25)	30
55 & above	2 (2.2)	28 (26.77)	14 (15.03)	44
Total	6	76	41	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ^2 value   : 3.092

Table χ^2 value   : 9.488

Degrees of freedom   : 4

Since the calculated value is lesser than the table value the null hypothesis is accepted.

Inference: The above chi-square table shows that there is no association between the different age group and social integration in the work organization. Most of the respondents have a medium opinion towards social integration in the work organization.

To find out the association between age group and constitutionalism in the work organization.

Null hypothesis: There is no association between age group and constitutionalism in the work organization.

Alternate hypothesis: There is an association between age group and constitutionalism in the work organization.

Table:14

Age group (years)	Scores on Constitutionalism in the work organization			Total
	Low	Medium	High	
26-40	6 (5.37)	19 (23.77)	21 (16.87)	46
41-55	3 (3.5)	19 (15.5)	8 (11)	30
55 & above	5 (5.13)	24 (22.73)	15 (16.13)	44
Total	14	62	44	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ2 value   : 3.8755
Table χ2 value   : 9.488
Degrees of freedom   : 4
since the calculated value is lesser than the table value the null hypothesis is accepted.
Inference: The above table reveals that there is no association between the different age group and constitutionalism in the work organization. Majority of the respondents have a moderate opinion towards constitutionalism in the work organization.

To find out the association between age group and Work and quality of life.

Null hypothesis: There is no association between age group and Work and quality of life.

Alternate hypothesis: There is an association between age group and Work and quality of life.

Table:15

Age group (years)	Scores on work and quality of life			Total
	Low	Medium	High	
26-40	5 (4.22)	22 (25.68)	19 (16.1)	46
41-55	2 (2.75)	21 (16.75)	7 (10.5)	30
55 & above	4 (4.03)	24 (24.57)	16 (15.4)	44
Total	11	67	42	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ2 value   : 3.6804
Table χ2 value   : 9.488
Degrees of freedom   : 4
since the calculated value is lesser than the table value the null hypothesis is accepted.

Inference: The above table shows that there is no association between the different age group and Work and quality of life. Irrespective of the different age group most of the respondents have a medium opinion towards Work and quality of life.

To find out the association between age group and social relevance of the working life.

Null hypothesis: There is no association between age group and social relevance of the working life.

Alternate hypothesis: There is an association between age group and social relevance of the working life.

Table:16

Age group (years)	Scores on Social relevance of working life			Total
	Low	Medium	High	
26-40	5 (3.07)	26 (31.43)	15 (11.5)	46
41-55	1 (2)	15 (20.5)	4 (7.5)	30
55 & above	2 (2.93)	41 (30.07)	1 (11)	44
Total	8	82	30	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ^2 value   : 24.1842

Table χ^2 value   : 9.488

Degrees of freedom   : 4

Since the calculated value is greater than the table value the null hypothesis is rejected and the alternative hypothesis is accepted.

Inference: The above table indicates that there is an association between the different age group and social relevance of the working life. Majority of the senior employees have medium opinion regarding social relevance of the working life.

To find out the association between gender and adequate income and fair compensation.

Null hypothesis: There is no association between gender and adequate income and fair compensation.

Alternate hypothesis: There is an association between gender and adequate income and fair compensation.

Table:17

Gender	Scores on Adequate income & fair compensation			Total
	Low	Medium	High	
Male	2 (4.1)	42 (46.47)	38 (31.43)	82
Female	4 (1.9)	26 (21.53)	8 (14.57)	38
Total	6	68	46	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ^2 value   : 9.0905

Table χ^2 value   : 5.991

Degrees of freedom   : 2

Since the calculated value is greater than the table value the null hypothesis is rejected and the alternative hypothesis is accepted.

Inference: The above Chi - square table shows that there is an association between the gender and adequate income and fair compensation. Majority of the male employees are provided with adequate income and fair compensation.**To find out the association between gender and safe and healthy working conditions.**

Null hypothesis: There is no association between gender and safe and healthy working conditions.

