

Quality of Work Life among Textile Mill Employees in Coimbatore City



**By: Dr. G.B. Karthikeyan,
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Source: New Cloth Market

Quality of work life has been defined as the workplace strategies, operations and environment that promote and maintain employee satisfaction with an aim to improving working conditions for labours and organizational effectiveness for employers. In most organizations there remains a mismatch between working practices on the one hand and current realities of the workforce and the nature of work in the "new" global economy on the other.

First, traditional ways of working tend to overlook the diversity of the workforce. The percentage of women of working age in the labour force continues to grow and few people have the backing of a full-time homemaker to enable them to work as though they have no other responsibilities or commitments. Growing numbers of men as well as women would like to work in ways that enable them to fulfill their potential at work while also leaving time and energy to spend with family or partake in other activities. A high quality of work life is essential for organizations to continue to attract and retain labours.

QWL is a comprehensive, department-wide program designated to improve employee satisfaction, strengthening workplace learning and helping labours had better manage change and transition. Dissatisfaction with quality work of life is a problem, which affects almost all workers regardless of position or status. Many managers seek to reduce dissatisfaction in all organizational levels, including their own.

There are many factors which determine the meaning of quality of work life, one of which is work environment. A group of work forces that is greatly affected in quality of work life as a result of dynamic changes in work environment of the organization. The constructs of QWL discussed are health and well-being, job security, job satisfaction, competency development, work and non-work life balance. This is a complex problem, however, because it is difficult to isolate and identify all the attributes, which affect the quality of work life.

Sometimes abbreviated QWL3, quality of work life is quick phrase that encompasses a lot, because it refers to the thing an employer does that adds to the lives of labours. Those "things" are some combination of benefits explicit and implied tangible and intangible that make somewhere a good place to work. Implied in the area of QWL is the notion that to be a good employer, a business or institution must recognize that labours have lives before and after work (and, for that matter, during work as well). Organizational features such as policies and procedures, leadership style, operations, and general contextual factors of setting, all have a profound effect on how staff views the quality of work life. Quality of work life grew out of the collective bargaining process.

It is a commitment of management and union to support localized activities and experiments to increase employee participation in determining how to improve work. This process is guided by union- management committees and facilitators, and requires education about the goals of work and training in group process. The new automated workplace requires decentralization, responsiveness to customers, and ability of workers

to solve problems where they occur without waiting for hierarchical approval. Quality of work life develops the flexibility essential for effectiveness and at the same time strengthens the union. The article focuses on the labour welfare measures provided to the textile employees and the impact of the measures which affects the Quality of Work Life.

Table 1 : Factor analysis on Infra structural facility

Factors	Communalities		Ranks
	Initial	Extraction	
Water facility	1	0.461	8
Toilet facility	1	0.48	7
Canteen	1	0.454	9
Library and television	1	0.495	5
Medical facilities	1	0.49	6
Telecommunicating with parents	1	0.655	1
Fitness facility	1	0.623	3
Restroom	1	0.577	4
Hostel facility	1	0.653	2

Table 1 explains the factors influencing infrastructure facilities from the analysis. It is clear and evident that telecommunication with parents having the highest extracted value .655 followed by hostel facility .653, fitness facility .623, rest room .577, library and television.495, medical facility .490, toilet facility .480, water facility .461, canteen facility .454.

Table 2 : Factor analysis on health measures

Factors	Communalities		Ranks
	Initial	Extraction	
Cleaning	1	0.492	6
Mentality	1	0.485	8
Spittoons	1	0.428	9
Culture	1	0.515	4
Air circulation	1	0.508	5
Lightening	1	0.59	1
Discipline	1	0.358	10
Perfect wages for work	1	0.547	3
Equal wages	1	0.489	7
Partiality	1	0.317	11
Work time rest hour	1	0.569	2

Table 2 explains the factors influencing infrastructure facilities from the analysis. It is clear and evident that lightening having the highest extract value.590, followed by work time rest hour .569, perfect wages for work .547, culture .515, air circulation .508, cleaning .492, equal wages .489 mentality.485, spittoons .428, discipline .358, partiality .317.

