

## QUALITY OF WORK LIFE OF EMPLOYEES IN HOME TEXTILES

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### ABSTRACT

The study entitled the “Quality of Work Life of Employees in Home Textiles. The study main objectives to know the overall quality of work life of employees in the home textiles. To evaluate the overall quality of work life of employees in the home textiles To study the level of job satisfaction and job security. he study carried out in textiles employees in Karur district, Tamil Nadu . The data collections are primary and secondary. A structure questionnaire is used for primary data and secondary data was obtained through some textiles records, Journals, Magazines and Websites. Satisfied sampling used is used in selecting sample. Textiles employees total population approximately 10000. Sample size used 120. The data analysis is done using SPSS, One way analysis variance, U test and Chi square method is applied to know whether job satisfaction and job environment by the home textiles has got any influence on the work quality of work life of employees. The result of the study gave a positive opinion on the variables selected.

**Keywords:** Quality of work life, Textiles employees, textiles industry

### INTRODUCTION

The success of any home textiles is highly dependent on how it attracts recruits, motivates, and retains its workforce. Today’s home textiles need to be more flexible so that they equipment to develop their workforce and enjoy their commitment. Therefore, home textiles are required to adopt a strategy to improve the employees ‘quality of work life’(QWL) to satisfy both the home textiles, objectives and employee needs. The term QWL programs are another way in which home textiles recognize their responsibility to develop job and working condition that are excellent for people as well as for economic health of the home textiles. Meany early QWL efforts focus on job enrichment. In an addition to improving the work system, QWL programs usually emphasis development of employee skills, the reduction of occupational stress and the development of more cooperative labor -Management relations.

## **TEXTILE INDUSTRY IN INDIA**

The Indian textile industry is one of the wide in the world with a massive raw material and textiles producing base. Our economy is mostly dependent on the textile Producing and trade in addition to other major industries. The textile product is 27% of the foreign exchange revenue are on account of export of textiles and clothing alone. The textiles and clothing sector contributes. This is 14% to the industrial production and 3% to the gross domestic product of the country. Nearly 8% of the total excise revenue collection is contributed by the textile industry. So much so, the textile industry accounts for as mostly as 21% of the total employment generated in the economy. Nearly 35 million people are directly employed in the textile Producing activities. Indirect employment including the Manpower engaged in agricultural based raw-material production like cotton and related trade and handling could be stated to be nearly another 60 million. A textile is the mostly single industry in India, accounting for about 20% of the total industrial production. Textile industry provides direct employment to nearly 20 million people. Textile and fabric clothing exports account for one-third of the total amount of exports from the country. There are 1300 textile mills with a spinning capacity of about 29 million spindles.

## **STATEMENT OF THE PROBLEMS**

The quality of work life (QWL) is a wide term covering an immense variety of programmers, techniques, theories and Management styles through which home textiles and job are designed so as to great employees more autonomy, responsibility and authority than is usually done. It is a comprehensive, department wide program designated to improve employee's satisfaction, strengthening workplace learning and helping employees (anonymous, 2005). A quality of work life is essential for home textiles to continue, to attract and retain employees (sand rick, 2003). Meany factors contribute to QWL which includes adequate and fair remuneration, safe and healthy working condition and social integration in the work home textiles that enables an individual to develop and use all his or her capacities; it holds that people are the most important resources in the home textiles as they are trustworthy.

1. Division of work and specialization has made the workers socially isolated from their fellow workers.

2. Many home textiles are keeping employees on temporary or adhoc basis. There is no job security for the employees in such home textiles. Such persons overwork resulting in reduction in their general happiness.

3. Globalization has lowered national boundaries and mobility of workers has increased causing great changes in the work environment at factories and offices.

4. The changing workforce of literate workers is more concerned with non- economic aspects such as self-respect, recognition, flexi-hours and home textiles privacy etc.

5. Conflicts can be prevented if workers enjoy better QWL.

### **OBJECTIVES:**

- i) To know the overall quality of work life of employees in the home textiles.
- ii) To evaluate the overall quality of work life of employees in the home textiles
- iii) To study the level of job satisfaction and job security.
- iv) To study employees' opinion about the work environment.
- v) To study the impact of employees' training and development.

### **REVIEW OF LITERATURE**

**Hosseini and Jorjatki (2010)** concluded that the job satisfaction, goals achievement and job balance are not only the importance variables to achieve good quality of work life but quality of work life (QWL) as one of the methods creating motivational thought and is a main way to have job enrichment. Which has this is roots in staff and managers' attitude to motivation category that is more attention to fair pay, growth opportunities and continuing promotion improves staff's performance .

**S.Khodadadi et al (2014)** to analyses the QWL dimensions effect on the employees' job satisfaction. In this study independent variables were permanent security providing, salary and benefits payment policies, development and promotion opportunity, and job independence, job satisfaction as the dependent variables. 114 employees selected randomly for this study and two questionnaires of "quality of work life" and "job satisfaction" were used for data collection and Data analysis was done by using SPSS and LISREL software. The results of the analysis showed that the salary and advantages policies have a importance and positive effect on Shuster's Shohola Hospital employees' job satisfaction.

