

A STUDY OF ASSESSMENT OF WOK LIFE BALANCE ON TEXTILE INDUSTRY

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ABSTRACT

This paper decides to investigate the overall Quality of work life (QWL) and Job satisfaction of textile workers in Madhya Pradesh. The target group for this study is the textile mills in Indore district are categorized into three groups namely Ginning Mills, Spinning Mills and Weaving Mills. Out of total 332 textile mills, 85 (25.60 per cent), 176 (53.01 per cent) and 71 (21.39 per cent) are under Ginning, Spinning and Weaving categories respectively. Quantitative data was gathered through questionnaires, totally 330 questionnaires were distributed to the respondent 300 questionnaires were returned and analyzed using SPSS version 16. For the purpose of analysis, a total of 300 sample workers were randomly selected from three categories by adopting stratified random sampling method. The Analyze of variance test (ANOVA) revealed that the perception about QWL differs according to different levels of quality of work life and time shift and also the perception of Job satisfaction and significantly higher than the workers on high-level of QWL than Middle and Lower level workers

Key words: Job Satisfaction, Quality of work life (QWL), Textile Industry workers

Introduction

The study was defined with a view to investigating the overall quality of working life (QWL) and job satisfactions and performance of the workers in textile mills in Indore district. The quality of work life refers to a relationship between the worker and work environment. QWL is intimately connected with the concept of "Industrial democracy". So for no attempt raise industrial democracy for making workers happy with their work situation and for ensuring their "sense of participation" has been made.

Quality of work life in a developing country like

India has gained momentum and has now become both "ends and means". It is end in itself as it is the key of all development. It is a means as the decision-making involves workers' participation and job redesign, which improves the productivity and overall performance i.e. skills, and competencies of the workers. It aims at healthier, more satisfied and more productive employees thus more adaptive, efficient and profitable organization.

Quality of work life is a generic phrase that covers a person's feelings about every dimension of work, including economic rewards and benefits, security, safe and healthy working conditions, organizational and interpersonal relationships and intrinsic meaning in the person's life. To sustain and progress in such an environment skills and competencies of the employees should be multifaceted, upgraded and attuned to specific needs. Hence, the present study is an attempt to evaluate the QWL of workers in textile mills, a labour intensive industry, in Indore district. The examining of the dimensions of QWL and relationship between QWL and job-satisfaction of workers has also been undertaken in the present study.

Quality of work life is important for job performance, job satisfaction, labour turnover, labour management relation and such other factors which play an important part in determining the overall well-being of any industrial organization .

In this chapter, an attempt has been made to analyze the relationship between the quality of work life and job satisfaction of textile workers in Indore district.

REVIEW OF LITERATURE

G.S. Gokhale pointed out that the textile industry inspite of 125 years of existence has extremely low operating level mouth. We have perhaps the highest

spindlage and loomages in the world. In his view our productivity is getting drained mainly due to under utilization of machines, inefficient working and poor machinery maintenance. He also insisted upon healthy management relations and improved management functions.

Md. Mosharraf Hossain and Md. Tariqul Islam have pointed out that their research results reveal that there is a significant positive correlation between QWL and job satisfaction. A significant positive correlation is also found between QWL and job performance. QWL has the highest contribution to performance. Perceptions of QWL and job satisfaction are significantly higher among the respondents in the small-scale organization than large-scale organization.

Kelvin in his study analyzed the profitability cost structure, productivity and working capital management in textile industry in Kerala with comparative reference to Tamilnadu. According to him the textile industry in TamilNadu is hardly profitable.

Sheela Sharma in her analysis stated that the textile industry plays an important role in the Indian economy. However at present the industry is faced with various problems pertaining to obsolete technology and growing sickness. Obsolete technology leads to high cost and low productivity and poor work culture. So the government must be aware of this problem and take initiative steps on modernization and empower productivity.

According to Lawler and Ledford, the cross nation experiences amply demonstrate that improvement in QWL has definite potential and score for improving productivity and overall organizational effectiveness, reducing grievances, turnover, absenteeism and industrial accidents. High level of QWL has been found to be associated with high level of job satisfaction on many aspects of working life.

Saklini - pointed out that everybody who is at the level of formulating policies in organizations professes pursuing the objective of improving QWL. However, In spite of the professed involvement of top management in this endeavour, survey of a variable literature suggests that there have been little efforts as far as the systematic evaluation of QWL in Indian industry is concerned.

D.R.Saklani has developed Likert -type summated altitudinal scale for the assessment of the concept of QWL in his research study. Thirteen dimensions factored in the scale offer carrying out in depth analysis based on extensive review of literature

and responses obtained at the pre-testing stage include. Adequate and fair compensation; fringe benefits and welfare measures; job security; physical environment; work load and job stress; opportunity to use and develop human capacity; opportunity for career growth; human relations and social aspects of life; helpless position decision making; reward and penalty administration; equality, justice and grievance handling; work and total life space (balance in life) and image of organization in the society (social relevance of work life).

OBJECTIVES

1. To analyse and compare the dimension of QWL and the different levels.
2. To analyze and compare the job satisfaction of textile workers with different level of QWL.
3. To examine the inter-correlations among some variables such as age, experience, education, income, QWL, job satisfaction and performance.

METHODOLOGY

Sample Design

In Virudhunagar district, there are about 332 textile mills in 8 blocks. For the purpose of analysis, four blocks namely; Srivilliputhur, Rajapalayam, Sathur and Aruppukottai which constituted 307 mills (more than 93 per cent) in the district have been selected. In order to select sample workers, the total number of mills (307) has been classified into three categories namely; ginning, spinning and weaving mills in four blocks. Total 300 sample workers were randomly selected from the mills by adopting stratified random sampling methods.

