

International Multidisciplinary
Research Journal

*Indian Streams
Research Journal*

Executive Editor
Ashok Yakkaldevi

Editor-in-Chief
H.N.Jagtap

Indian Streams Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

Regional Editor

Manichander Thammishetty

Ph.d Research Scholar, Faculty of Education IASE, Osmania University, Hyderabad.

Mr. Dikonda Govardhan Krushanahari

Professor and Researcher ,

Rayat shikshan sanstha's, Rajarshi Chhatrapati Shahu College, Kolhapur.

International Advisory Board

Kamani Perera

Regional Center For Strategic Studies, Sri Lanka

Mohammad Hailat

Dept. of Mathematical Sciences, University of South Carolina Aiken

Hasan Baktir

English Language and Literature Department, Kayseri

Janaki Sinnasamy

Librarian, University of Malaya

Abdullah Sabbagh

Engineering Studies, Sydney

Ghayoor Abbas Chotana

Dept of Chemistry, Lahore University of Management Sciences[PK]

Romona Mihaila

Spiru Haret University, Romania

Ecaterina Patrascu

Spiru Haret University, Bucharest

Anna Maria Constantinovici

AL. I. Cuza University, Romania

Delia Serbescu

Spiru Haret University, Bucharest, Romania

Loredana Bosca

Spiru Haret University, Romania

Ilie Pinteau,

Spiru Haret University, Romania

Anurag Misra

DBS College, Kanpur

Fabricio Moraes de Almeida

Federal University of Rondonia, Brazil

Xiaohua Yang

PhD, USA

Titus PopPhD, Partium Christian

University, Oradea,Romania

George - Calin SERITAN

Faculty of Philosophy and Socio-Political Sciences Al. I. Cuza University, Iasi

.....More

Editorial Board

Pratap Vyamktrao Naikwade

ASP College Devrukh,Ratnagiri,MS India Ex - VC. Solapur University, Solapur

Iresh Swami

Ex - VC. Solapur University, Solapur

Rajendra Shendge

Director, B.C.U.D. Solapur University, Solapur

R. R. Patil

Head Geology Department Solapur University,Solapur

N.S. Dhaygude

Ex. Prin. Dayanand College, Solapur

R. R. Yalikal

Director Managment Institute, Solapur

Rama Bhosale

Prin. and Jt. Director Higher Education, Panvel

Narendra Kadu

Jt. Director Higher Education, Pune

Umesh Rajderkar

Head Humanities & Social Science YCMOU,Nashik

Salve R. N.

Department of Sociology, Shivaji University,Kolhapur

K. M. Bhandarkar

Pratul Patel College of Education, Gondia

S. R. Pandya

Head Education Dept. Mumbai University, Mumbai

Govind P. Shinde

Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai

G. P. Patankar

S. D. M. Degree College, Honavar, Karnataka

Alka Darshan Shrivastava

Shaskiya Snatkottar Mahavidyalaya, Dhar

Chakane Sanjay Dnyaneshwar

Arts, Science & Commerce College, Indapur, Pune

Maj. S. Bakhtiar Choudhary

Director,Hyderabad AP India.

Rahul Shriram Sudke

Devi Ahilya Vishwavidyalaya, Indore

Awadhesh Kumar Shirotiya

Secretary,Play India Play,Meerut(U.P.)

S.Parvathi Devi

Ph.D.-University of Allahabad

S.KANNAN

Annamalai University,TN

Sonal Singh,

Vikram University, Ujjain

Satish Kumar Kalhotra

Maulana Azad National Urdu University



AN ANALYTICAL ENQUIRY ON QUALITY OF WORK LIFE OF EMPLOYEES IN RANE BREAKE LINING LIMITED, TRICHY

Dr. M. Nirmal

M.Com., M.B.A., M.Phil., Ph.D.

Assistant professor, Department of commerce (UAP), National college,
Tiruchirappalli, Tamilnadu, India.



and functionalities in associations are measured: Adequate and reasonable remuneration; Good occupation outline; individual connections; Career progression; Health and wellbeing principles; Good work life adjust; Less worry at work; Participatory oversee ment; Constitutionalism; Management social responsibility to all partners.

KEYWORDS: Work life balance, Quality of work life, Career advancement, Compensation.

