

A study on quality of work life of spinning mill employees in Dindigul District, Tamilnadu, India

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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 Dindigul District. Primary data were used in this research, were collected from 298 spinning mill employees from Dindigul District. 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 Dindigul District. 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 multiple regressions 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.

Keywords: Dindigul Spinningmill employees – Job factors –perception of Quality of work life

1. Introduction

1.1 Prologue

In the previous days the idea of job is to satisfy the person's fundamental needs are also facing out (Lu, While, & Barriball, 2005), currently the work setting is changing radically. The important necessities are getting tainted and increasing according to the development of the work system and standards of living of a workforce (Spector, 1997). The present work force are not satisfying alone with their financial needs, they also considering about Job, social and psychological aspects, Today's workforce is understand the importance of Quality of work life in job and relationship of job factors in Quality of work life. If the Job factors are troubling to their job as well as personals', they are ready for quitting. In such case the organizations are losing their human assets. Achieving the headship position or amplifying the profit is not a easy one for every organization. These are possible only through an excellent work force with excellence. How we can attain an excellent work force with excellence.

Through improvising the Quality of work life of the employees we can create a successful organization. The Quality of work life approach considers people as an 'asset' to the organization rather than as 'costs'. Non consideration of factors affecting employees leads for job dissatisfaction? The dissatisfaction does not simply end at the workplace; it will affect the Life and work of the employee and make them as unhappy, The dissatisfaction cost employers also through increased turnover of labors, more absences, more work complaints and more problems with co-workers. So the organizations have to consider and eliminate the factors that lead to Job dissatisfaction, by the way of concentrating on stimulating factors of Quality of work life they can achieve and amplify the profit. The present study was carry out to explore level of Quality of work life and the relationship between Quality of

work life and the Job factors in Spinning industries located at Dindigul District.

Quality of work life

Quality of work life is defined as an employee's level of positive effect towards job or job situation Quality of work life of an employee differs in meaning and importance in relations to the facets of work. Some may feel pay and fringe benefits that meet his expectations to be extremely important; another, it may be essential to have a job that provides an opportunity for challenging assignment. Many different perceptions are there about the Quality of work life, such as pay promotions, supervision, fringe benefits, one's co-workers support, and excessive working hours are associated with levels of satisfaction^[45].

According to Richard A. Murray. (1999)^[36] Pay and promotion are two most important factor of Quality of work life. These factor highly influence the Quality of work life

According to Barbash 1976^[2] Quality of work life of workers employed in various occupations was that satisfaction was not primarily a function of the work environment but rather a function of demographic characteristics.

Satisfaction has also been examined in the context of personal characteristics. Older workers have exhibited more satisfaction with their jobs, while younger workers have indicated less satisfaction with the intrinsic characteristics of work (Lee and Wilbur 1985^[26]).

According to Jennifer S. Skibba (2000)^[41] Quality of work life represented by several related factors that have been highly correlated with Quality of work life, but two traits have significant correlations, locus of control and negative affectivity Locus of control means, how much control they have over their job, life. Negative affectivity means negative emotions, independent of the situation

Sirgy *et al.* (2001)^[39], defines Quality of work life as "employee satisfaction with a variety of needs through

resources, activities, and outcomes stemming from participation in the workplace.”

Lora Jo Foo and Nikki fortunate Bas, (2003) ^[27] provides a picture of changing structure of the global apparel production due to the stage out of quotas, and trends in trade policies from the his perspective. Today, many garment workers are concerned about how free trade policies will impact the daily lives of the workers.

Rupa Mathan, Ph.D., (2004) ^[37], Industrial relations pointed out that Industrial relations is not a one sided game but depends on the mutual understanding, faith and goodwill of all the employees in Industrial relation system.

According to European Working Conditions Observatory (2007) ^[9] Quality of work life influenced by individual well-being, working hours, work orientation, financial variables, the employment contract, and market and job mobility. Education and job security are the strongest correlation with Quality of work life. Job autonomy leads to higher Quality of work life unclear relationship between working time and Quality of work life.

According to NASFAA (2008) ^[34] Work load outweighs salary, recognition, appreciation, are correlated with FAA Quality of work life. Work, proud of their job, personal satisfaction from their roles, current position is increased or decreased the Quality of work life.