Collection of Data

Both primary and secondary data have been used for the present study. The primary data have been collected from the sample workers by personal interview method

The selected respondents were contacted in person and the objective of the study was clearly explained to them and their co-operation was ensured. The details regarding the age, sex, education, religion, family size, experience, salary and other aspects relating to the overall objectives of the study were collected from the sample respondents through the direct personal interview method.

Secondary data relating to the number of mills in Virudhunagar district and district profile were obtained from the Assistant Director of Statistics, and Annual Reports of textile mills. The list of workers in each mill were obtained from the records of the respective mills

ANALYSIS AND INTERPRETATION

Table - 1

Mean Score Values of Job Satisfaction with Level of Quality of Work life

From the Table 1 it has been observed that the mean score values are high for work satisfaction, overall job satisfaction and intrinsic satisfaction for the workers working in textile industry with high level of quality of work life.

The mean score values are high for job involvement, overall job satisfaction, satisfaction with salary and social and technical satisfaction in the case of medium level of quality of work life.

In the case of low level of quality of work life, the high mean score values are observed for satisfaction with salary, job involvement and overall job satisfaction.

It could be revealed from the analysis that the job satisfaction factors namely job involvement and overall job satisfaction are associated with all the three levels of quality of work life of workers working in textile industry.

TABLE - 2 TWO-WAY ANOVA FOR QUALITY OF WORK LIFE ACCORDING TO DIFFERENT LEVEL OF QWL AND TIME OF SHIFTS

It is observed from Table 2 that though the two-way interaction was not significant, and both the main effects (i.e. the High, medium and low level QWL and time of shifts) were significant. The significant results suggest that the respondents, perception of quality of work life (QWL) differ according to different level and time of shifts.

Table - 3 INTER-CORRELATION AMONG SOME MAJOR VARIABLES SUCH AS AGE, EXPERIENCE, EDUCATION, INCOME, QUALITY OF WORK LIFE, JOB SATISFACTION AND PERFORMANCE

* Indicates the significant at 5 per cent level.

The results in Table 3 indicate that there was a significant positive correlation between age and experience, age and income, experience and income, quality of work life and job satisfaction and performance and QWL and performance.

TABLE - 4 SUMMARY OF STEP-WISE MULTIPLE REGRESSION: DEPENDENT VARIABLES PERFORMANCE

The results in Table 4 reveal that three of the variables were internal into the equation and the order of

inclusion was to follow QWL, job satisfaction and monthly income. As each of the additional variables was entered, the multiple R and R square increased. This indicates that QWL, job satisfaction and income were the best set of predictors of performance having a combined contribution of about 97 per cent. Allowing one of the independent variables to operate, while controlling the other variables in equation, revealed that it was QWL which had the highest contribution to performance followed by job satisfaction and income respectively.

CONCLUSION

It is inferred from the analysis there was a positive correlation between job variables and level of quality of work life of workers in textile mills. The perceptions of the dimensions of QWL between workers with different levels of QWL were correlated. Thus it may be concluded from the findings that the steps should be taken to improve the quality of textile workers in order to bring about significant improvement in the satisfaction of their employees.

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Table - 1
Mean Score Values of Job Satisfaction with Level of Quality of Work life

Factors	Level of Quality of Work Life		
	High	Medium	Low
Satisfaction with supervisor	2.32	1.99	2.11
Work satisfaction	3.41	2.78	2.46
Satisfaction with management	2.41	2.37	2.18
Satisfaction with salary	2.81	3.13	3.62
Job involvement	3.11	3.57	3.47
Social and technical satisfaction	2.97	3.01	2.89
Intrinsic satisfaction	3.20	2.17	3.11
Recognition	2.74	2.89	2.75
Overall job satisfaction	3.37	3.21	3.13

TABLE - 2
TWO-WAY ANOVA FOR QUALITY OF WORK LIFE ACCORDING TO DIFFERENT LEVEL OF QWL AND TIME OF SHIFTS

Sources of Variation	Sum of Square	df	Mean Square	F-value	P-Level
Main effects					
Size of organization	5214.64	2	2607.32	7.50	< .001
Time of shifts	1972.44	1	1972.44	5.68	< .01
Two-way interaction	443.38	3	147.79	0.43	N.S
Residual (error)	101796.99	293	347.43	-	-
Total	109427.45	299	-	-	-

Table - 3
INTER-CORRELATION AMONG SOME MAJOR VARIABLES SUCH AS AGE, EXPERIENCE, EDUCATION, INCOME, QUALITY OF WORK LIFE, JOB SATISFACTION AND PERFORMANCE

Variables	1	2	3	4	5	6	7
Age (1)	-						
Experience (2)	.77*	-					
Education (3)	.07	-.15	-				
Income (4)	.44*	.78*	.11	-			
Job satisfaction (5)	-.26	-.31	-.20	-.13	-		
Quality of worklife (6)	-.22	-.26	-.21	-.11	.97*	-	
Performance (7)	-.22	-.24	-.19	-.15	.98*	.99*	-

TABLE - 4
SUMMARY OF STEP-WISE MULTIPLE REGRESSION: DEPENDENT VARIABLES PERFORMANCE

Variable in Equation	Multiple R	R Square	F value	P- Level	Beta Co-efficient
Quality of worklife	0.9785	0.94	855.49	.001	.98
Job satisfaction	0.9863	0.96	556.60	.001	.44
Income	0.9875	0.97	371.36	.001	.16