ABSTRACT

Quality of Work Life is becoming an progressively mainstream idea lately. It essentially discusses the strategies in which an association can guarantee the all encompassing prosperity of a representative rather than simply concentrating on business related angles. It is a rationality, an arrangement of standards, which hold that individuals are the most imperative asset in the association as they are dependable, mindful and equipped for making significant commitment and they ought to be treated with nobility and regard. The

components that are significant to an individual's nature of work life incorporate the undertaking, the physical workplace, social environment inside the association, regulatory framework and relationship between life on and off the occupation. Information was gathered using self-managed polls. The poll was isolated into two segments. The principal area comprised of statistic files that gathered data on the respondents' demography. The second area comprised of the accompanying ten "nature of work life" pointers got from the writing whose accessibility is

INTRODUCTION :

In today's focused business environment, representatives of associations can be seen as representing an interesting authoritative asset, which can be utilized for increasing upper hand under a workplace that is favorable for human work. A hierarchical environment helpful for human work requires the formation of work conditions that can

upgrade the nature of a representative's work life in the association towards expanded execution and efficiency. As such, the hierarchical environment must have the ability to fulfill seriously a worker's authoritative and individual needs, furthermore the capacity to shape authoritative qualities that better support and advance representatives' wellbeing and prosperity, employer stability, work fulfillment, competency improvement and harmony amongst work and non-work life.

Nature of Work Life is turning into an inexorably well known idea lately. It essentially discusses the techniques in which an association can guarantee the all encompassing prosperity of a representative rather than simply concentrating on business related viewpoints. It is a rationality, an arrangement of standards, which hold that individuals are the most essential asset in the association as they are reliable, dependable and fit for making important commitment and they ought to be treated with nobility and regard. The components that are significant to an individual's nature of work life incorporate the errand, the physical workplace, social environment inside the association, authoritative framework and relationship between life on and off the employment.

STATEMENT OF THE PROBLEM

In any association labor administration is of incredible significance as it suggests ID of preparing needs of the labor every once in a while and making a move towards all round improvement of the HR to accomplish its foreordained objectives on the premise of productive working of its prepared and persuaded labor. For accomplishing the destinations of the association legitimate labor administration and reasonable nature of work like projects are fundamental. Nature of work life covers all parts of laborer's existence with extraordinary reference to his connection with his work and his workplace. Its concentration is on the issue of making a human workplace where representatives would agreeably add to authoritative targets.

REVIEW OF LITERATURE

Joanna mensal (2006) in high analysis, oncology employees valued patient-oriented research over quality of work-life research: a qualitative study. A variety of research activities are carried out in the center including clinical trials and a QWL project. Participants: 32 employees from a variety of activity groups were recruited by electronic mail and interviewed for approximately 1 hour. Two main questions ("Tell me about the research style the center" what do you think about the research activities at the center?") were posed to participants. Quality of work life (QWL), Voluntary dissemination of new practices is limited in effectiveness by a lack of knowledge and incentive for adopting practices directed toward

According to Rethinam (2008) QWL is a multi-dimensional construct, made up of a number of interrelated factors that need careful consideration to conceptualize and measure. It is associated with job satisfaction, job involvement, motivation, productivity, health, safety and well-being, job security, competence development and balance between work and non-work life and also he concluded as QWL from the perspective of IT professionals is challenging both to the individuals and organizations. However, from the literature it can be summarized that QWL may be viewed as a wide-ranging concept, which includes satisfaction towards work, participative management and improved work environment. Table 1 lists some of the components of QWL as considered by the scholars in their studies along with the type of the sector and outcome.

Hosseini and Jorjatki (2010) concluded that the career satisfaction, career achievement and career balance are not only the significant variables to achieve good quality of work life but quality of work life (QWL) or the quality of work system as one of the most interesting methods creating motivation and is a major way to have job enrichment, which has its roots in staff and managers' attitude to motivation category that is more attention to fair pay, growth opportunities and continuing promotion improves staff's performance which in turn increases QWL of social insurance employees in Tehran?

Refits Abdul Aziz & Halide Husani (2011) all those analyze quality of work life of librarians in government academic libraries in the valley, Malaysia. The success of any organization is highly dependent on how it attracts and motivates and retains its workforce. Today's organization needs to be more flexible and understanding. So that they are well prepared to develop their employees and enjoy their commitment. The purpose of the study was to investigate the relationship between the work and non-work variables and the quality of work life. It is

anticipated that the contribution for the purpose of planning appropriate policies can enhance employees overall life satisfaction.

OBJECTIVE OF THE STUDY

The following objectives were coined by the researcher for this study.

- 1.To identify the factors influencing the quality of work life.
- 2.To determine how work related factors enhance better quality of life.

