

## ANALYSIS ABOUT QUALITY WORK LIFE, MOTIVATION, RETENTION OF EMPLOYEES AND 3D PRINTING TECHNIQUE IN GARMENT INDUSTRIES

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### Abstract

*In the garment industries the concept such as quality of work life, motivation and retention performs the significant role. The three concepts incorporate the major task in the garment industries and this study explains 3Dprinting techniques. The top level management faces several disputes because of these factors. The authors chose these important attributes to solve the disputes in the garment industries.*

*The quality of work life describes the infrastructure, statutory labour welfare measures, health and safety life of the employees in the garment unit. Motivation creates stimuli to work in the organisation. The motivation may be monetary and Non-monetary aspects for the employees. To retain the skilful employees is the primary task for the employers in the organisation. This study analysis all the three factors and 3D printing techniques concepts with the structure questionnaire for hundred employees in the organisation. The tools like percentage analysis are performed to adopt suitable suggestions to improvise in the garment field.*

**Keywords: Quality of work life, Job satisfaction, Motivation, Monetary, Skilful, Retention.**

### INTRODUCTION

Quality of work life ensures the satisfaction level of employees in the organisation, where it refers to the favourableness or unfavourableness of a job environment for the human beings operating in an organisation.

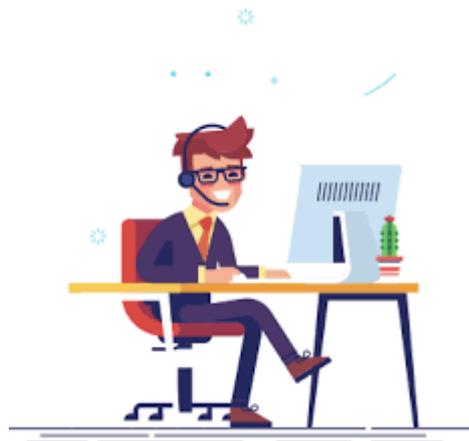


**Fig-No-1**

The overriding motive of QWL is to change the climate of employees and improve the human-technological-organisational interface of employees. In the olden days the conventional management gave insufficient attention to human values. In the existing scenario, aspirations of the employees are changing. Gradually for better QWL. The concept of QWL such as 'humanisations of work, working life, business democracy and participative work. QWL is a way of considering human beings, for Quality work life towards the distinctive elements focuses about the difficulty about the impact of labour on human beings as well as on organisational effectiveness, and (ii) the concept of participation in organisational efforts.

### **EMPLOYEE MOTIVATION**

Employee motivation is explains the stimuli for the employees to generate the factors like d enthusiasm, dedication and the quantity of creativity that and worker brings to the business enterprise on an every day basis.



**Fig.No.2**

Motivation is conduct and the factor which channelize this behaviour with a purpose to acquire desired goals and consequences. Employee motivation is all about the employee engagement in the organisation. Intrinsic motivation approach that an individual is stimulated from within. He/she has the desire to perform about the place of work based upon the fact the outcomes. The intrinsic motivation explains the factors like acceptance, curiosity, honour, for assuring success in the organisation. Extrinsic motivation of the employees inspired by outside factors like rewards and recognition. Some human beings may be motivated internally and some may be externally where it depends upon the behaviour of employees. The motivation encourages people or provides tangible feedback towards the factors such as Rewards, bonuses, perks and awards.

### 3D PRINTING

3D printing is a procedure of making three dimensional strong designs from an advanced record with a value added substance fabricating.



**Fig.No.3**

The making of a 3D printed article is accomplished utilizing added substance forms in the garment industry. In an added substance process a garment is made by setting down progressive layers of material until the item is made towards the industries. 3D printing is attractive to subtractive assembling which empowers the concept to deliver complex shapes utilizing less material than conventional assembling techniques.

### EMPLOYEE RETENTION

Employee retention refers to the diverse rules and practices which allow the employees persist with an organisation for a longer duration of time. Every company invests time and money to groom a new employee, make him a trained person, so the employer have to perform the strategy to retain the employees in the organisation. The organisation will face completely loss when the personnel leave their job as soon as they're completely trained.



**Fig.No.4**

Employee retention takes into account the numerous measures taken so that an individual stays in an employer for the maximum duration of time. Employee Retention refers to the strategies employed and the control to assist the employee to stay with the corporation for an extended duration of time. Employee retention strategies go a continuous manner to motivating the employees so that they stick to the organization for the maximum time and contribute effectively. Sincere efforts have to be taken to make the employee to stay in the organisation. Employee retention has become a major situation for corporate within the modern-day scenario.

Attractive salary, timings, higher ambience, increase possibilities are some of the elements which activate an employee to look for a change. Whenever a skilled and talented worker expresses his willingness to move on, it is the responsibility of the employer to provide monetary benefits as a retention strategy.

### **OBJECTIVES**

1. To identify the socio-economic profile of the employees in garment industries.
2. To analyse the satisfaction level of employees with respect to working condition.
3. To portray the physical and psychological health of employees.
4. To enhance the productivity of employees.
5. To enlighten the employees with 3D printing techniques
6. To adopt suitable suggestions to improve the quality work life of employees working in garment industries.

### **RESEARCH METHODOLOGY**

Research is the systematic procedure to organise the research.

Type of research – Descriptive research

Sampling method – Non- probability sampling method

Sampling Technique – Judgement sampling method

Sample size – 100 Respondents

Tools used for data collection – Questionnaire method

Source of data collection – primary data collection

## STATISTICAL TOOLS - PERCENTAGE ANALYSIS

The Percentage analysis is an effective tool to analyse the frequency of the attributes.

$$\text{Percentage of respondents} = \frac{\text{Number of respondents}}{\text{Total respondents}} \times 100$$

### PERCENTAGE ANALYSIS - EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

S.NO	EDUCATIONAL QUALIFICATION	TOTAL	PERCENTAGE
1.	POST GRADUATE	25	25
2.	GRADUATE	30	30
3.	DIPLOMA	20	20
4.	SCHOOL LEVEL	25	25
	<b>TOTAL</b>	<b>100</b>	<b>100</b>

### INTERPERTATION

The above table shows that 25 percent respondents are in Post graduate, 30 percent are in Graduate level, 20 percent are in Diploma level and 25 percent are in School level.

### CONCLUSION

From this study the concepts like 3D printing, motivation technique, Retention and quality work life has been analysed, which is the important factors in the garment industries. These concepts are important factor in the field where the employer has to take active part towards the industries. The factor motivation is to create encouragement of the employees, quality work life performs the good environment to the workers, and 3D printing creates the updating in technology and to sustain the skilled and talented employee's retention strategies to be adopted.

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