



A STUDY ON QUALITY OF WORK LIFE IN DIXON TECHNOLOGY LIMITED, TIRUPATI

*N.Bharathi

** CH. Venkateswarlu

*Student, MBA II Year, Department of MBA, Annamacharya Institute of Technology & Sciences: Tirupati
(Autonomous)

**Assistant Professor Department of MBA, Annamacharya Institute of Technology & Sciences: Tirupati
(Autonomous)

ABSTRACT

Quality of work life refers to the level of happiness or dissatisfaction with one's career. There is an attempt to look into the Quality of Work Life among employees in Dixon technology. The research design chosen is descriptive in nature. The sample size taken to conduct the research is 150 employees. For this study, the sampling technique chosen is convenience sampling. Structured questionnaire was used for primary data collection. Secondary data was collected from earlier research work, various published journals, websites and online articles. Simple Percentage is the tool used for data analysis. The investigation has remarkably pointed out that the Quality of Work Life factors such as pay package, health and safety in the work environment, training and development, organisational environment and stress involved in the work. This study also covers the employees' overall satisfaction in the organisation from all the aspects.

KEYWORDS: Quality of work life, convenience sampling, health and safety, work stress, organizational environment.

INTRODUCTION

Quality of Work Life (QWL) 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

DEFINITION

Quality of Work Life (QWL) is an improvised HRD mechanism which attempts to design and to develop the work environments for the employees working at all levels. It is one of the major issues faced by the organisations. QWL is not only related to the achievement of greater human satisfaction, but also aims at improving productivity, adaptability and effectiveness of organisations

REVIEW OF LITERATURE

- ❖ According to Stein (1983) and Reid (1992) have also recognized the importance of compensation in determining QWL. Stein (1983) identified pay as being one of five important components of QWL. Stein includes pay under the category of external rewards, which in addition to pay includes promotion or position, and rank or status.
- ❖ According to Kotze (2005) work-family balance enhances an individual's QWL, as involvement in multiple roles protects or buffers individuals from the effects of negative experiences in any one role. Beyond this buffering effect, work-family balance is thought to promote well-being in a more direct manner. Balanced individuals experience low levels of stress when enacting roles, presumably as they are participating in role activities that are salient to them.
- ❖ Skrovan (1983) stated that the involvement and participation of employees in the creation of their workplace were a central focus of every QWL process. Through this process, all members of the organization, through appropriate channels of communication set up for this purpose, have some say about the design of their jobs in particular and the work environment in general.

NEED FOR THE STUDY

Employees play a significant role in organization among all the four sources land labour, capital and machinery, employees are considered as important and effective resource. Employees are the key for the success of any business to retain the efficient people and attract experienced and skilled workers the business should maintain good experience. Thus effective quality of work life must be maintained for an effective organizational performance a highly committed employee will consistently deliver beyond expectations. So there is a grand need to maintain relationship with employees to provide them an organization identify.

The purpose of my study is to examine and analysis quality of work life in Dixon technologies (India) Ltd to the employees working in different cadre groups in each of the department in the organization.

SCOPE OF THE STUDY

The study has been conducted to know quality of work life of their job. The interview has been directly conducted where observations and reality of under laying ideas or opinion acquired.

With the collected information the company can draw and construct organizational strategies to improve the efficiency and effectiveness of satisfaction level of their job. This study will give way for strengthening their personnel.

This study is conducted to know the quality of work life of employees in DIXON technology (India) ltd. Only.

OBJECTIVES OF THE STUDY

- To study the quality of work life of employees in Dixon technology.
- To assess the factors affecting the quality of work life.
- To know about the stress faced by employees of the organisation.
- To determine the level of employee satisfaction in the organisation.
- To provide suggestion for the improvement of the quality of working environment