Scope of quality of work life

The scope of QWL movement which originally included only job redesign efforts based on the socio-technical systems approach has gradually widened very much so as to include a wide variety of interventions such as quality circles, suggestion schemes, employee participation, empowerment, autonomous work team etc. These have been described in the following pages. While the specifics of these interventions vary in each case the common elements in all these interventions seem to be as under:

- (i) Restructuring of multiple dimensions of the organization by instituting a mechanism which introduces and sustains changes over time.
- (ii) focus on work teams
- (iii) Autonomy in planning work and
- (iv) Focus on skill development

Research design

Information was gathered through the utilization self-regulated surveys. The survey was separated into two areas. The principal area comprised of statistic files that gathered data on the respondents' demography. The second segment comprised of the accompanying ten "nature of work life" markers got from the writing whose accessibility and functionalities in associations are measured: Adequate and reasonable pay; Good occupation plan; individual connections; Career headway; Health and security models; Good work life adjust; Less worry at work; Participatory administration; Constitutionalism; Management social duty to all partners.

a) Area of Study

The present study is descriptive in nature. It has been done at RANE BREAKE LINING LIMITED, TRICHY

b) Sampling Design

To select the sample for the study the researcher has adopted simple random sampling method. The researcher has divided the entire employees of the company into 7 groups based on the number of department in that company (production, quality control, stores, hr and purchase,)

c) Sample Size

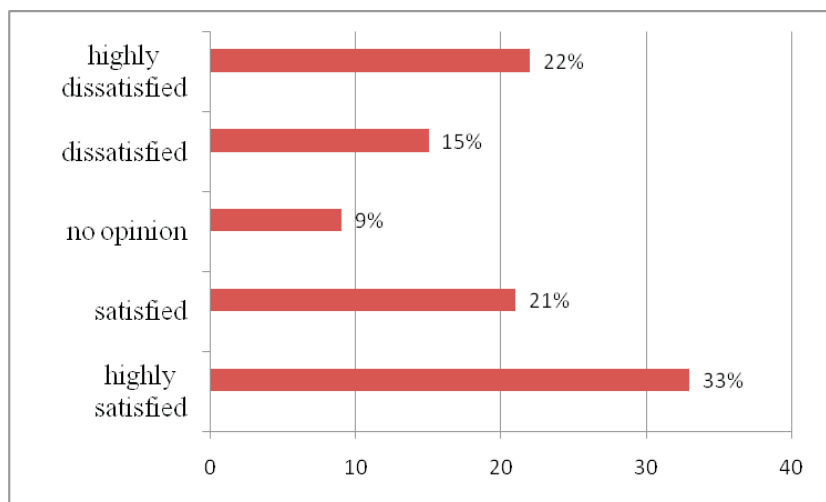
Size of sample of their present study is 90 respondents who were selected from study area.

d) Data Collection Method

The collection of data is considered to be one of the important aspects in the research methodology. There are two types of data that exists one is primary data and the other is secondary data.

Analysis and Interpretations

Satisfaction of Job Security

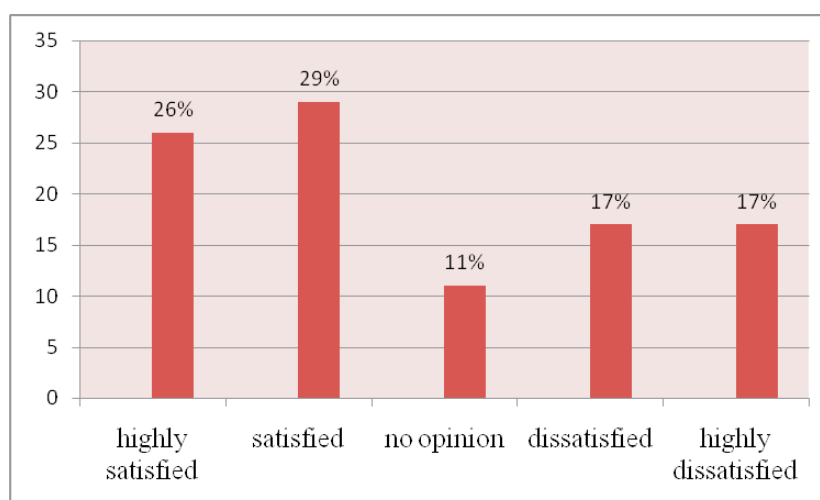


Gross tabulation of Satisfaction of Social Security and Satisfaction of Compensation

Sl. No	Satisfaction of Compensation	Satisfaction of Social Security					Total
		Highly dissatisfied	Dissatisfied	No opinion	Satisfied	Highly satisfied	
1.	Strongly Agree	1	3	0	09	04	17
2.	Agree	2	4	1	12	05	24
3.	Neither agree nor Disagree	2	01	3	5	4	15
4.	Disagree	03	05	0	10	4	22
5.	Strongly Disagree	0	4	0	6	2	12
	Total	08	17	4	42	19	90

The above table shows maximum of the (42) 46.7% of the respondents are expressing their views about satisfaction of Social security given by management is enough for employees. The employees satisfaction about their compensation is not good enough, because (41) 45.6% of the respondents agree that their compensation is good enough, but remaining majority of them are not favour about their compensation package.

