AN ANALYSIS OF JOB SATISFACTION AND QUALITY OF WORK LIFE OF THE EMPLOYEES WORKING IN THE SPINNING MILLS WITH REFERENCE TO DHARMAPURI DISTRICT

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ABSTRACT

This research aims to find out the level of Quality of work life of the Spinning mill employees and the relationship between the Job factors and Quality of work life of spinning mill employees in Dharmapuri District. Primary data were used in this research, were collected from 100 spinning mill employees. Questionnaire was the main tool used to collect the pertinent data from the selected sample respondents. For this purpose, a well-structured questionnaire was framed with the help of experts and the experienced employees of various units in the study area. The respondents were chosen by simple random sampling method. The analytical procedures of Regression, chi square and simple percentage analysis were utilized to find the impact of job related factors with the perception of Quality of work life. The maximum Spinning mill employees were generally satisfied with their jobs. The analytical procedure of Anova, F-Test was utilized to determine the predicting strength among Quality of work life and the independent variables, the multiple regression analysis indicated that job factors were most strongly related to Quality of work life. This study provides a view about the importance of Quality of work life and job factors for organizational effectiveness and performance.

Key Words: Job Satisfaction, Quality, Work Life, Perception.

1. INTRODUCTION

Quality of work life is a relatively new concept which is defined as the overall quality of an individual's working life. QWL is sometimes considered as a sub-concept of the broad concept of quality of life, which refers to the overall quality of an individual’s life.
Quality of life includes factors such as income, health, social relationships, and other factors such as happiness and fulfilment. QWL being the main subject of the present study meaning, definition, scope of the QWL, and QWL in the Indian context, etc., have been discussed in this chapter. Quality of Work Life (QWL) is a comprehensive construct that includes an individual’s job related wellbeing and the extent to which work experiences are rewarding, fulfilling and devoid of stress and other negative personal consequences. The QWL has been increasing due to several factors. These include increase in education level and consequently job aspirations of employees, association of workers, significance of human resource management, widespread industrial unrest, growing of knowledge in human behaviour and the like. The elements of QWL comprise health and wellbeing, job security, job satisfaction, competence development and the balance between works with non work life.

2. REVIEW OF RELATED LITERATURE

Padala S.P. and Suryanarayana (2010), have proposed that the QWL dimensions are broadly divided into: (i) Classical dimensions, and (ii) contemporary dimensions. Classical dimensions include physical working conditions, employees’ welfare, employee assistance, job factors, and financial factors; whereas contemporary dimensions include collective bargaining, industrial safety and health, grievance redressal procedure, quality circles, work-life balance, and workers’ participation in management. The QWL encompasses the characteristics of the work and work environment that influence employees’ work lives.

Mafini (2014) conducted a study to examine the relationship between extrinsic motivation factors and Quality of work life of public service employees in South Africa. The factors like remuneration, quality of work life, promotion, supervision and teamwork, influence the extrinsic motivation of public service employees and he found strong relationship between the extrinsic motivation factors and Quality of work life more over the research showed that remuneration, quality of work life, supervision and teamwork are the extrinsic motivation factors that predict Quality of work life.

3. OBJECTIVES OF THE STUDY

1. To analyse the factors affecting job satisfaction and Quality of work life employees in Spinning Mills in Dharmapuri district.
2. To identify the various parameters determining Quality of work life of Spinning Mills.
3. To evaluate the level of satisfaction of employees on quality of work life in Spinning Mills.
4. METHODOLOGY

The study was based on both primary data and secondary data. The major sources of secondary data has been collected from the various publications of report of Ministry of Agriculture and ministry of Commerce, Books, Periodical, Magazines, and published records of the Govt and web site sources. For the purpose of collecting primary data with regard to the problems and prospects of online marketing, the researcher was carefully design interview schedule and the same have been administered to the sample respondents living in the districts in Tamil Nadu. Among the different districts in Tamil Nadu, Dharmapuri district has been purposively selected for the present study. Three hundred employees of the study area have been selected by adopting random sampling technique through pre-tested and structured questionnaire and the data and information pertain to the year 2018 - 2019.