RESEARCH METHODOLOGY

Data collection: Primary & secondary

Types of Research: Descriptive research

Research instrument: Questionnaire

Sampling unit: Dixon technology

Total population: 1000

Sample size: 150 employees

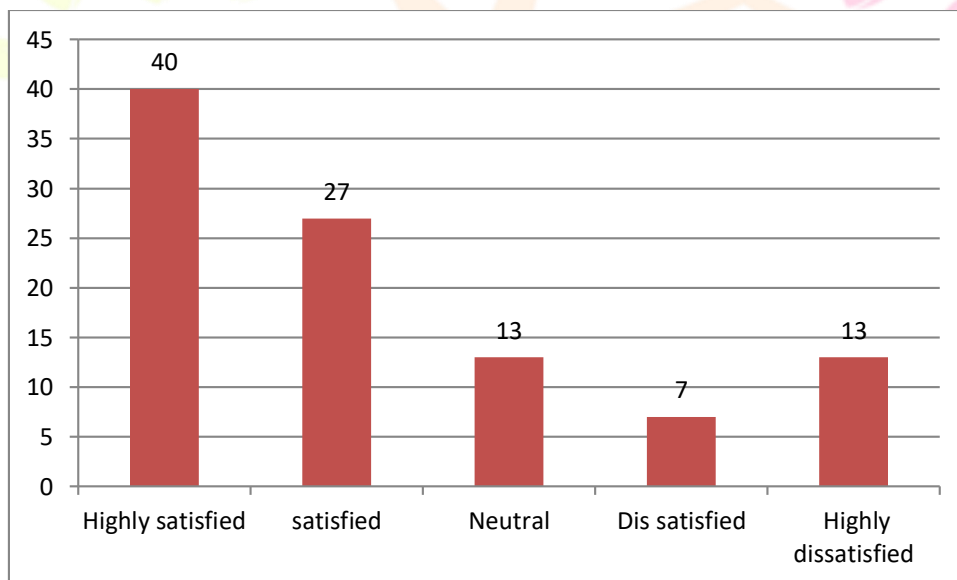
Sampling method: simple random sampling method

Statistical tool: Percentage & graphical analysis like bar charts

DATA ANALYSIS

1.working hours in dixon.

Response	No.of Respondents	Percentage
Highly satisfied	60	40
satisfied	40	27
Neutral	20	13
Dis satisfied	10	7
Highly dissatisfied	20	13
Total	150	100

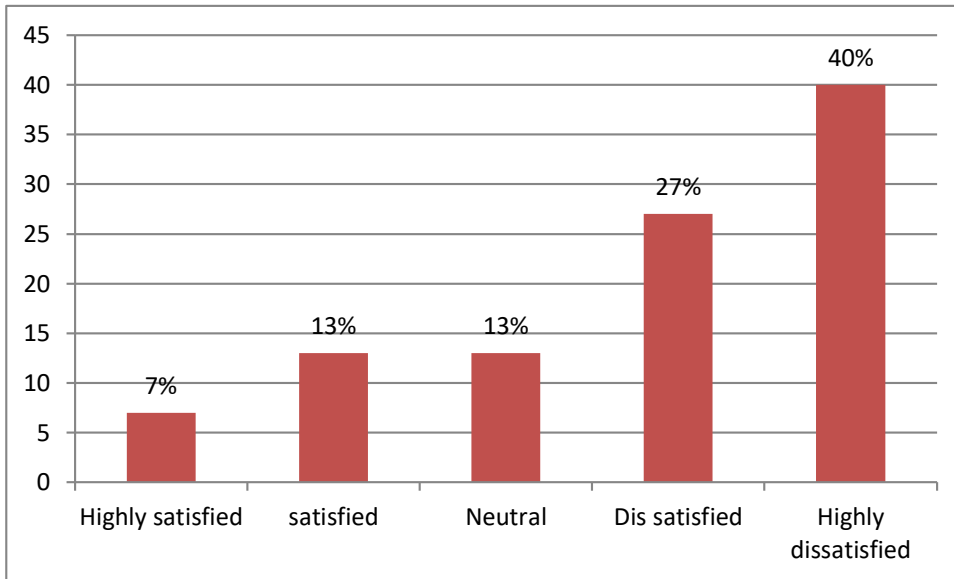


Interpretation:

From the above table 40% of the respondents said that they are highly satisfied with the sending hours in the 27% are satisfied,13% are Neutral, dis satisfied are 7% highly satisfied are 13%

2.Work environments health and safety.

