

A Study on Quality of Work life at Pix Rock VFX Pvt., Ltd., Chennai

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Abstract: Quality of work life (QWL) is viewed as an alternative to the controlled approach of managing people. The QWL approach considers people as an 'asset' to the organization rather than as 'costs'. It believes that people perform better when they are allowed to participate in managing their work and make decisions. This approach motivates people by satisfying not only their economic needs but also their social and psychological ones. To satisfy the new generation work force organizations need to concentrate on job designs and organization of work; further today's work force is realizing the importance of relationships and is trying to strike a balance between career and personal lives.

I. INTRODUCTION

Successful organization support and provide facilities to their people to help them to balance the scales. In the process, organization is coming up with now and innovative ideas to improve the quality of work and quality of work life of every individual in the organization. Various programs like flex time alternative time, alternative work schedule, compressed work weeks, telecommuting etc., are being stopped adopted by these organizations.

REVIEW OF LITERATURE:

Organization gives most importance on advanced technology for higher productivity surpassing the needs and mental state of its employees. The creates a negative impact on the working environment among the employees. Thus it was realized that social support goes hand in hand with technical innovations. Quality of work life denotes all the organization inputs which aim at employee's satisfaction and enhancing organizational effectiveness. In 1950 the term QWL was used to stress the prevailing poor quality of life at workplace and it was first denied then in terms of people's reaction to work, particularly an individual's job satisfaction and mental health. It also refers to favorableness or unfavorableness of the job environment for peoples Harvard professor Richard E. Walton proposes the following eight major conceptual categories to provide a frame work for analyzing its salient feature.

- Adequate and fair compensation
- Safe and healthy working conditions
- Immediate opportunity for continued growth and security
- Social integration in working environment
- Constitutionalism or the 'rule of law' in the work organization
- The social relevance of work life

Multifarious criteria that characterize this industrial orientation include fair compensation, healthy working conditions, and opportunities for developing skills, Continues growth and security, conducive work environment, protection of workers right social relevance and balance between work and personal life later, quality came to be recognized as an approach or methods used for improving work.

SaeedJain Mahyudi (2001) has adapted Walton's criteria for a quality guideline to study the organization's quality practices. The findings show that TIM has done a good job so far as quality is concerned. The productivity since its inception has improved threefold and factory output has more than doubled. It is interesting to note that currently 40% of the work force has served for more than 10 years employee turnover has stated at 15 %.

The management in every organization should sincerely invite their employees to suggest ways to improve their operations and quality of their work only if these ideas are received in a spirit of appreciation. The employees should then be asked to participate in studying the feasibility and recommend appropriate means of implementing each suggestion that survives such review. The quality of life at work probably would then be enhanced. A management practice that manifests concern about enrichment employee security, career opportunities for employees to have voice in matters which affect the momentarily consistent with meticulously controlled operation in the interest of efficiency, effectiveness, quality assurance, customer services, profitability and high employee morale. A study of Professor Robert F. Hoxie Chicago University in 1915, reported how the unions particularly the machinists were fighting scientific management techniques. This so called scientific management and labor compliant condemned the workers to a monotonous routine destroyed their creativity and drove them to the brink of exhaustion.

There are generally two types of workers some accept the life as they find it idea job which provides a living enough. But for some others taking home a pay is not all they want a chance for self fulfillment workplace. The workers generally do not want increased responsibilities nor want to learn new skills. They only need a specially tailored approach to cope with their feelings. This minority should be permitted to continue in their respective skills and familiar tasks so long as they perform satisfactorily.

Improvement programmes

- Sustained commitment from management to the open not defensive modus operandi of sincerely inviting collaborative inputs from the workforce regarding problem identification and suggestion for improving any aspect of the organization or the policies practices and structure of work with incentives provided for such participation.
- Invite involvement of members of tasks groups in recommending resolution of identified problem.
- Training of supervisors to equip them to function effectively in a less authoritative style.
- Implementation of practicable suggestions and explanations for rejected ideas.
- Feedback and recognition for good results achieved.
- Selection of personnel who can be motivated under appropriate conditions to strive for excellence in task performance.
- Evaluation and analysis of results including failures leading to renewed efforts towards continual improvement in modus operandi.

QUALITY OF WORKLIFE:

Definition

This is the Administration Department leading the various functions of the company headed by secretary. The primary function of this department is to assist the chair man and the other activities like Recruitment, Training and Welfare measures to the employees. Public Relation, Personnel and Legal. Manuals and job aide relating to office procedure are maintained in this department. Based on the work requirements suitable training programs are arranged for the officers, Ministerial staff and workers

Methods of quality of work life:

The study on Quality of work life has the following methods

- Since the study is a cross sectional study the findings of the study will not be applicable for a long time
- The sample was taken from indoor staff of the traffic department hence; it will not be applicable to the outdoor staff.
- Some of the questionnaires were in complete
- Only a few of the QWL component were given importance in the study.
- Based on questionnaires conclusions cannot be drawn
- Worker's interactions were very less.

