

A Study On Perceptive Factors Of Quality Of Work-Life In The Organization

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ABSTRACT

Learning about the workers is very important because it very across employees between organizations. The focus of this study is on examining qualityof organizations andthe unknown here with some categories of employees working in the company. Employee 's views on the job satisfaction, ethics and motivation, employee commitment and participation, equal compensation and benefits, faster job skills opportunities, training opportunities, development are studied. Factors affect the obvious quality of working life of employees from the perspective of public and private sector employees are also discussed.

Keywords: Health status, job satisfaction, culture, &staff motivation

INTRODUCTION

In the 21st century, the quality aspects of working life in an organization improve the next level of corporate workforce. Walton (2007) argued that the quality of life of the work (QWL) exists as a priority without social and environmental standards which are considered to be neglected due to industrial development and commercial continuity and QWL efficiency. QWL-enabled feature, flexible working hours' specifications, lack of labor relations equity, administrative performance, short holidays, and lack of resources. The study is based on how to be a part of a few live content to influence a member of a power member's work ethic. Circumstances in life can provide opportunities for employees to improve themselves, to find comfort in meeting the necessities of life, and to have a safe and enjoyable work environment, the vision organization incorporates elements that influence how one connects ideas to whole or patterns. Vision is the process by which a selection organizes, and interprets information to create a meaningful image. Also to help improve the company's success to adapt to greater market competition and rapid technological changes, companies need an internal commitment form of employee Miller, (2003).

1. REVIEW OF LITERATURE

Quality of work life

Luthans (1973) QWL is very focused on changing the work ethic. It is about the impact of work on employees as an effective organization that ideas to participate in solving organizational problems and making decisions in the life of the visible work.

Robbins (1989) QWL-specific development through community-responsiveness responds to the needs of employees by building devices that allow them to participate more fully in creating the conclusions of their business that exist in their lives.

Jehanzeb&mohanty (2018) Staff development is known for referring to issues related to formal training and education, job knowledge, relationships and personal assessment, skills and competencies that help employees prepare for future careers and positions that can be used individually. and professional growth from a long-term operational perspective. Ashraf et al., (2018) Job development, motivation, confidence, and job satisfaction and increasing staff are highly dedicated.

Khalid & Nawaz (2018) Employee participation is a process in which employees will control their work participation situations in their involvement in decisions related to their work that promotes decision-making. Participation where involved in strategic planning can be identified as a unique way to make participatory decision-making that is closely related to management satisfaction.

Ogunnaik et al, (2016) In particular, compensation can be defined as the type of income and financial benefits received by employees based on employment relationships and compensation is divided into direct and indirect compensation. Specific compensation includes the basic salary an employee must work for. This includes all types of salaries, salaries, overtime payments and bonuses. Indirect compensation includes protection plans, insurance schemes, insurance schemes, educational assistance and leisure payments, feelings of progress, benefits, recognition opportunities and other types of benefits that are measured by the individual value of the organization. Compensation payments can be used as a strategic service to human resources that has a significant impact on other labor-related activities.

Orgambidez& Almeida (2020) Social support from supervision can be defined as the total level of beneficial social interaction found in a supervised workplace and consists of two types of support: social and emotional. The first refers to the expression of appreciation and constructive emotions, the relationship of trust and empathy shown by managers in a positive social environment. The latter refers to the interaction between nurses and supervisors and includes factors such as the availability of supervision to deal with the professional problems of nurses or can be said to form the basis for building trust in employees in the organization of justice. It has been observed that employee motivation is growing in organizations with organizational justice systems.

Danish, quoted by Hanaysha, (2016) Workplace refers to the organizational environment in which employees perform their duties. In terms of workplace it is related to a particular organizational environment in which employees perform their duties and a simple and secure workplace can attract employees because their needs are often met. For this to be successful, organizations must create their

own environment in which they can increase the level of commitment and motivation of employees that will ultimately produce the desired results.