Faller, Marcia S *et al.* (2011) ^[30] examined the work-related burnout, Quality of work life, quality of care, and intent to leave in employees. They specified as the quality of care and Quality of work life were significantly influenced by whether a hospital held designation and number of patients cared for increases also increases the work-related burnout

Muhammad and Muhammad, (2012) ^[32] identified as major stress factors in employees were performance pressures: when arousal is either too high or too low, performance declines and so does the Quality of work life and there is a negative relationship between job stress and Quality of work life. Those employees who had high level of job stress had low Quality of work life Rashid Saeed *et al.* (2013) ^[35] conducted a research to study the level of satisfaction of the employees in various telecom companies in pakistan. They found as the working conditions, pay and promotion, job security, fairness, relationship with co-workers and supervisors in affecting the Quality of work life.

Mafini (2014) ^[29] 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

1.2 Scope of the study

The scope of the study is confined only to the Spinning mills employees in Dindigul district. The research aims to find out level of Quality of work life and the impact of the Job related factors on Quality of work life of Spinning MILLS employees in Dindigul district. Therefore, researcher has made a humble attempt to assess the Job factors, conditions and its influence

on Quality of work life of Spinning MILLS employees in Dindigul district of Tamil Nadu.

1.3 Objectives of the study

The objectives of the study are:

- To study the impact of job factors on Quality of work life of Spinning MILLS employees in Dindigul district.
- To identify the various parameters determining Quality of work life of Spinning MILLS employees in Dindigul district.
- To measure the level of Quality of work life in the Spinning MILLS based on the selected parameter

1.4 Hypothesis of the study

- There is no relationship between the Job related factors and Quality of work life of SpinningMILLS employees in Dindigul district.(H0)
- There is a strong relationship between the Job related factors and Quality of work life of SpinningMILLS employees in Dindigul district.(H1)

2. Results & Findings

The Respondents of the study consisted of 95% of (n = 283) Females and 2% of (n = 15) male Spinning MILLS employees. In employees 39% of the respondents are in between the age group 21-35 years, another 35% belongs to the 35- 50 category; Remaining 26% of workers are in the age group of 50 and above. Among the 298 employees 38.9% of are in the age group of 21 - 35, another 34.9% belongs to the 36- 50 category and remaining 26.2% of respondents are in the age group of above 50. Among the Dindigul Spinning MILLS employees 80.77% of the respondents are married, 19.23% of the respondents are Unmarried. Among the employees 80.87% (n=241) are married and 57 are unmarried.

In the Dindigul district the Spinning MILLS employees 42.6% of the workers had attained higher secondary as their qualification, another 22.19% of respondents' holds diploma as their qulaification.20.2% of the respondents secures UG Degree as their qualification and remaining 15% of respondents' only secured PG degree. Among the Spinning MILLS employees 48 % of the respondents are in the category of Worker, another 44% of the respondents are in the level of Staff and remaining 8% of the respondents in the category of Executives. Regarding the experience in service, 45.74% of employees are having the experience less than 5 years; another 24.1% of employees are having the experience less than 10 years. 17.89% of employees are having the experience less than 15 years. Remaining 12.22 % of employees scattered in remaining experiences.

About timings spent with the family and personal work, 68.6% of the respondents are replied as they are having necessary timing for their family and personal work, another 28.4% of the respondents are said as they are able to occasionally spent the time for their family and personal works and remaining 3.0% of the respondent stated as hardly they are able to spent. Related to the personal life commitments that affecting the job requirements, 2.7% of the respondents replied that as they are always affected by their personal life commitments, another 51.3% of respondents replied as their job requirements are occasionally affected by their personal life commitments and remaining 46.0% of the respondent is replied as their personal

life commitments are not affecting their job requirements. Regarding the work life balance, 68.4% of the respondents replied as they are able to balance the life and job in well manner, another 23.9% of respondents mentioned as they are managing and remaining 7.7% of respondents said as they are struggling to balance their life with work. Regarding Quality of work life 78.6% of respondents are replied as they are highly satisfied and 19.7 % respondents are said as they are somewhat satisfied in their Quality of work life. Remaining 1.7% of the respondents stated that they are satisfied and fulfilled.