Prof. Valmira Work world has been passing by deep transformations. However, the real impacts of such changes on the work organization and workers many times enough are not analyzed. The diverse activities of the simplest and isolated real programs of quality of work life.

1. H0: There is a significant difference between the infrastructure and healthy measures of the mill.
2. H1: There is a significant difference between the infrastructure and welfare facility of the mill.
3. H2: There is a significant difference between the infrastructure and discipline of the mill.
4. H3: There is a significant difference between the infrastructure and protection facility of the mill.

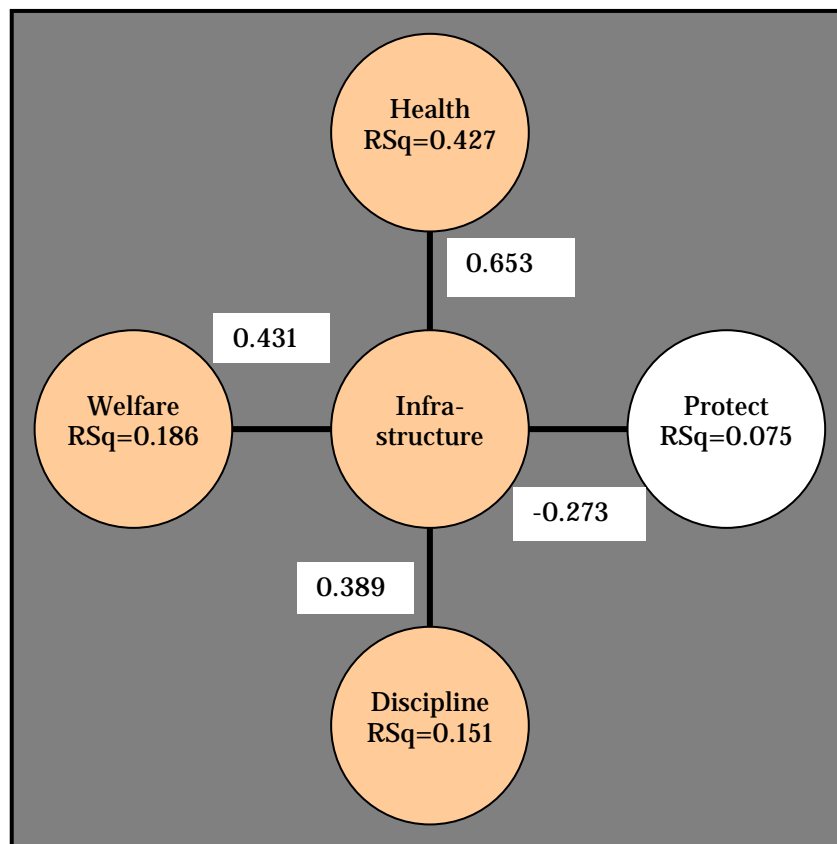


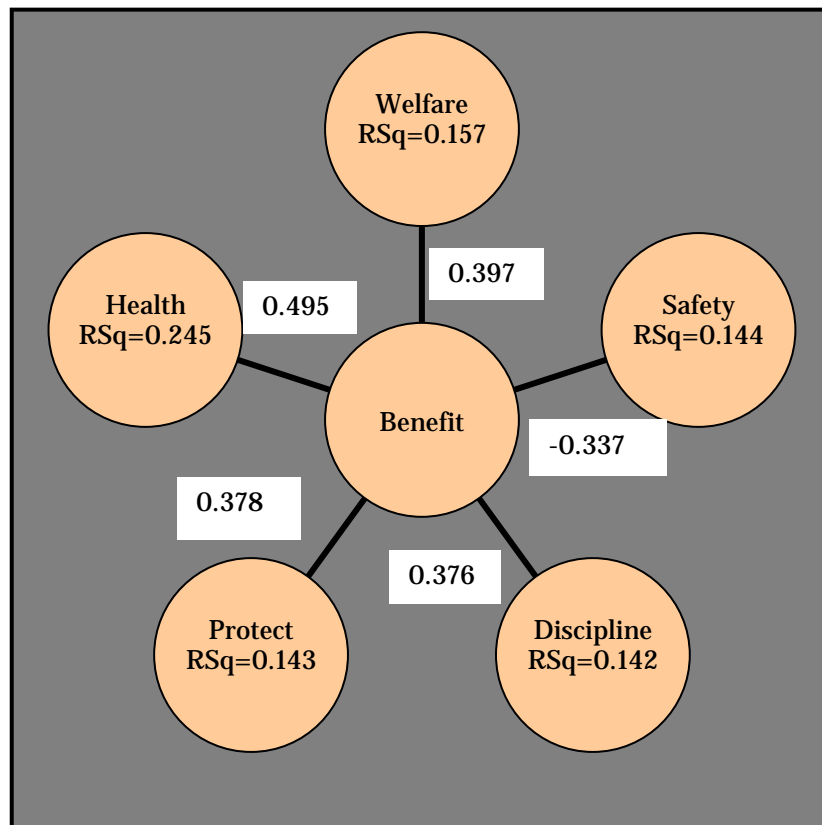
Figure 1.2					
Structural Model Boot Strap					
S.No.	Path	Entire Sample Estimate	Mean of Subsamples	Standard Error	T-Statistic
1	Infrastructure ->health	0.653	0.6742	0.0398	16.4032
2	Infrastructure welfare	0.431	0.4485	0.0689	6.2574
3	Infrastructure ->discipline	0.389	0.3893	0.0654	5.9454
4	Infra->protect	-0.273	-0.3301	0.0718	-3.8036

T value for the path infrastructure to health was (16.4032) which is implied that there is a positive impact of infrastructure which can be sourced as health. Hence a better plan on concentrating infrastructure factor to make it health facilities.

T value for the path infrastructure to welfare was (6.2574) which is implied that there is a positive impact of infrastructure which can be sourced as welfare. Hence a better plan on concentrating infrastructure factor to make it welfare facilities.

T value for the path infrastructure to discipline was (5.9454) which is implied that there is a positive impact of infrastructure which can be sourced as discipline. Hence a better plan on concentrating infrastructure factor to make it discipline measures.