Satisfaction safety measures provided by the management



Chi-Square Analysis between Age Group and the adequate compensation provided

H_0 : "There is no significant relationship between age group and the adequate compensation provided.

H_1 : "There is a significant relationship between age group and the adequate compensation provided.

Sl. No	Age Group	Factors					Total
		Strongly Agree	Agree	Neutral	Strongly Agree	Disagree	
1	Below 30 years	4	14	0	3	2	23
2	30-40 years	8	12	2	4	3	29
3	40-50 years	5	6	1	2	0	14
4	Above 50 years	4	5	4	6	5	24
	Total	21	37	07	15	10	90

Factors	Calculated χ^2 Value	Table Value (5% level of significance)	Degree of Freedom	Remark
Age Group	17.264	21.026	12	Not significant

Inference

The table 4.21 reveals that, the calculated Chi-square value (17.264) is less than the table value (21.026) and the result is significant at 5% level. Hence, the null hypothesis is accepted and the alternative hypothesis is rejected. From the analysis, it is concluded that there is no significant relationship between age group and the adequate wages provided by company.

SUGGESTIONS

- ✦ Employees expect mutual relationship between co-workers, so the management has to conduct programmes like week end parties, employees' tour.
- ✦ Employees' need special training from the company related to their job during working period.
- ✦ It is advised that the management concentrate more on workload of the employees to reduce the work stress. The source of stress in organisational aspects contains job qualities, physical environment, roles in organisation, relationships career development and organizational change. Individual aspects stress contains needs and values, life stage and flexibility. It is suggested, that the organization would reduce the workload through avoiding committees, be clear about priorities.
- ✦ Employee absenteeism is one of the serious problems in the industry. These problems are caused by several factors and they have many undesirable consequences. In this study it is found that employees take leave in the first day of the month due to miscellaneous causes and they get back to their work after spending their salary. It is recommended that, the organization take effective measures to minimize the rate of absenteeism through disciplinary action, regular leave provision, employee counselling and proper records.

CONCLUSION

There is need to roll out the seamless succession planning as it keeps the employees ready for taking up higher positions as well as for facing organizational challenges. Always champion the concept of 'employee first and customer second'. Only the satisfied employees keep their clients satisfied and that leads to strong bottom lines and more returns to shareholder. All over the world, people are craving for their human dignity and respect. Besides their aspirations and expectations are rising along with rapid changes in times and technologies. There is growing significance attached to human resources. Therefore, it is necessary to ensure quality work life for all-round peace and prosperity. The employees are satisfied with some of the facilities such as medical, food and refreshment, transport facilities provided by the organization but the implementation of the suggestions would improve the QWL of the employees and henceforth, ensure the development of organisation.

REFERENCES

- 1.Allen, T.D., Herst, C.S., Bruck, and M., Sutton, 2000. "Consequence Associated With Work-to-Family Conflict: A Review and Agenda for Future Research". Journal of Occupational Health Psychology, 5, pp.278-308.
- 2.European Journal of Social Sciences "Constructs of Quality of Work Life: A Perspective of Information and Technology Professionals" Volume 7, Number 1 (2008) pp. 58–66.
- 3.Daniel J. Skrovan, "Quality of work life: perspectives for business and the public sector" (1983), Addison-Wesley Pub. Co.,
- 4.Adhikari, D.R., (1992), Human Resource Management for Public Enterprise: A Model for Designing Jobs in Nepalese Factories. Badan-Badan: Nomos Verlagsgesellschaft.
- 5.Ahmed, N., (1981), "Quality of Work Life: A Need for Understanding," Indian Management, Vol. 20 (II), pp. 29-33.
- 6.Annual Report 2009-2010, Ministry of Steel, Government of India.
- 7.Arya, P., (1980), "Nature and Extent of Worker Participation in Decision Making," Indian Journal of Industrial Relations, Vol.16 (1), p.59.
- 8.https://en.wikipedia.org/wiki/Quality_of_working_life
- 9.<http://www.rane.co.in/aboutrane.html>



Dr. M. Nirmal

M.Com., M.B.A., M.Phil., Ph.D.

**Assistant professor, Department of commerce (UAP), National college,
Tiruchirappalli , Tamilnadu,India.**

Publish Research Article

International Level Multidisciplinary Research Journal

For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Book Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- ★ International Scientific Journal Consortium
- ★ OPEN J-GATE

Associated and Indexed, USA

- Google Scholar
- EBSCO
- DOAJ
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database
- Directory Of Research Journal Indexing

Indian Streams Research Journal
258/34 Raviwar Peth Solapur-413005, Maharashtra
Contact-9595359435
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com
Website : www.isrj.org