Regarding the opinion about the job security in firm that 28.86% of the respondents are Highly Satisfied, 54.67% of the respondents are satisfied, and 15.37% of the respondents are neither satisfied nor dissatisfied, and 1.0% of the respondent is dissatisfied. About the about the recruitment process that 18.12% of the respondents are Highly Satisfied, 65.78% of the respondents are satisfied, and 16.1% of the respondents are mentioned as dissatisfied. While opining about the pay and Pay equity provided in the organization that 16.4% of the respondents are opined as Highly Satisfied, another 58.4% of the respondents are expressed as Satisfied and remaining 25.2% of the respondents opined as Dissatisfied. About the shift timings in firm that 92.27% of the respondents Highly Satisfied, 7.71% of the respondents mentioned as they are dissatisfied

Among the Dindigul district Spinning MILLS employees regarding the Satisfaction level about the present working environment that 21.5% of the respondents are Highly Satisfied, 70.5% of the respondents are Satisfied and 8% of the respondents are dissatisfied. Regarding the organizational procedure and policies the employees opined that 26.8% of the respondents are Highly Satisfied, 55.4% of the respondents are satisfied, and 13.8% of the respondents are Neither Satisfied or Dissatisfied, 3.3% of the respondent is dissatisfied, and 0.7% of the respondent is highly dissatisfied. Regarding the opinion about autonomy and decision making practices followed in organization, that 17.1% of the respondents are Highly Satisfied, 67.8% of the respondents are stated as satisfied, and 15.1% of the respondents are mentioned as dissatisfied.

Regarding the opinion about the posts are based on the qualification and experience 63.2% of the respondents are mentioned as postings are purely based on qualification and experience but another 19.4% of the respondents are mentioned as they are not able to say properly remaining 7.4% of the respondents are it is not happening like such. The Dindigul District Spinningmill employees opined regarding the opportunity to develop own abilities that 28.2% of the respondents stated that they are Highly Satisfied another 52.7% of the respondents are satisfied, and 19.1% of the respondents are mentioned as they are dissatisfied. About the carrier developmental opportunities in the MILLS, 91.6% of the respondents are opined as highly available, and 8.4% of the respondents are considered as less. Regarding the opinion about the training facilities provided on job, that 82.7% of the respondents are satisfied, and 17.3% of the respondents are dissatisfied. Regarding the Satisfaction level of the Respondents about the tools in firm that 25.2% of the respondents are Highly Satisfied, 57.4% of the respondents are Satisfied, and 15.7% of the respondents are Neither Satisfied Nor Dissatisfied, 1.0% of the respondent is dissatisfied, and 0.7% of the respondent is Highly dissatisfied. Regarding the safety measures in the mills 24.1 % of the respondents

mentioned as they felt highly safe, another 60.5% of respondents responded as safe but remaining 15.4 % of the respondents opined as they are not satisfied with safety measures, among them 1.3% of respondents mentioned as highly dissatisfied and in high risk.

About the relationship among department in the Dindigul district Spinning mill employees that 29.5% of the respondents are Highly Satisfied, 60.5% of the respondents are satisfied, and 10% of the respondents are dissatisfied. Among Dindigul district Spinningmill employees 81.6% of the respondents stated that the supervisors are very supportive and caring but 18.4 % of respondents of the employees mentioned as they are not consoled with the behaviour of the superiors. And 80.6% of the respondents opined as the superiors are properly recognizing their good work and 19.4% of the respondents mentioned as they are not properly recognized. While giving opinion about the grievance Redressal system in the organisation, 24.1% of the respondents stated that they are Highly Satisfied, another 60.1% of the respondents opined as satisfied, and remaining 15.8% of the respondents stated that they are dissatisfied.

While opining about the organizational cleanliness and adequate facilities that 84.6% of the respondents are satisfied, and 15.4% of the respondents are highly dissatisfied. Related to the opinion about the break and rest time given by the company, that 13.4% of the respondents are Highly Satisfied, 64.8% of the respondents are Satisfied, and 21.8% of the respondents are dissatisfied. Regarding transport facilities available in the organizations 19.1% of the respondents said as the facilities are highly available and satisfied, and another 70.5% of the respondents are satisfied and remaining 10.4% of the respondents are opined as dissatisfied.

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2.1 Multiple regression analysis

Regression Analysis in general sense means the estimation or prediction of the unknown value of one variable from the known value of the other variable. It is one of the most important statistical tools which is extensively used in almost all sciences – natural, social and physical. It is specially used in business and economics to study the relationship between two or more variables that are related casually and for the estimation of demand and supply graphs, cost functions, production and consumption functions so on.

