Impact of Quality of Work Life on Employees of Foundry Industries in Belagavi

Dr. Kiran Kumar
Assistant Professor, Department of Management Studies, Karnatak Arts college, Dharwad, Karnataka (India)

ABSTRACT
Heterogeneous workforce and shifting business environment triggered an organizational change in response to the mounting pressures to improve favourable work outcomes. As the composition of workforce continues to change, organisations focusing on quality of work life of employees are expected to gain leverage in retaining the key employees. With the encouragement of health and well-being at work, recent evidence suggests that work can be good for health in reversing the injurious effects of unemployment but yet if one is sorrowful in their working environment, one can easily fall into sickness absence or ill-health. Quality of work life refers to the level of happiness or unhappiness with one's career. It is also evident that employees with job challenge, autonomy, team support, job flexibility, happiness and training are some of the factors that influencing quality of work life and this would lead to favourable work outcomes. The present study is carried out with the objectives to explore the relationship among quality of work life and various factors such as job challenge, autonomy, team support, job flexibility, happiness and training. Convenience sampling technique was used to collect the data. The present study consisted 260 employees of the foundry industries from Belagavi city. The study revealed that the autonomy, job flexibility, happiness and training have a positive and negative relationship with job challenge, team support not having relationship with quality of work life.

1. Introduction

Employees with basic level experience and feel a sense of disturbance because of poor level of payment, unhealthy working conditions, unfavorable provisions of employment, and callous treatment by their superiors; whereas managerial personnel feel disturbed and separated with the job because of poor conditions of employment, interpersonal conflicts, job pressures, lack of freedom in work, and absence of tough work. The Quality of work life refers to the relationship between the worker and his environment adding the human aspect to the technical and economic scope within which work is normally viewed and designed. De (1975) contended that quality of work life is a major determinant of quality of life. Life is meaningless without work has no meaning; quality of life refers to the life of an individual outside or away from his work. Working life is regarded as part of a larger ecological complex of human environment and human resources. Psychologists have astonishingly tried to concern themselves with the quality of working lives of the people as a whole, and fitting the worker to the job and fitting the job to the worker”. Beinum (1974) in his study of QWL says that “the quality of the content of the relationship between man and his task”. The different viewpoints of various authors and the relevant researches show the way to us for the conclusion that “excellence of working life is the degree of superiority brought about by work and favorable working conditions which contribute to the overall satisfaction and performance, primarily at the individual level and finally at the organizational level”.

Certain values rule the honesty of working in the past. During the past days, work is to considered as worship and people were sincere, and dedicated to work. But in recent days, employees do not have faith in such values of working system. Employees work only for salary, work hard if the conditions of work are useful and agreeable, and the terms of employment are favorable to them. Because of these reasons, the work norms have been changing dynamically.

The QWL is very important in the context of dedication to work, inspiration and routine job. It is the level of satisfaction the members of a work organization are able to afford to meet the needs through their experiences in the organization. Management expectations are strongly linked with the organizational quality of work life, and it is a means to make easy the satisfaction of human needs and goal-achievement. Invention and change in QWL arise, when the existing quality of work life frustrates human efforts towards self-actualization and advancement.

2. Objectives

1. To explore the relationship between quality of work life and job challenge
2. To investigate the relationship between quality of work life and autonomy
3. To find out the relationship between quality of work life and team support
4. To know the relationship between quality of work life and job flexibility
5. To examine the relationship between quality of work life and happiness
6. To study the relationship between quality of work life and training

3. Hypotheses of the study

H0: There is no relationship between quality of work life and job challenge
4. Sample

By using Convenience sampling technique data was collected in the present study. In the present study, 260 employees working in Foundry Industries from Belagavi city are taken as a sample for this study.

5. Data collection

In the present study, primary data was collected. Before collecting data participant were informed the purpose of the study and their consent was taken. After taking the consent from the participants, some personal information and main questionnaire which aims to assess the employee engagement administered. The responses given by each person are carefully scrutinized for wrong marking and omission. The answer sheets which are complete in all aspects were retained and the rest were rejected. Each response sheet is hand scored.

6. Results and Discussion

Ha: There is a relationship between quality of work life and job challenge

**Table no.1: Correlations between Quality of work life and Job Challenge**

<table>
<thead>
<tr>
<th>Quality of Work Life</th>
<th>Job Challenge</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-.798</td>
</tr>
</tbody>
</table>

**p<0.001; Very Highly Significant**

An inspection of table no.1 shows that there is a negative correlation of employee engagement with leadership (r = -.798**). This is very high. It is clear from the above table that the relation between the two variables is negative. It means higher they show quality of work life, they are not getting any challenge in their job.

Ha: There is a relationship between quality of work life and autonomy

**Table no.2: Correlations between Quality of Work Life and Autonomy**

<table>
<thead>
<tr>
<th>Quality of Work Life</th>
<th>Autonomy</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.646***</td>
</tr>
</tbody>
</table>

**p<0.001; Very Highly Significant**

An observation of the table no. 2 shows there is a correlation between Quality of work life and autonomy which is very high. It is clear that the relation between the two variables is positive. It means higher they show quality of work life in the job, express they have autonomy to take decision and do their job with self direction.