Alternate hypothesis: There is an association between gender and safe and healthy working conditions.

Table:18

Gender	Scores on safety and healthy working condition			Total
	Low	Medium	High	
Male	4 (4.1)	59 (58.08)	19 (19.82)	82
Female	2 (1.9)	26 (26.92)	10 (9.18)	38
Total	6	68	29	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ2 value   : 0.1606

Table χ2 value   : 5.991

Degrees of freedom   : 2

Since the calculated value is lesser than the table value the null hypothesis is accepted.

Inference: It is inferred from the above table that there is no association between the gender and safe and healthy working conditions. Almost all the respondents have a medium opinion towards safe and healthy working conditions.

To find out the association between gender and immediate opportunities to develop human capacities.

Null hypothesis: There is no association between gender and immediate opportunities to develop human capacities.

Alternate hypothesis: There is an association between gender and immediate opportunities to develop human capacities.

Table:19

Gender	Scores on immediate opportunities to develop human capacities			Total
	Low	Medium	High	
Male	2 (3.42)	48 (51.93)	32 (26.65)	82
Female	3 (1.58)	28 (24.06)	7 (12.35)	38
Total	5	76	39	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated $\chi 2$ value   : 6.2026

Table $\chi 2$ value   : 5.991

Degrees of freedom   : 2

Since the calculated value is greater than the table value the null hypothesis is rejected and the alternative hypothesis is accepted.

Inference: It is inferred from the above table that there is an association between the gender and immediate opportunities to develop human capacities. Most of the male employees are provided with immediate opportunities to develop human capacities.

To find out the association between gender and opportunities for continued growth and security.

Null hypothesis: There is no association between gender and opportunities for continued growth and security.

Alternate hypothesis: There is an association between gender and opportunities for continued growth and security.

Table:20

Gender	Scores on immediate opportunities for continued growth and security			Total
	Low	Medium	High	
Male	5 (5.47)	38 (45.78)	39 (30.75)	82
Female	3 (2.53)	29 (21.21)	6 (14.25)	38
Total	8	67	45	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ2 value   : 11.3

Table χ2 value   : 5.991

Degrees of freedom   : 2

Since the calculated value is greater than the table value the null hypothesis is rejected and the alternative hypothesis is accepted.

Inference: The above table reveals that there is an association between the gender and opportunities for continued growth and security. When compare to the female employees most of the male employees are provided with opportunities for continued growth and security.

To find out the association between gender and social integration in the work organization.

Null hypothesis: There is no association between gender and social integration in the work organization.

Alternate hypothesis: There is an association between gender and social integration in the work organization.

Table:21

Gender	Scores on social integration in the work organization			Total
	Low	Medium	High	
Male	3 (4.1)	52 (49.98)	27 (28.02)	82
Female	3 (1.9)	21 (23.12)	14 (12.98)	38
Total	6	73	41	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ2 value   : 1.333

Table χ2 value   : 5.991

Degrees of freedom : 2

Since the calculated value is lesser than the table value the null hypothesis is accepted.

Inference: From the above Chi - square table it indicates that there is no association between the gender and social integration in the work organization. Most of the respondents have moderate opinion towards social integration in the work organization.

To find out the association between gender and constitutionalism in the work organization.

Null hypothesis: There is no association between gender and constitutionalism in the work organization.

Alternate hypothesis: There is an association between gender and constitutionalism in the work organization.

Table:22

Gender	Scores on Constitutionalism in the work organization			Total
	Low	Medium	High	
Male	9 (9.57)	41 (42.37)	32 (30.07)	82
Female	5 (4.43)	21 (19.63)	12 (13.93)	38
Total	14	62	44	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated $\chi2$ value   : 0.6363
Table $\chi2$ value   : 5.991
Degrees of freedom   : 2

Since the calculated value is lesser than the table value the null hypothesis is accepted.

