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A Study on Quality of Work Life in Maria Marketing Corporation

Arun Visvam S*, Muthumani S**,Bethel Erastus-0bilo***

*(MBA Student, Jerusalem College of Engineering, Chennai, Tamil Nadu, India Email: mr.arunshade@gmail.com)
**(Professor And Head MBA, Jerusalem College of Engineering, Chennai, Tamil Nadu, IndiaEmail: muthumani@gmail.com)
***(Vice President of Academic Affairs & Professor of Criminal Justice, University of Atlanta, Atlanta, GA
Email:bethalerastus@gmail.com)

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Abstract:

 Quality of Work Life among employees in the IT INDUSTRY. The sample size taken to conduct the research is **109 employees.** The quantitative phase involves distributing structured **questionnaires** to a diverse sample of employees across various departments. Secondary data was collected from earlier research work and various published journals. Simple Percentage is the tool used for data analysis such as **chi-square, ANOVA, and Regression**. The outcome of this research could inform the factors affecting the quality of work life, the impact of stress on the quality of the work life of employees, and the **level of employee satisfaction** in the organization.

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I. INTRODUCTION

Quality of work life (QWL) can be defined as the extent to which an employee is satisfied with personal and working needs through participating in the workplace while achieving the goals of the organization. A working environment is a place in which one works. It is a social and professional environment in which employees are supposed to interact with several people, and have to work with co-ordination in one or the other way. Safe and healthy working conditions ensure good health, continuity of services, and decreased bad labor-management relations. A healthy worker registers high productivity.

II. METHODOLOGY

Research Methodology is the systematic way to solve the research problem it gives an idea of various steps systematically and objectively adopted by the researcher.

Research design: Research design is a plan, structure, and strategy of investigations to obtain answers to the research questions.

Descriptive Research: Descriptive research is defined as a research method that describes the characteristics of the population or phenomenon

III.   MODELING AND ANALYSIS

TABLE NO 1

2. AGE		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 25 YEARS	61	45.2	56.5	56.5
	26 - 30 YEARS	27	20.0	25.0	81.5
	31 - 35 YEARS	14	10.4	13.0	94.4
	36 - 40 YEARS	4	3.0	3.7	98.1
	ABOVE 40 YEARS	2	1.5	1.9	100.0
	Total	108	80.0	100.0	
Missing	System	27	20.0		
Total		135	100.0		

INFERENCE: From the above table it is interpreted that 56.48%, 25.00%,12.96%, 1.85%, and 1.85% of the employees are 20-25 years,26-30 years,31-35 years, 36-40 Years and Above 40 years respectively

TABLE 2

		Frequency	Percent	Valid Percent	Cumulative Percent
5. WORK EXPERIENCE					
Valid	BELOW 1 YEAR	36	26.7	33.3	33.3
	2 - 5 YEARS	51	37.8	47.2	80.6
	6 - 10 YEARS	17	12.6	15.7	96.3
	11 - 15 YEARS	4	3.0	3.7	100.0
	Total	108	80.0	100.0	
Missing	System	27	20.0		
Total		135	100.0		

INFERENCE: From the above table it is interpreted that 47.22%, 33.33%, 15.74%, and 3.70% of the employees have 2-5 years, below 1 year, 6-10 years, and 11-15 years of work experience respectively.

TABLE NO 3

		Frequency	Percent	Valid Percent	Cumulative Percent
11. THE JOB REQUIRES YOU TO EXTEND YOUR WORKING HOURS FREQUENTLY					
Valid	YES	52	38.5	48.1	48.1
	NO	28	20.7	25.9	74.1
	MAYBE SOMETIMES	28	20.7	25.9	100.0
	Total	108	80.0	100.0	
Missing	System	27	20.0		
Total		135	100.0		

INFERENCE: From the above table it is interpreted that 48.15%, 25.93%, and 25.93% of the employees said yes, no, and maybe sometimes the job requires them to extend their working hours frequently respectively.

REGRESSION:

Coefficients[a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	2.173	.352		6.181	.000
	15. HOW SATISFIED ARE YOU WITH THE COMPANY AS A GOOD PLACE TO WORK	.002	.103	.002	.018	.986
	17. HOW SATISFIED ARE YOU WITH THE OPPORTUNITY GIVEN BY YOUR COMPANY TO LEARN	.298	.108	.280	2.759	.007
	18. HOW SATISFIED ARE YOU TO GET ALONG WITH YOUR COLLEAGUES	.167	.106	.157	1.581	.117

a. Dependent Variable: 19. OVERALL HOW SATISFIED ARE YOU WORKING FOR THE COMPANY

CHI-SQUARE

Test Statistics

	3. GENDER	13. THERE IS A RIGIDITY IN THE WORKING SCHEDULE, WHICH MAKES IT DIFFICULT TO BALANCE YOUR FAMILY AND WORK-RELATED NEEDS
Chi-Square	17.926[a]	44.685[b]
df	1	4
Asymp. Sig.	.000	.000

a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 54.0.

b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 21.6.

ANOVA

ANOVA

2. AGE

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.543	4	.886	.940	.444
Within Groups	95.183	101	.942		
Total	98.726	105			

IV. RESULTS

CHI-SQUARE:
The calculated significant value of .000 is less than 0.05(0.05<0.000). Hence H0 is rejected and H1 is accepted. Therefore, **Gender is associated with rigidity in the workplace.**

REGRESSION:
The calculated significant value of .000 is less than 0.05(0.05<0.000). Hence H0 is rejected and H1 is accepted. There is no satisfaction of the employees concerning to the work of their overall company.

ANOVA:
The calculated significant value of 0.444 is greater than 0.05. (0.444>0.05) Hence H0 is accepted and H1 is rejected. There is no significant difference between the age and stress involved in the workplace.

V. CONCLUSIONS

Upon discussing with the employees of IT INDUSTRY and analyzing the different factors contributing to the 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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