Ha: There is a relationship between quality of work life and team support

**Table no.3: Correlations between Quality of Work Life and Team Support**

<table>
<thead>
<tr>
<th>Quality of Work Life</th>
<th>Team Support</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-.025</td>
</tr>
</tbody>
</table>

Correlation was not found between quality of work life and team support. It is clear that there is no relation between the two variables.

Ha: There is a relationship between quality of work life and job flexibility

**Table no.4: Correlations between Quality of Work Life and Job Flexibility**

<table>
<thead>
<tr>
<th>Quality of Work Life</th>
<th>Job Flexibility</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.612***</td>
</tr>
</tbody>
</table>

***p<0.001; Very Highly Significant**

An inspection of table no.4 shows that quality of work life is positively and significantly very high relation with job flexibility. It means they are more happy with the quality of work life, they will get better flexibility in their job.

Ha: There is a relationship between quality of work life and happiness

**Table no.5: Correlations between Quality of Work Life and Happiness**

<table>
<thead>
<tr>
<th>Quality of Work Life</th>
<th>Happiness</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.676**</td>
</tr>
</tbody>
</table>

***p<0.001; Very Highly Significant**

The above table no.5 shows the positive and significantly very high relation between quality of work life and happiness among the employees of foundry industries. It means that higher the quality of work life they have, shown more happiness towards their job.

Ha: There is a relationship between quality of work life and training

**Table no.6: Correlations between Quality of Work Life and Training**

<table>
<thead>
<tr>
<th>Quality of Work Life</th>
<th>Training</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.535**</td>
</tr>
</tbody>
</table>

***p<0.001; Very Highly Significant**

Table no 6 clearly shows the employees of foundry industries have significantly very high relation between quality of work life and training. It means quality of work life of employees is better as they are getting regular training programs from the organization.

7. Discussion

There is a negative relationship between quality of work life and job challenge. It may due to the fact that having quality of work life of employees in their job, they are not getting any challenge from the job. Walton (1980) According to him, the affecting factors on QWL include: work meaningfulness, work social and organizational equilibrium, work challenge and
richness. This findings is allo contrary to the findings of Ayşe Canan Çetinkanat and Meltem Akin Kösterelioğlu (2016) which shows that negative and significant relationship between perceived Quality of Work Life sub dimensions of support from manager/supervisor, freedom from work related stress and job satisfaction, challenge, use of skills and work alienation sub dimensions of powerlessness, meaninglessness and isolation.

The results Abdulmonem Hamdan Alzalabani (2017) also reveals that all elements of QWL, namely, work moral environment, job characteristics, wages and remuneration, work group, supervision style, and participation in decision making are significantly correlated with job satisfaction. Almost all of the variables reported a positive correlation between each other. The finding of significant relationships between job satisfaction and QWL factors confirmed the definitions of QWL mentioned above by many scholars. There is positive correlation between quality of work life and autonomy, whereas no relationships were detected for the isolation and alienation from school sub dimensions. The results Abdulmonem Hamdan Alzalabani (2017) found that, as the majority of respondents believed in teamwork rather than working individually. They thought that their team members had enough freedom to participate in decision making and to exchange ideas. They were also happy about management. In other words, they thought that they had a good supervisory relationship in their workplace. This is in agreement with the statement by Lewis et al., that “supervisor style – play the major role in determining QWL satisfaction”. There is no correlation between quality of work life and team support.

The study Balaji R. (2013) revealed significant differences in overall QWL and the determinants of QWL i.e. compensation, flexibility in work schedule and job assignment, attention to job design, and employee relations. Skinner and Ivancevich (2008) urged that QWL is associated with adequate and fair compensation, safe & healthy working conditions, opportunities to develop human capacities, opportunities for continuous growth and job security, more flexible work scheduling and job assignment, careful attention to job design and workflow, better union-management cooperation, and less structural supervision and development of effective work teams. There is positive correlation between quality of work life and job flexibility. Employees are very happy with the quality of work life and getting more flexibility in their job.

According to Loscocco and Roschelle (1991), the most common assessment of QWL is the individual attitudes. This is because individual work attitudes are important indicators of QWL. The ways that people respond to their jobs have consequences for their personal happiness and the effectiveness of their work organizations (Rose et al 2006).

There is positive and significantly very high relation between quality of work life and happiness of employees of foundry industries. It means that higher the quality of work life they will be more happy towards their job.

Employees of foundry industries have significantly very high relation between quality of work life and training. It means quality of work life is better, as they are getting regular and advance training programs from the organisation.

8. Conclusion

This research concludes that employees are very happy towards the excellence of work life, quality of work creates happiness among the employee of foundry industries. Autonomy has a positive and significant effect on quality of work life. Quality of work life has a positive and significant on freedom to make decisions making, decisions will be positive impact on the smooth workflow, creativity, avoid wastage, positive attitude, and higher the productivity. Quality of work life increase the moral of the employees, work efficiency, and reduced the absenteeism and higher the performance. Enhanced effective productivity leads to higher work life balance, innovation, sustain the business for long term.

9. Limitation of the study

1. In the present study only few variables have taken.
2. Large number of samples could have been taken.
3. The present study is restricted on to Belaagvi city.
4. The results of this study cannot be generalized to the other parts of the state, organisation as well as other parts of India.

References