5. ANALYSIS AND INTERPRETATION OF DATA

Table 1

Average Satisfaction Score of the Employees and Workers on Quality of Work Life Regarding Work Environment in Saravana Spinning Mills Based on Nature of Work

<table>
<thead>
<tr>
<th>Nature of Work</th>
<th>Mean</th>
<th>N</th>
<th>Std. Deviation</th>
<th>% of Total N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales</td>
<td>23.04</td>
<td>49</td>
<td>5.362</td>
<td>49.0%</td>
</tr>
<tr>
<td>Labour</td>
<td>21.89</td>
<td>18</td>
<td>6.480</td>
<td>18.0%</td>
</tr>
<tr>
<td>Supervisor</td>
<td>25.40</td>
<td>5</td>
<td>7.765</td>
<td>5.0%</td>
</tr>
<tr>
<td>Finance</td>
<td>22.89</td>
<td>9</td>
<td>6.392</td>
<td>9.0%</td>
</tr>
<tr>
<td>Manager</td>
<td>22.10</td>
<td>10</td>
<td>4.954</td>
<td>10.0%</td>
</tr>
<tr>
<td>Maintenance</td>
<td>24.83</td>
<td>6</td>
<td>4.262</td>
<td>6.0%</td>
</tr>
<tr>
<td>Audit work</td>
<td>24.33</td>
<td>3</td>
<td>6.028</td>
<td>3.0%</td>
</tr>
<tr>
<td>Total</td>
<td>22.99</td>
<td>100</td>
<td>5.624</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Table 1 exhibits that the average satisfaction score of the employees and workers belong to the Nature of Work group of Supervisor (25.40) is higher than that of Maintenance (24.83), Audit work (24.33), Sales (23.04), Finance (22.89), Manager (22.10) and Labour (21.89).
From Table 1.2, it is found that p value (.856) is higher than the value of 0.05 at 5% Level of Significance. Hence, the hypothesis is accepted and it is concluded that the average satisfaction score of the seven groups of employees and workers classified on the basis of Nature of Work is the same. There is a no significant difference exists between the seven Nature of Work groups of the employees and workers and their satisfaction scores on quality of work life regarding work environment.

Table 1.3
Nature of Work and Average Satisfaction Score of the Employees and Workers on Quality of Work Life Regarding Work Environment in Saravana Spinning Mills - Eta Coefficient

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Eta</th>
<th>Eta Squared</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Satisfaction Score of the Employees and Workers on Quality of Work Life Regarding Work Environment * Nature of Work of the Employees and Workers</td>
<td>0.165</td>
<td>0.027</td>
</tr>
</tbody>
</table>

Table 1.3 exhibits the Eta Squared value of 0.027 which proves that the effect size is small i.e., 2.7% variation in dependent variable ‘Average Satisfaction Score of the Employees and Workers on Quality of Work Life Regarding Work Environment’ is explained by the independent variable Nature of Work.

VI. CONCLUSION

In today’s world, Employees are considered as the most important assets of the organization. An assured good quality of work life not only attracts young and new talent but also retain the existing experienced talent. In order to have a greater and effective quality of work life the private companies must fulfil and need to go extra mile in order that the employee can retained with least effort and can provide the best results to the company.
The success of any organization depends on the efficiency of labour are increasing the
efficiency. The organization promote of Quality of work life in the employees. The present study
reveals that majority of employees of the study area nature of work are sales. To improve quality
of work life is first to identify and then try to satisfy employee’s important needs through their
experience in their working environment. Since the healthy and safe working environment is
important for employees to work efficiently. In conclusion of this study there are many variables
in the job which led for Quality of work life among the Spinning mill employees, and we can
generalize this study to understand the position of remaining Spinning mill employees in Tamil
Nadu.

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