## METHODOLOGY

Population is a collection of elements or objects that possess the information sought by the researcher and about which inferences are to be made. In this research work the approximately 10000 employees of home textiles constitute the population of study.

## SAMPLE SIZE

The number of samples collected constitutes the sampling size. The sample size of this particular research is 120.

## TOOLS OF ANALYSIS

**1) SPSS:** SPSS Statistics is a software package used for statistical analysis. The Statistical Package for the Social Sciences (SPSS), although the software is now popular in other fields as well, including the commerce, management and health science

**2) FRIEDMEAN TEST:** The **Fried Man test** is a non-parametric statistical test. The parametric analysis ANOVA, The procedure involves ranking each row (or *block*) together, then considering the values of ranks by columns. Applicable to complete block designs. The Friedman test is uses for one-way analysis of variance by ranks. Friedman test is widely supported by Meany statistical software packages.

**3) KRUSKAL WALLIS TEST:** The **Kruskal–Wallis one-way analysis of variance** by ranks (named after William Kruskal and W. Allen Wallis) is a non-parametric method for testing whether samples originate from the same distribution. It is used for comparing two or more samples that are independent, and that may have different sample sizes, and extends the Mean–Whitney U test to more than two groups. The parametric equivalent of the Kruskal-Wallis test is the one-way analysis of variance (ANOVA).

**4) MEANN- WHITNEY TEST:** The **Mann–Whitney U test** (also called the **Mann–Whitney–Wilcoxon (MWW)**, **Wilcoxon rank-sum test (WRS)**, or **Wilcoxon–Mann–Whitney test**) is a nonparametric test of the null hypothesis that two samples come from the same population against an alternative hypothesis, especially that a particular population tends to have mostly values than the other.

## ANALYSIS AND INTERPRETATION

The company would like to know about the various factors used to determine about the work environment, training and development, job security. The company would like to know the overall satisfaction of working environment. the parameters such as feeling towards satisfied to

offer comments and suggestions to the superior, employees cooperation between departments in the home textiles, motivation to improve my career and performance. increase of sense of belongingness with peer group members, satisfaction of facilities provided to the employees in the home textiles, employee's comfort ability with job rotation, freedom to choose their own field to do their best, comfortable with communication process, comfortable with physical working condition in the company, satisfaction towards treatment of employees, satisfaction of freedom to decide their own work the researcher would like to use the non-parametric test called fried Man test.

#### **Mean Rank of Overall Satisfaction of Working Environment.**

<b>Parameter</b>	<b>Mean Rank</b>
Employees Cooperation between Departments in the Home textiles	7.27
Feeling Towards Satisfied to Offer Comments and Suggestions to the Superior	7.13
Comfortable with Communication Process	6.91
Employee's Comfort Ability with Job Rotation	6.26
Comfortable with Physical Working Condition in the Company	6.08
Satisfaction of Facilities Provided to the Employees in the Home textiles	5.84
Motivation to Improve my Career and Performances.	5.79
Satisfaction of Freedom to Decide their Own Work	5.30
Satisfaction Towards Treatment of Employees	5.25
Increase of Sense of Belongingness with Peer Group Members	5.21
Freedom to Choose their Own Field to do their Best	4.98

### Test Statistics of Various Parameters Used To Measure the Overall Satisfaction of Working Environment

Particulars	Values
No of respondents	120
Chi-Square	43.886
Degree of freedom	10
Asymptotic. Significance.	.000

**Interpretation:** The asymptotic significance value is 0.000 so lesser than the 0.05 this signifies accept the alternative hypothesis. The asymptotic significant value shown in the table is far below the level of significance (5%) preferred by the researcher. therefore we can conclude that the various factors used to measure the “overall satisfaction of working environment” are significantly different.

### Mean Rank Of overall satisfaction of work environment

Particulars	Marital Status of The Respondent	No of Respondents	Mean Rank	Sum of ranks
Overall Satisfaction of Work Environment	Married	78	29.15	1137.00
	Unmarried	42	33.00	693.00

### Test Statistics of Various Parameters Used To Measure the Overall Satisfaction of work environment

Particulars	Overall Satisfaction of Work Environment
Mann-Whitney U	357.000
Wilcoxon W	1137.000
Z	-.818
Asymptotic Significance. (2-tailed)	.413

**Interpretation:** The asymptotic significance value is .413 which is greater than 5% significance level signifying acceptance of null hypothesis. Hence, the overall satisfaction of working environment between married and unmarried are not significantly different.

