

QUALITY OF WORK LIFE AMONG EMPLOYEES OF A MANUFACTURING INDUSTRY IN GUJARAT

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Quality of Work life as part of Organizations is a critical aspect since it focuses on the level to which the needs of the individuals are fulfilled within Organization. Quality of work life describes the level of happiness or disappointment among the working professionals. "The individuals who make the most of their vocations/skills are said to have a high caliber of work life, while the individuals who are troubled or whose needs are generally unfilled are said to have a low quality of work life". The quality of work life approach considers individuals as an asset' to the Organization'. It trusts that individuals perform better when they are permitted to partake in dealing with their work and decide. This methodology helps individuals in fulfilling their financial needs as well as their social and mental ones. The objective of this study is to measure the quality of work life among the employees belonging to a manufacturing sector in Gujarat. The design of the study was descriptive. To study the quality of work life, following areas were focused- Work environment, Organizational culture, compensation, Job Satisfaction, Job Enrichment and Motivation. The tool used for data collection was a self-prepared questionnaire which was administered to the samples through online tools. Correlation and Kruskal Wallis was used to study the relation and significance between variables. Convenient sampling method was used. The results of the study indicate that employees when provided with good work environment, element of motivation and enrichment are bound to perform better. Thus it leads to better job satisfaction and promotes better quality of work life.

Keywords: Quality of Work Life, Organizational culture, Work environment, Job Satisfaction, Job Enrichment, Motivation.