

QUALITY OF WORK LIFE IN PRIVATE LIMITED COMPANIES

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Abstract –The success of the organization mainly depends on the motivational factors like providing training program to the employees, awards and rewards, Fringe benefits depending on employee performance. When the performance is increased automatically QWL also improves. Organization should provide good environment and good climate conditions to work more efficiently. The definition is related to meaningful and satisfying work which emphasizes 4 C's i.e. Concern, consciousness capacity and commitment.

Keywords: **JOBSECURITY, MOTIVATION, PRODUCTIVITY, WELL -BEING JOB SATISFATION, , JOB INVOLVEMENT, HEALTH AND SAFETY**

1. INTRODUCTION

Employee need to have challenging job task. As performance is going to be increased they may expect more salaries and wages.

The main goal of QWL is to eliminate conflicts and miscommunications among the members of an organization. Team work should takes place. The present day employees are much concerned about high wages, better benefits, challenging jobs etc...

1.1

Attitude: Attitude is the behavior of particular person or employee their enthusiasm, energy level, willingness to learn new things, dynamism, sense of belongingness in the organization, involvement in the job.

1.2

Environment: Environment is the climatic conditions of an organization. Manufacturing unit is a polluted area which effects employees. For this purpose management need to take necessary precautions like health insurance, shoes while working etc and also peaceful environment should be present within the organization without any disturbances.

Opportunities: Recognition by management of employee performance is one of the main opportunity to develop himself and his career growth. Naturally the former ones are interesting and very much interesting, awarding and rewarding also. Two-way communication and Decision making of employees need to be implemented.

Table: 1

1. Your organization provides opportunity for growth and security.

Parameters	Total No of respondents	Total No Of Employees	Percentage
Strongly agree	20	60	40%
Agree	10	30	20%
Disagree	15	45	30%
Strongly disagree	5	15	10%
Total	50	150	100%

Table 2:

Pay and compensation package is adequate and fair in comparison to performance.

Parameters	Total No of respondents	Total No Of Employees	Percentage
Strongly agree	15	45	30%
Agree	10	30	20%
Disagree	15	45	30%
Strongly disagree	10	30	20%
Total	50	150	100%

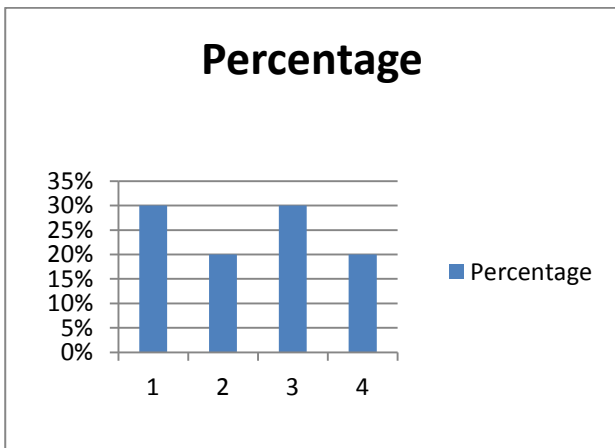


Fig: 1

Interpretation:

Parameters	Total No of respondents	Total No Of Employees	Percentage
Strongly agree	11	33	22%
Agree	14	42	28%
Disagree	09	27	18%
Strongly disagree	16	48	32%
Total	50	150	100%

The survey revealed that most of the employees agree for the reason of their pay and compensation package is adequate and fair in comparison to performance and some are disagree.

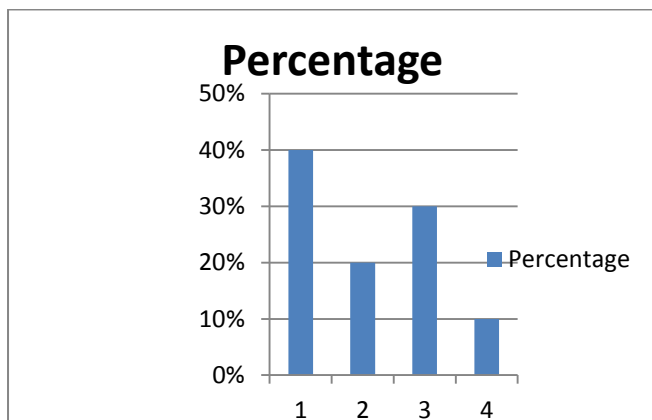


Fig:2

SUGGESTIONS

1. Work should be distributed among employees uniformly.
2. Job rotation.
3. Objective appraise
4. Training program should provide in an efficient manner.
5. Giving Promotions, compensation, awards and rewards hiking salary based on employee performance.
6. Man power system needs to be more effective

Interpretation:

The survey revealed that the companies are providing opportunity for growth and security for employees but some don't agree.