HUMAN RESOURCE DEPARTMENT

Company target is to place the right person to right job, to evaluate efficiently our human resources, to contribute to training and development, to increase loyalty and pave the way to career opportunities. Equal opportunity policy we treat everybody equally regardless of religion, language, race, gender, age, ethnicity distinction. By providing equal opportunities to all candidates in our recruitment process, we aim to employ the right person for the right job.

Recruitment Policy: The recruitment policy is to provide equal opportunities to candidates and allow and process of the company and their process of the opportunity to accurate way to employee. Human resource management is very useful in this company of the organization.

Training and Development Policy: Education is an important element in the development of our employees and our company, we continuously invest in our human resources. Our education policy, our employees, is to support training needs to enable them to continue their task with high motivation and performance. With this approach personal development training and job.

SCOPE OF THE STUDY

- Analyze the mental condition of employees during working hours
- Focus team work
- Focus on skill development
- Increase responsiveness to employees concern

OBJECTIVES OF THE STUDY

Primary Objectives

- To study the QUALITY OF WORK LIFE in PIX ROCK VFX PVT LTD

Secondary Objectives

The scope of the study is to evaluate and improve the Quality of work life

- To study the constituents of quality of work life
- To study the strengths of different factors in positive or negative contribution to quality of work life
- To study the relationship between the components of Quality of Work life
- To study the differences between the perceived Quality of work life and personal profile of employee

RESEARCH METHODOLOGY

Meaning

Research methodology is a way to systematically value the research problem. At may understood as of studying how research is scientifically done research and academic and a such the term should be used in technical sense.

Research design

The formidable problem that follows the task or defining the research problem is the preparation of the design of the research project, popularly known as the “ RESEARCH DESIGN” Decisions regarding what where when how much by what means concerning an inquiry or a research study constitute a research design “ A research design is the arrangement of conditions for collection for collection and analysis of data in manner that aims to combine relevance to the research purpose with economic procedure The study on employee satisfaction is a descriptive method of research Descriptive research studies are those studies which are concerned with describing the characteristics of a particular individual or of a group, where as diagnostic research studies determine the frequency with which something occur or its association with something else.

Source of data

• PRIMARY DATA

Primary sources include the actual information received directly concerned with the problem of study. The researcher primarily collected the data about the Quality of work life. The primary Sources are mainly the general knowledge that the researcher knows about the topic and the respondents who provide sufficient information about the topic. It was collected through a questionnaire.

• SECONDARY DATA

Secondary data are the information which are attained indirectly it is not attained directly from the employees. The secondary sources of information include the publicized; UN published documents and other such type of information It was collected from books manuscripts reports papers and magazine

CH-SQUARE TEST

$$\text{Chi-square test } (\chi^2) = \sum \frac{(O_i - E_i)^2}{E_i}$$

Degrees of freedom = (R-1) (C-1)

Where as,

O= observed frequency ,

E= expected frequency,

R=number of rows,

C=number of columns

Null Hypothesis (Ho)

There is no significance relationship between work experience and promotion process.

Alternative Hypothesis (H1)

There is significance relationship between work experience and promotion process

ANOVA TEST

1. Correction Factor (C.F) = $(\sum x)^2 / \text{No. of Observation} = T^2 / N$
2. Sum of Square of Total Variance: (SST) = $\sum x^2 - C_x$
3. Sum of Squares between rows (SSR) = $SSR^2 - CF$
4. Sum of Squares between the columns (SSC) = $SSC^2 - CF$
5. Error Sum of Squares = $SST - (SSR + SSC)$

CORRELATION TEST

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

DATA ANALYSIS AND INTERPRETATION

TABLE-I - QUALIFICATION OF THE EMPLOYEE

| PARTICULARS | NOOF RESPONDENTS | PERCENTAGE |
|------------------|------------------|------------|
| SSLC | 1 | 1 |
| HIGHER SECONDARY | 1 | 1 |
| GRADUATES | 60 | 60 |
| POSTGRADUATES | 38 | 38 |
| TOTAL | 100 | 100 |

INTERPRETATION

From the above table SSL Care 1% HS Care 1% Graduates are 60% Post Graduates are 38%