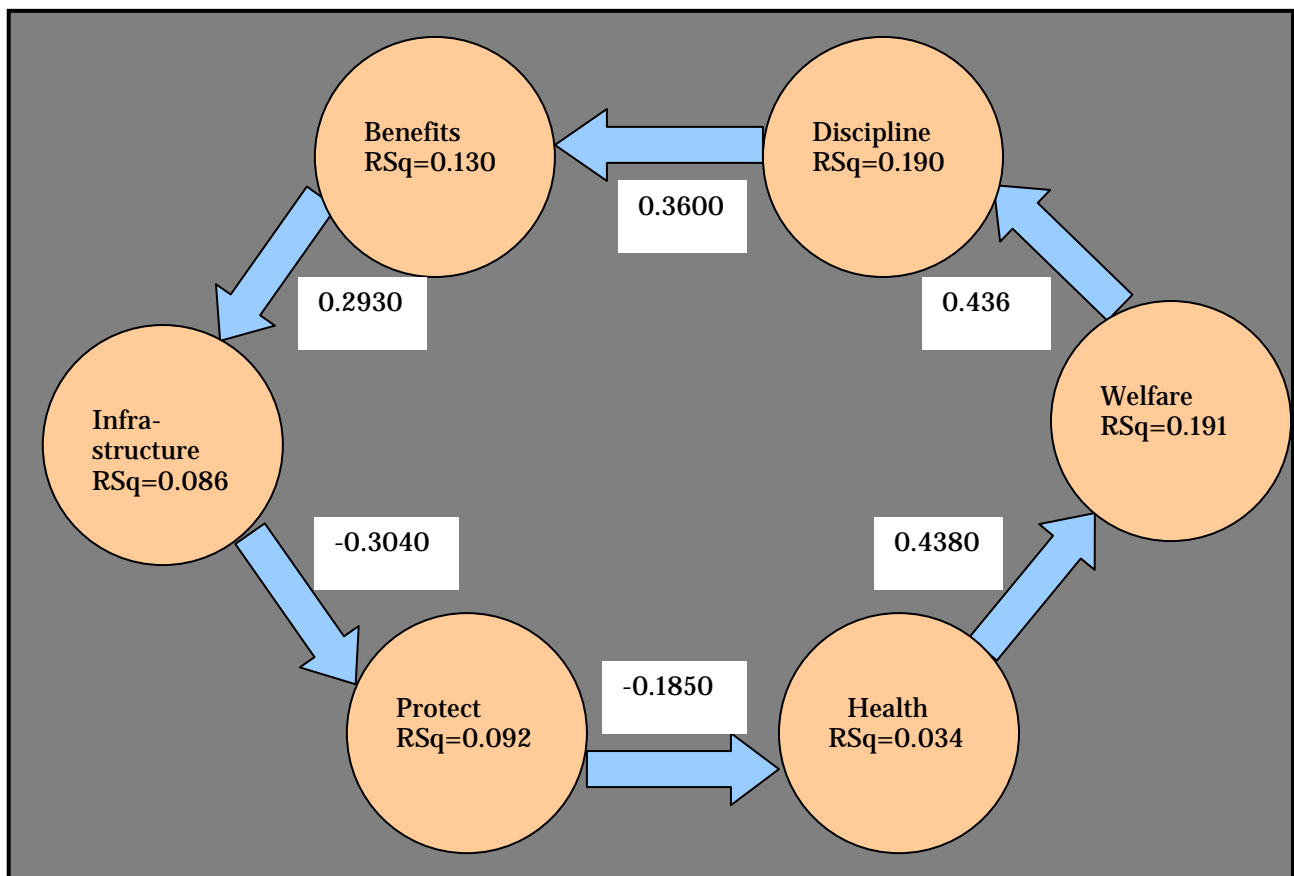
T value for the path infrastructure to protection measures was (-3.8036) which is implied that there is a negative impact of infrastructure which can be sourced as protection measures.



Structural Model Boot Strap					
S.No.	Path	Entire Sample Estimate	Mean of Subsamples	Standard Error	T-Statistic
1	benefit->welfare	0.397	0.4212	0.0753	5.2731
2	benefit->discipline	0.376	0.3866	0.0888	4.2356
3	benefit->protect	0.378	0.376	0.0871	4.3374
4	benefit" >healthy	0.495	0.5297	0.0799	6.1967
5	benefit - >safety	-0.337	-0.3676	0.0706	-4.7742

Hence a better plan on concentrating infrastructure factor to make it protection measures.

1. H0: There is a significant difference between the benefits and welfare facility of the mill.
2. H1: There is a significant difference between the benefits and discipline measures of the mill.
3. H2: There is a significant difference between the benefits and protection measures of the mill.
4. H3: There is a significant difference between the benefits and healthy facility of the mill.
5. H4: There is a significant difference between the benefits and safety measures of the mill.



Structural Model Boot Strap					
S.No.	Path	Entire Sample Estimate	Mean of Subsamples	Standard Error	T-Statistic
1	infra->protect	-0.304	-0.353	0.0678	-4.4853
2	protect->health	-0.185	-0.2375	0.1035	-1.7875
3	health->welfare	0.438	0.4903	0.0621	7.0517
4	welfare->discip	0.436	0.4676	0.0697	6.2592
5	discip->benefits	0.36	0.3903	0.1971	3.7069
6	benefits->infra	0.293	0.3354	0.0824	3.5573

Hence a better plan on concentrating infrastructure factor to make it protection measures.

1. H0: There is a significant difference between the benefits and welfare facility of the mill.
2. H1: There is a significant difference between the benefits and discipline measures of the mill.
3. H2: There is a significant difference between the benefits and protection measures of the mill.
4. H3: There is a significant difference between the benefits and healthy facility of the mill.
5. H4: There is a significant difference between the benefits and safety measures of the mill.