2. THE PERCEPTIVE FACTORS OF QUALITY OF WORK-LIFE

1. Satisfaction at Work

Cohen et al. (2007); Aryee et al. (1999) The association of job fulfillment with the efficiency of the life cycle represents an additional aspect of employment health that is constantly evaluated by researchers. Aryee et al. (1999) This study used an established tool in which controls are directed to control the level at which the employee remains satisfied or enthusiastic about his or her work.

2. Family Responsive Culture

When organizations have an understanding attitude towards employees who integrate work and family roles (family responsive culture), employees are less likely to worry about job opportunities if they reduce their outstanding working hours in the day-to-day activities of relative Thompson, Beauvais, & Lyness, (1999).

3. Staff Promotion

The general idea is to help citizens move in order to be compensated. However, this does not necessarily mean that the general definition of the QWL period is, to date, a compromise in investigative work where QWL incorporates an emphasis on all aspects of employment life Ryan (1995, Sirgy et al. (2001).

3. Organization Support

Rhoades & Eisenberger (2002); Dixon & Sagas (2007) Also the factors associated with the organizational climate, which equates to the nutrition achieved by the organization are always slow in the form of a proposal for the effectiveness of the organization's health. Observed Structural Provision is defined as the level at which employees perceive that the organization values their contributions and cares about their well-being and job satisfaction.

4. Compensation

Mondy and Noe (1993) Revenue intended for effort should be above the normal range of life cycle and should also be sensible. Here there will be a good balance and impartiality between hard work and reward. The workplace should be free of all hazards that endanger the health and safety of employees. Compensation can be divided into two types: financial compensation and non-financial compensation. Specific financial compensation is as follows: salary, salary, bonus and commission; while indirect compensation is also called grants that cover all financial rewards that are not included in the direct compensation. Non-financial compensation consists of well-received satisfaction from the work itself, such as commitment, the opportunity to confess, the opportunity to be promoted or from the psychological and or physical environment in which a person is present, such as a happy co-worker,

healthy policies, restaurant, work. sharing, work covered on a day of the week and the presence of free time.

6. Job Development and Growth

Cannings&Montmarquette, (1991); Cox & Cooper, (1989) It was noted that good QWL serves as the motivation for volunteering the long hours that managers enjoyed. It was concluded by management that the desire for prominence or the desire for prominence serves as a catalyst for career advancement. The researchers in their study by managers and managers held a definite relationship between ambition and career success.

7.Flexible App

Hill, Ferris, & Martinson (2003) By allowing this approach, employees seeking additional local membership can consume much of the design designed for extra effort. Adaptation to the workplace means not only the variation in time and place of work, but also the sharing of work, work breaks (birth leaves / father), part-time work and time. It should be noted that the flexibility of the task provides ease of planning, not reduction in working time. Therefore, flexibility in the workplace may be summarized as an employee's ability to control his or her working time and place of work.

8. Rewards & Benefits

Hackman and Oldhams (1980) Emphasized QWL concepts regarding the relationship between work environment and individual needs. They emphasized that personal needs are being met when awards from an organization such as reinstatement, promotion, recognition and development meet their potential, which will lead to outstanding QWL.

9. Organizational commitment

The courses listed above represent the many studies available related to commitment and profitability. Commitment has a huge and positive impact on the performance and retention of employees. The basic belief is that a more dedicated employee will perform better in their work Walton, (1975).

10. Organizational Climate

Wanous et al. (2000) In this study, QWL was measured using organizational climate factors used in previous research. Anger over management change, as developed by industry, is an additional important indicator of the emotional climate as criticism is often supported by the perception of unsuccessful managers.

4. CONCLUSION

Quality of work life has a positive impact on work..Adequacy of resources, adequate and appropriate compensation, Employment Independence, Emotional Intelligence, Employee Attitude, Resources, Job Challenges / Job Responsibility, Job Satisfaction, Job Security, Work Styles, Job Type, Job Stress, Job Opportunity, Growth and Organization, Development, Development Relationships and Cooperation, Training Participation, Compensation, Supervision, and Workplace shows an positive impact of

employee work life. The workplace is an important factor affecting the commitment of employees in the organization.

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