$Y = b_0 + b_1 X_1 + b_2 X_2 + \dots + b_j X_k$ provides a good estimate of an individual Y score based on the X scores.

Where, Y = Quality of work life perceived by the Spinning mill employees

X1= Shift Timings

X2 = Relationship with superiors

X3 = Facilities

X4 = Job security

X5 = Safety in firm

X6 = Policies and Procedures

X7 = Opportunities for developments

X8 = Pay equity

X9 = Autonomy & Decision Making

X10 = Grievances Redressal

X11 = Career growth opportunitites

X12 = Recognition from superiors

X13 = Break between work

X14 = Designation based on Qulaification
 X15 = Communication Channel
 and $b_0 + b_1 + b_2 + \dots + b_j$ are the parameters to be estimated
 In regression, the relationship between the Quality of work life

among the Spinning mill employees of Dindigul District and Fifteen independent factors were studied. It was found that out of fifteen, all factors except break between work were closely associated with the level of satisfaction towards their job by the selected sample respondents:

Table 1

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.819(a)	.827	.855	.949

2.2 Model Summary

A Predictors: (Constant)Facilities, Job security, Safety in firm, Policies and Procedures, Opportunities for developments, Pay equity, Autonomy & Decision Making, Grievances Redressal, Career growth opportunites, Recognition from

superiors, Break between work, Designation based on Qulaification, Communication Channel, Relationship with superiors a All requested variables entered., b Dependent Variable: my job is

2.3 Coefficients (a)

Table 2

SL.NO	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
	(Constant)	0.63	0.17		3.667	
	Shift Timings	.67	0.08	0.235	4.482	5%
	Facilities	0.39	0.049	0.085	1.878	NS
	Job security	0.88	0.02	0.895	43.748	1%
	Safety in firm	0.14	0.07	0.096	2.054	NS
	Policies and Procedures	0.45	0.01	0.211	3.416	5%
	Opportunities for developments	.25	.06	.450	7.977	5%
	Pay equity	0.37	0.02	0.140	3.124	1%
	Autonomy & Decision Making	0.31	0.10	0.128	2.882	1%
	Grievances Redressal	.19	.07	.155	2.561	1%
	Career growth opportunites	.25	.07	.223	3.588	NS
	Recognition from superiors	.31	.09	.194	4.161	1%
	Break between work	-.06	.06	-.067	-1.063	5%
	Designation based on Qulaification	.251	.100	.281	4.516	1%
	Communication Channel	.080	.061	.071	1.309	1%
	Relationship with superiors	0.03	0.02	0.048	1.067	NS

From this multi-regression analysis we can infer that out of eleven factors, seven factors were closely associated with the Spinning mills employees of Dindigul District. All factors except break between works were closely associated with the level of satisfaction. This shows the Quality of work life is high for the Spinning mill employees of Dindigul District and the positive job factors leads the entire workforce towards a high level of satisfaction and fulfillment in their job.

$$\alpha + \beta = \chi. \tag{1}$$

2.4 Summary and Concluding Remarks

Demographically, spinning mill employees in Dindigul district are male dominated. Male domination is evidenced in the results of the studies which indicated that in Spinning mill employees in Dindigul district are very younger, have less years of experience in their job, and most of them have the 12th qualification only.

Spinning mill employees in Dindigul district were generally satisfied with their jobs. But few Spinning mill employees were less satisfied which implies that there may be some systems in place which fail to take into consideration of the entire Spinning mill employees in Dindigul district. Focusing on the job factors, administrators should use the results of this study to investigate particular systems for improving the Quality of work life.

The salary range of Spinning mill employees in Dindigul district is satisfied, maximum number Spinning mill employees are getting in between Rs 4000 - 9000/-. In the same time Spinning mill employees maximally opined as they are enjoying the work, the work timings are flexible, proper recognition and support from the colleagues and superiors, the working environment is so comfortable, and the Employees opined as they are not suffering from intensive workload and opined as the job nature is interesting.

If we want to keep our employees as satisfied, loyal and to retain for our organization, we have to motivate the factors which maximize the Quality of work life and suppress the factors which affects. It will improvise and maximize the MILLS earnings and make your MILLS as a successful one. 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 Tamilnadu.

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