T value for the path benefits to welfare was (5.2731) which is implied that there is a positive impact of benefits which can be sourced as welfare. Hence a better plan on concentrating benefits factor to make it welfare facilities. T value for the path benefits to discipline was (4.2356) which is implied that there is a positive impact of benefits which can be sourced as discipline. Hence a better plan on concentrating benefits factor to make it discipline measures. T value for the path benefits to protection was (4.3374) which is implied that there is a positive impact of benefits which can be sourced as protection.

Hence a better plan on concentrating benefits factor to make it protection measures. T value for the path benefits to healthy was (6.1967) which is implied that there is a positive impact of benefits which can be sourced as healthy. Hence a better plan on concentrating benefits factor to make it healthy measures. T value for the path benefits to safety was (-4.7742) which is implied that there is a negative impact of benefits which can be sourced as healthy. Hence a better plan on concentrating benefits factor to make it healthy measures.

1. H0: There is a significant difference between the infrastructure and protection facility of the mill.
2. H1: There is a significant difference between the protection and health measures of the mill.
3. H2: There is a significant difference between the health and welfare measures of the mill.
4. H3: There is a significant difference between the welfare and discipline measures of the mill.
5. H4: There is a significant difference between the discipline and benefits of the mill.
6. H5: There is a significant difference between the benefits and infrastructure of the mill.

T value for the path infrastructure to protection was (-4.4853) which is implied that there is a negative impact of infrastructure which can be sourced as protection. Hence a better plan on concentrating infrastructure factor to make it protection measures. T value for the path protection to health was (-1.7875) which is implied that there is a negative impact of protection which can be sourced as health. Hence a better plan on concentrating protection factor to make it health measures. T value for the path health to welfare was (7.051) which is implied that there is a positive impact of health which can be sourced as welfare facility. Hence better plan on concentrating health factor to make it welfare facility. T value for the path discipline to benefits (3.7069) which is implied that there is a positive impact of discipline which can be sourced as benefits measures. Hence a better plan on concentrating discipline factor to make it benefits. T value for the path benefits to infrastructure was (3.5573) which is implied that there is a positive impact of discipline

which can be sourced as benefits measures. Hence a better plan on concentrating benefits factor to make it infrastructure.

Suggestions:

1. Men and women are working for longer time in order to earn more wages because of continuous work they have to struggle in restructuring the family. Hence an imbalance of work and life happens; hence preference can be given to the family environment than work.
2. A work family conflict is spreading over the world like anything by creating negative impact of labourers by family work conflict.
3. The mill can take initiatives like flexible work hours telecommunication, part time work, child care referrals, extend maternity benefits paternal leave to improve QWL strategies.
4. Labourers can be motivated by using by implementing family-friendly policies and programs which were lacking in the mill by implementing flexible ways of working the mill can optimize productivity and makes it possible to have private the life along with a demand job , hence no cause of complacency will made happen the mill.
5. Working hours and working practices when can accurately recorded to represent effort and productivity. Flexibility of working hours can be made not to all labourers but preference can be given to women labourers who have kids.
6. Overtime facility we can be given to junior labourers has because they are earning very low when comparing to the senior labourers.
7. Equality, equity and diversity drive can be in grate in the mill to enhance men, women relationship.
8. By giving due consideration on safety and health measures the favour forms such as emerging diseases, disability, sickness and stress issues can be reduced.

Conclusion

Quality of work life refers to the relationships between a workers and his work environment. The Quality of work life is the degree of excellence brought about work and working condition which contributes to the over all satisfaction at the individual level and organization level. A management practice that manifests concern about the employees job security, conducive working conditions, fair and equitable wages and participation of the worker representatives from the formal association in decision making process will lead a harmonious industrial relation in the working place. The development program of quality of work life of the employee in lead to better work environment and productivity of the organization. To improve the balancing of work life and productivity many Indian companies have tested and still experimented on their quality of work life policies.

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