Inference: From the above table it reveals that there is no association between the gender and constitutionalism in the work organization. Almost all the employees have moderate opinion towards constitutionalism in the work organization.

To find out the association between gender and work and quality of life.

Null hypothesis: There is no association between gender and work and quality of life.

Alternate hypothesis: There is an association between gender and work and quality of life.

Table:23

Gender	Scores on work and quality of life			Total
	Low	Medium	High	
Male	5 (7.52)	49 (45.78)	28 (28.7)	82
Female	6 (3.48)	18 (21.22)	14 (13.3)	38
Total	11	67	42	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ2 value   : 3.3486
Table χ2 value   : 5.991
Degrees of freedom   : 2

Since the calculated value is lesser than the table value the null hypothesis is accepted.

Inference: The above table inferred that there is no association between the gender and work and quality of life. Majority of the employees have medium opinion towards work and quality of life.

To find out the association between gender and social relevance of the working life.

Null hypothesis: There is no association between gender and social relevance of the working life.

Alternate hypothesis: There is an association between gender and social relevance of the working life.

Table:24

Gender	Scores on social relevance of working life			Total
	Low	Medium	High	
Male	4 (5.47)	59 (56.03)	19 (20.5)	82
Female	4 (2.53	23 (25.97)	11 (9.5)	38
Total	8	82	42	120

(Note: The figures given in the parenthesis are expected frequencies)

Calculated χ2 value   : 2.0979
Table χ2 value   : 5.991
Degrees of freedom   : 2

Since the calculated value is lesser than the table value the null hypothesis is accepted.

Inference: The above table shows that there is no association between the gender and social relevance of the working life. Almost all the respondents have medium opinion regarding the social relevance of the working life.

To find out the Co - efficient of correlation between the dimensions and Quality of work life.

Table:25
Co-efficient of correlation between dimensions and quality of work life

Sl. No.	Dimensions	r value
1	Adequate Income and Fair compensation	0.79**
2	Safe and Healthy working condition	0.68**
3	Immediate opportunities to develop human capacities	0.84**
4	Opportunities for continued growth and security	0.72**
5	Social Integration in the work organization	0.79**
6	Constitutionalism in the work organization	0.69**
7	Work and Quality of work life	0.71**
8	The social relevance of working life	0.57**

Significant at 1% level
** Significant at 5% level

Inference: It is inferred from the above table that all the dimensions are highly correlated with quality of work life. The lowest correlation appears to be 0.57 and highest correlation is .084

Recommendations:

➢ The employees in the organization feel that the working conditions have high risk of illness and injury, so the organizations should provide adequate safety and measures to avoid illness and injury.

➢ The organization should provide noiseless drums for leak testing and straightened sheets for fabrication to avoid noise. In order to satisfy the employee, the organization should improve illumination and ventilation facility.

➢ Ideas of the employees should be taken into consideration while implementing changes in the organization.

➢ The job must provide enough information about total work process and results to the employees

➢ The organization should also provide group discussion, open communication, employee meetings in order to improve the interaction between the employees in the organization.

➢ In order to avoid technical issues the employees should take part in decision making given them by the organization where they should openly state their own views.

Conclusion

In modern times employees have been identified as important and valuable economic resources. This is because the success of business largely depends on their dedication, commitment and constant striving; Quality of work life program will influence the level of satisfaction and motivation of the employees.

QWL leads to greater effectiveness because it will make workers 'happy' and that being more satisfied, they will produce more. In order to improve the productivity the organization should concentrate in providing a better QWL to the employees.

A study on QWL among the fabrication industry employees has provided suitable measures for improvements. The major findings from the study are, the organization is production oriented, it never functions as a social responsible unit, working in the group is a problem among employees in the organization and the members of the organization never in terms of ideas and feelings. Their views are rarely taken into account in resolving working problems, most of the employees feel that organization is too noisy and it also lacks in illumination facility, suitable suggestions has been given to improve the QWL of the employees and there by enhance performance, productivity and reduce accident and absent rate of the employees.

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