CHART I - QUALIFICATION OF THE EMPLOYEES

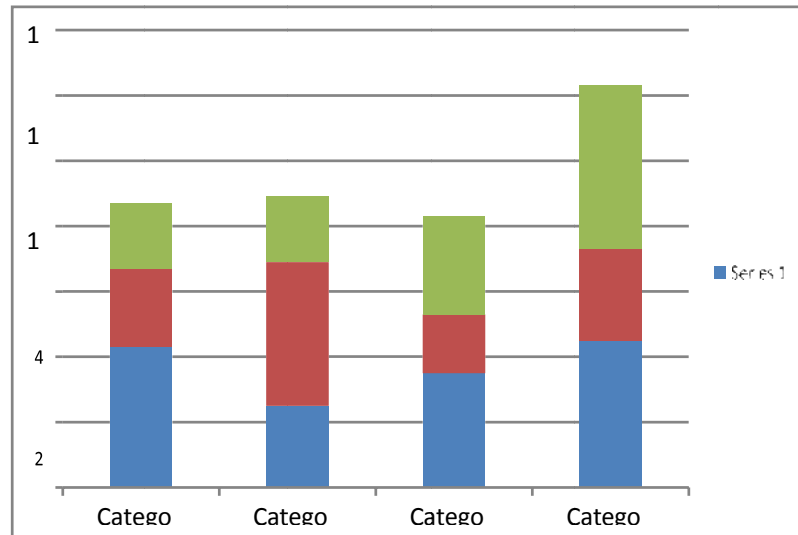


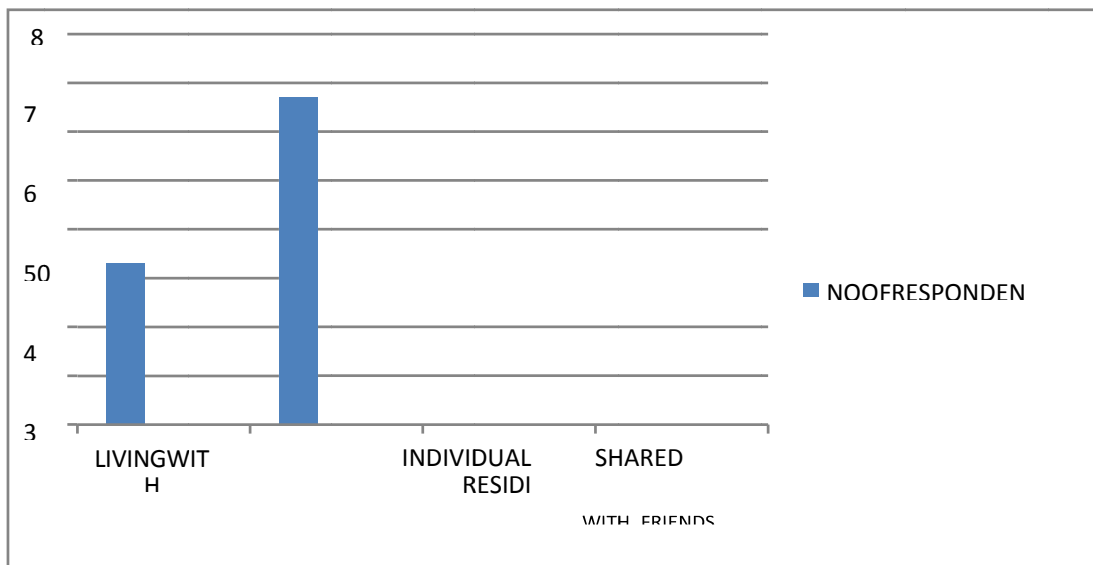
TABLE 2 FAMILY STATUS OF THE EMPLOYEES

| PARTICULARS | NO OF RESPONDENTS | PERCENTAGE |
|-------------------------------|-------------------|------------|
| LIVING WITH PARENTS | 33 | 33 |
| INDIVIDUAL FAMILY | 67 | 67 |
| RESIDING IN MANSION | 0 | 0 |
| SHARED HOUSEHOLD WITH FRIENDS | 0 | 0 |
| TOTAL | 100 | 100 |

INTERPRETATION

From the above table 33% are living with parents 67% is individual family, none are residing in mansion & none are shared household with friends.

CHART2 - FAMILY STATUS OF THE EMPLOYEE



FINDING

1. A majority of 41% of the respondents are satisfied with pay packages they are receiving.
2. A majority of respondents 38% are satisfied with the incentive package provided by the organization
3. A majority of the respondents nearly 47% agrees that the supervisors are helpful in crisis situation
4. A majority of 31% respondents stays neutral on the supportiveness of the trade union
5. A majority of 54% respondents are not satisfied with their job
6. A majority of 38% respondents are satisfied with the existing method of performance appraisal

SUGGESTIONS

Recreational facilities like library club membership social club annual torus can be arranged Workshops regarding computer training and to improve workman ship be conducted frequently for employers Weekly or monthly meetings about execution of future projects should be conducted frequently Opportunities to use and develop human capacities opportunities for career growth A suggestion box should be installed and the employees should been courage to give the suggestions. Appropriate rewards should be given to the employees whose suggestions have been implemented proper feedback should be taken Work load should be distributed equally

CONCLUSION

Quality is the need of the hour in every sector quality is essential Quality in work life help store a in the internal customers. This firm has clearly understood this and hence the internal customers are satisfied but emerging concepts in HR can be implemented for further betterment in the quality of work life. Hence I can conclude that the quality of work life in DAILY FRESH FRUITS INDIA PVTLTD is satisfactory.

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