Response	No.of Respondents	Percentage
Highly satisfied	10	7
Satisfied	20	13
Neutral	20	13
Dis satisfied	40	27
Highly dissatisfied	60	40
Total	150	100

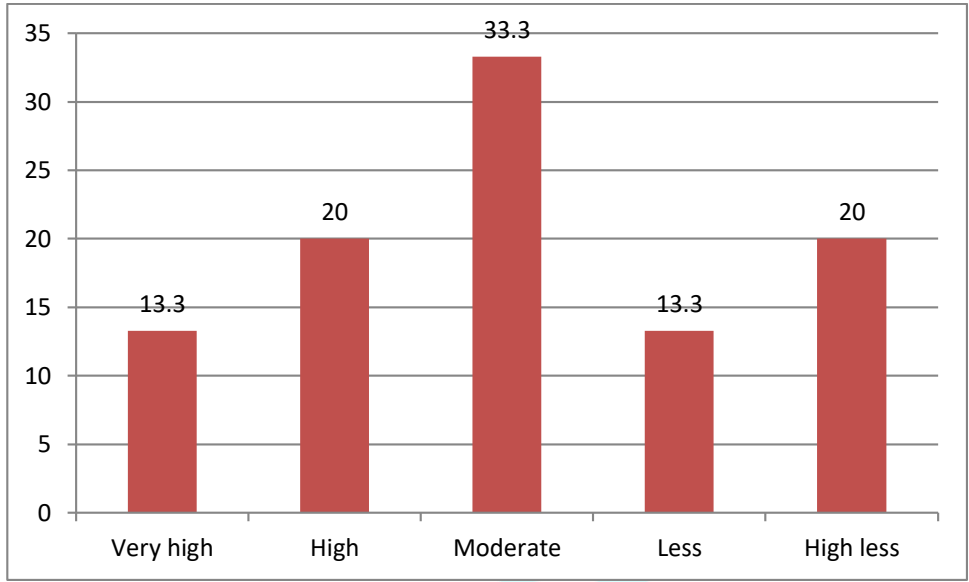


Interpretation:

From the above table 7% of the respondents said that they are highly satisfied with the health and safety employee in the company 13% are satisfied 13% are Neutral 27% are dis satisfied 40% are highly dis satisfied to the employee.

3. Stress involved in your work

Response	No of Respondents	Percentage
Very high	20	13.3
High	30	20
Moderate	50	33.3
Less	20	13.3
High less	30	20
Total	150	100

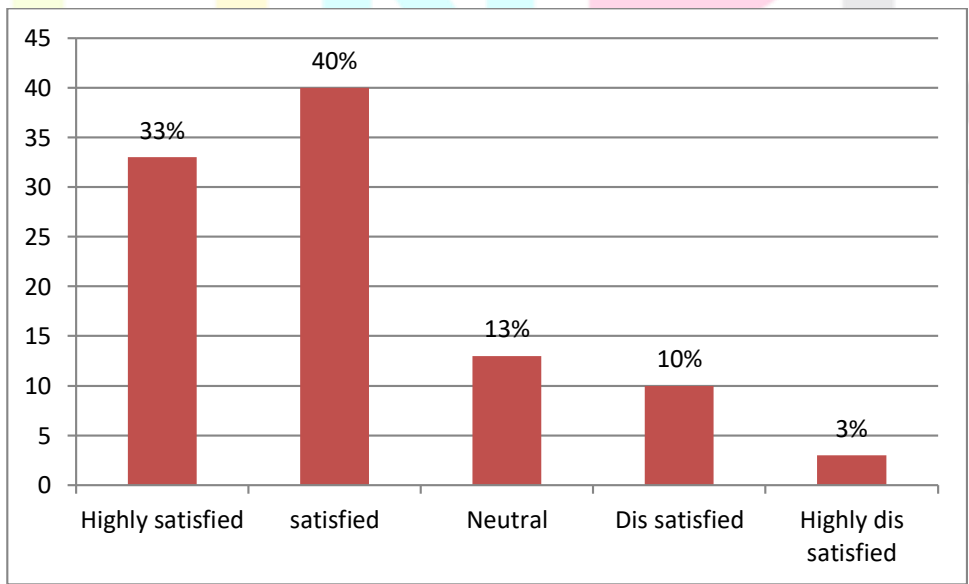


Interpretation:

From the table it is interpreted that 13.3% respondents have very high stress in work, 20% has high stress in work, 33.3% has moderate stress in work, 13.3% has less stress in work, 20% has very less stress in work.