2. Are you satisfied with the medical facilities provided by the organization?

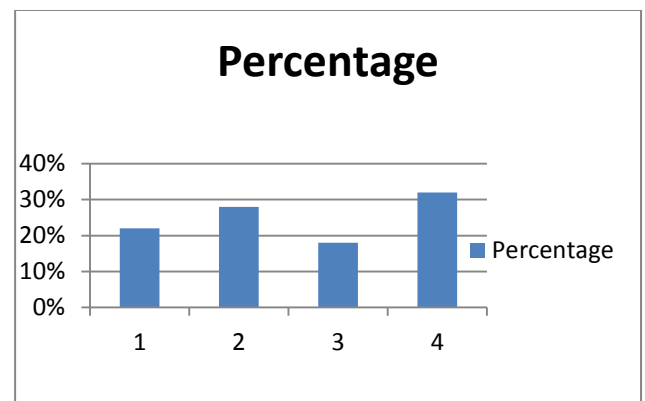


Fig:3

Interpretation :

The survey revealed that most of the employees disagree and some are strongly agree that the organization is providing good medical facilities which suits their health needs.

CONCLUSIONS

After conducting detailed study on QUALITY OF WORK LIFE IN PVT LTD CO'S, the following conclusions are derived. Organization should focus on the benefit that are aimed to words self improvement of the employees. Organization should encourage team work, Opportunity for career growth should improve. Teamwork in the organization is very good. Organization should focus on the training sessions in order to motivate the employees. Organization need to provide scope for the employee development. There is no discrimination at work place.

The work environment is completely good. Motivation by manager should be encouraged.

BIOGRAPHIES



MRS.B.DIVYA Asst.Professor Dept of M.B.A.in PRINCETON WOMENS COLLEGE OF ENGINEERING. She have 4 years of teaching experience.



Mr.K.V.S.PHANI Assist.Professor Dept.of mechanical engineering in KPRIT) He have 12 years industrial and 4 year teaching experience and within these years he published 3 papers in international Journals .His qualification is Mtech, M.B.A

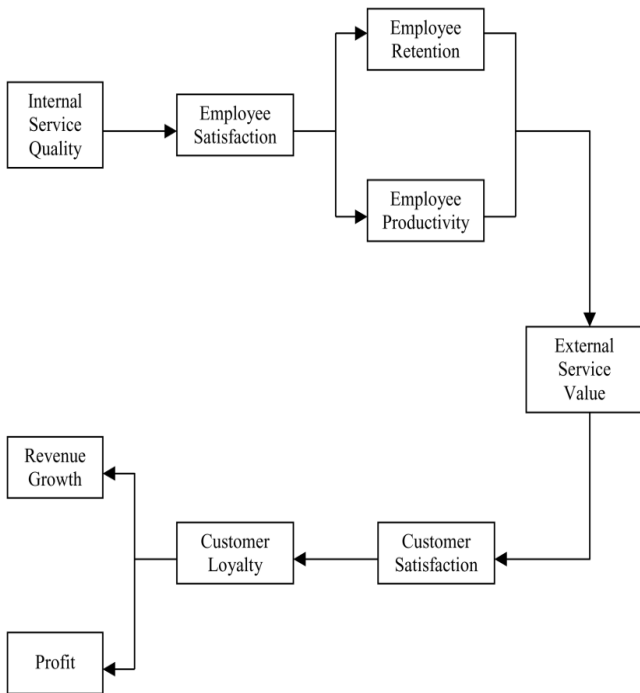


Fig : 4

SUGGESTIONS

1. Work should be distributed among employees uniformly.
2. Job rotation.
3. Objective appraise
4. Transparent in communication both ways (Top level to Low Level vice versa)
5. more motivational classes on the attitudinal of the employee towards a job
6. man power system needs to be more effective

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