### Rank of Welfare Measures

Rank of Welfare Measures	1-st Rank	2-nd Rank	3-rd Rank	4-th Rank	5-th Rank	6-th Rank	7-th Rank	8-th Rank
Housing accommodation	<b>28</b>	7	4	4	3	4	3	7
Medical facility	2	8	9	<b>11</b>	<b>11</b>	5	7	7
Canteen facility	4	7	<b>10</b>	8	7	7	8	9
Grievance handling	7	9	5	4	10	<b>12</b>	6	7
Drinking water facility	7	6	9	7	<b>10</b>	8	7	6
Safety measures	3	4	10	9	3	<b>13</b>	11	7
Club activities, sports, cultural activities	2	9	9	9	10	6	<b>12</b>	3
Welfare activities	7	10	4	8	6	5	6	<b>14</b>

**Interpretation:** From the above table it is found that, total of 60 respondent 28 of the employees have given rank one for housing accommodation. In case of medical facility 11 of the employees have given fourth rank and fifth rank. In case of canteen facility 10 of the employees have given third rank. In case of grievance handling 12 of the employees have given sixth rank. In case of drinking water facility 10 of the employees have given fifth rank. In case of safety measures 13 of the employees have given sixth rank. In case of club activities, sports, cultural activities 12 of the employees have given seventh rank. In case of welfare activities 14 of the employees have given eighth rank.

## **FINDINGS**

### **Frequency Table**

1. 3% respondents are highly dissatisfied, 12% respondents are dissatisfied, 20% of respondents are neutral, 43% respondents are satisfied and 22% respondents are highly satisfied for satisfied in working hour in home textiles.
2. 5% respondents are poor, 35% of respondents are average, 52% respondents are good and 8% respondents are highly satisfied for relationship with their colleagues.
3. 2% respondents are saying that the Overall Physical Effort at the Job highly required, 3% respondents are saying that the Overall Physical Effort at the Job required, 35% of respondents are saying that the Overall Physical Effort at the Job some required, 50% respondents are saying that the Overall Physical Effort at the Jobless required and 10% respondents are saying that the Overall Physical Effort at the Job very less required for overall physical effort at the job.

### **Fried Mean Test**

1. It is interpreted that the asymptotic significance value is 0.000 so lesser than the 0.05 this signifies accept the alternative hypothesis. The asymptotic significant value shown in the table is far below the level of significance (5%) preferred by the researcher. therefore we can conclude that the various factors used to measure the “overall satisfaction of working environment” are significantly different.
2. It is interpreted that the asymptotic significance value is 0.515 so greater than the 0.05 this signifies accept the null hypothesis.

The asymptotic significant value shown in the table is far below the level of significance (5%) preferred by the researcher. Therefore we can conclude that the various factors used to measure the “Overall Satisfaction of Training and Development” are significantly different.

3. It is interpreted that the asymptotic significance value is 0.071 so greater than the 0.05 this signifies accept the null hypothesis.

The asymptotic significant value shown in the table is far below the level of significance (5%) preferred by the researcher. Therefore we can conclude that the various factors used to measure the “Overall Satisfaction of Job Security” are significantly different.



**Mann Whitney Test**

- 1 It is interpreted that the asymptotic significance value is .413 which is greater than 5% significance level signifying acceptance of null hypothesis. Hence, the overall satisfaction of working environment between married and unmarried are not significantly different
- 2 it is interpreted that the asymptotic significance value is .167 which is greater than 5% significance level signifying acceptance of null hypothesis. Hence, the overall satisfaction of training and development between married and unmarried are not significantly different.

**Kruskal Wallis Test:**

1. It is interpreted that the asymptotic significance value is .086 which is greater than 0.05 significance level, signifying acceptance of null hypothesis. Hence, the overall satisfaction of working environment among the various age categories is not significantly different.
2. It is interpreted that the asymptotic significance value is .131 which is greater than 0.05 significance level, signifying acceptance of null hypothesis. Hence, the overall satisfaction of working environment among the various incomes categories is not significantly different.

**RECOMMENDATION**

1. Supervisor involvement should be needed
2. Home textiles allowed to Employees to freedom to choose their own field
3. Effectiveness of the training techniques is improved
4. The employee expectation is bonus and incentive, performance based salary. So home textiles should give performance based salary.
5. Welfare activities is less needed for employees
6. Employees relaxation program avoid stress should follow home textiles.
7. Home textiles should increase job security and job safety.
8. Improved relationship between colleagues

**CONCLUSION**

This institutional major project training in the Home textiles has given me a practical idea about the functioning of the company. This training built between our theatrical knowledge and practical knowledge. The company has highly skilled and efficient Manager and officers. It is

also has well trained and hardworking personnel. The home textiles is recognizing the importance of satisfying the employees. The company has highly skilled and efficient Manager and white collar employees. The company has highly hardworking production Manager and blue collar employees. The suggestions and recommendations when implemented will still more benefit to the home textiles. The company is running smoothly with very good relationship among the workers who are performing their functions effectively with good co – operation and co – ordinations.

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