4. Satisfaction towards shift Schedule.

Response	No.of Respondents	Percentage
Highly satisfied	50	33
satisfied	60	40
Neutral	20	13
Dis satisfied	15	10
Highly dis satisfied	5	3
Total	150	100

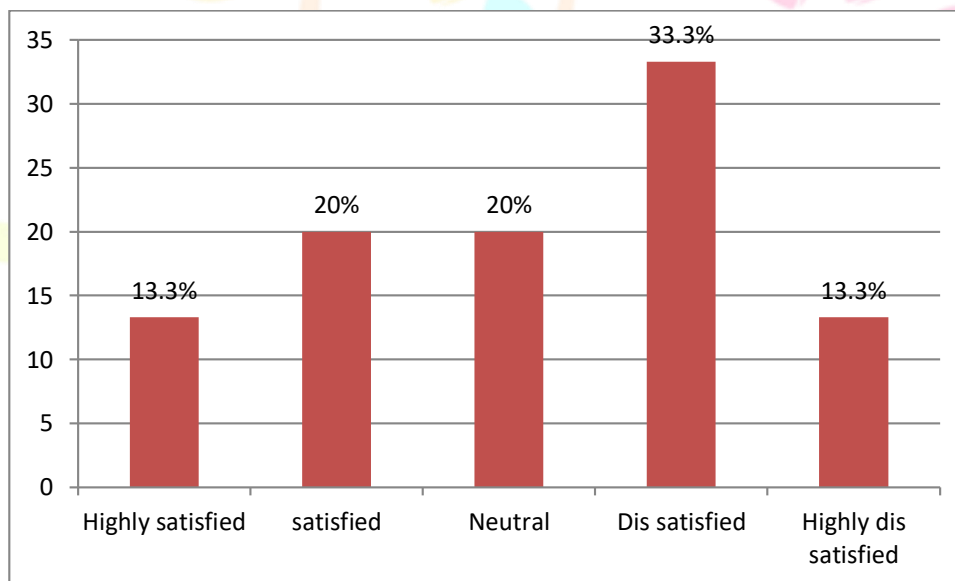


Interpretation:

From the above table 33% of the respondents said that they are Highly satisfied with the shift schedule in the company 40% are satisfied,13% are Neutral,10% are dis satisfied 3% are Highly dissatisfied with the shift schedule.

5. Grievance handling procedure followed by the company

Response	No.of Respondents	Percentage
Highly satisfied	20	13.3
satisfied	30	20
Neutral	30	20
Dis satisfied	50	33.3
Highly dis satisfied	20	13.3
Total	150	100

**Interpretation:**

From the above table 13.3% of the respondents said that they are highly satisfied with the grievance handling procedure followed by the company 20% are satisfied 20% are neutral 33.3% are dis satisfied are highly dis satisfied 13.3% with in the company

FINDINGS

- 40% of the Respondents are highly dis satisfied with the works environments health and safety.
- 40% of the Respondents are satisfied with their working hours.
- 33.3% of the Respondents are having moderate stress involved in their work.
- 40% of the Respondents are satisfied towards shift schedule.
- 33.3% of the Respondents are dis satisfied with the grievance handling procedure followed by the company.
- 40% of the Respondents highly dis satisfied with the canteen facilities

SUGGESTIONS

- The employee grievance handling procedure can be improved.
- The employee feeling stresses as the company take measures to reduce the stresses like yogo, meditation, counselling.
- Improving work environment health and safety in the organisation.
- Improving canteen facilities in the workplace

CONCLUSION

Upon discussing with the employees of Dixon technology and analysing the different factors contributing to quality of work life of employees it became clear that the employees are satisfied but expect an improvement in their career which included the improvement in designation along with financial upgrade.

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