

# INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

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**QUALITY OF WORK LIFE AS PREDICTOR OF EMPLOYEES MENTAL HEALTH IN PUMP INDUSTRIES WITH REFERENCE TO COIMBATORE DISTRICT**

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**ABSTRACT**

*It is important for employees in the work place to have a sound mental health in order for them to actualize their full potential and to add value to the organization. The organizations are required to adopt a strategy to improve the employees 'quality of work life 'to satisfy both the organizational objectives and employee needs. The study indicated that employees should experience high levels of quality of work life as well as mental health in order to realize their full potential, and become an asset to the organization. Too much work, poorly defined responsibilities, an unsupportive boss, a lack of control and many other factors can constitute stressors that, in turn, under the right conditions, can create sufficient strain such that a person becomes physically or mentally ill.*

**KEYWORDS**

quality of work life, mental health, working conditions, job satisfaction.

**1. INTRODUCTION**

**1.1 QUALITY OF WORK LIFE**

 Quality of Work Life to satisfy both the organizational objectives and employee needs. As such, QWL may reflect working conditions and contextual issues such as relationships with work colleagues and the intrinsic satisfaction of the job itself. A movement focusing on employee perceptions related to job satisfaction and job challenges, health and safety at work, job fulfillment and working conditions and the balance between work and non-work. Underlying this use of QWL is the belief that it enhances employee performance and productivity; however, empirical proof of this relationship is not conclusive. Quality of working life is dependent on the extent to which an employee feels valued, rewarded, motivated, consulted, and empowered. It is also influenced by factors such as job security, opportunities for career development, work patterns, and work life balance.

**2. OBJECTIVES OF THE STUDY**

1. To find out how effectiveness of quality work leads to high satisfaction.
2. To identify the problems of workers and implement the steps to increase productivity.
3. To study the existing working conditions, industrial health and safety of the employees.
4. To examine how the training and development programs helps to improve the quality worklife.

**3. SCOPE OF THE STUDY**

The study cover the major areas connected with employees and their Quality of work life. The study helps to know different factors concerned with the employees working life, like training, career opportunity, health care benefits, attitude of management towards employee, job satisfaction and employees view about work life.

**4. RESEARCH DESIGN**

The researcher had adopted descriptive research for the study. Primary data was collected through questionnaire and the secondary data was collected through journals, articles and magazines.

**5. DATA ANALYSIS & INTERPRETATION**

Tables Showing the relationship between the productivity of the respondents and promotion of the employees

**TABLE 1: OBSERVED FREQUENCY**

Productivity \ Promotion	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
Feedback Sessions	12	1	11	2	26
Higher Incentives	8	1	8	2	19
Rewards and Recognition	15	1	12	1	29
Better Working Conditions	18	1	10	2	31
All the above	11	2	9	3	25
<b>Total</b>	<b>64</b>	<b>6</b>	<b>50</b>	<b>10</b>	<b>130</b>

TABLE 2: EXPECTED FREQUENCY

Productivity / Promotion	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
Feedback Sessions	12.8	1.2	10	2	26
Higher Incentives	9.35	0.88	7.31	1.46	19
Rewards and Recognition	14.28	1.34	11.15	2.23	29
Better Working Conditions	15.26	1.43	11.92	2.39	31
All the above	12.31	1.15	9.62	1.92	25
<b>Total</b>	<b>64</b>	<b>6</b>	<b>50</b>	<b>10</b>	<b>130</b>

Degree of freedom = (r-1) (c-1)  
 = (5-1) (4-1)  
 = 4\*3  
 = 12

Table value at 5% level of satisfaction is 21.6

TABLE 3

O	E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
12	12.8	0.64	0.05
1	1.2	0.04	0.03
11	10	1	0.1
2	2	0	0
8	9.35	1.8225	0.19
1	0.88	0.0144	0.02
8	7.31	0.4761	0.07
2	1.46	0.2916	0.19
15	14.28	0.5184	0.04
1	1.34	0.1156	0.09
12	11.15	0.7225	0.06
1	2.23	1.5129	0.68
18	15.26	7.5076	0.49
1	1.43	0.1849	0.13
10	11.92	3.6864	0.31
2	2.39	0.1521	0.06
11	12.31	1.7161	0.14
2	1.15	0.7225	0.63
9	9.62	0.3844	0.04
3	1.92	1.1664	0.61

**INFERENCE**

For the table 5.1 the chi-square analysis is undertaken and the observed value is 3.93 it is less than the table value. So, there is no significant relationship between the productivity of the respondents and promotion of the employees.

Table Showing the relationship between the safety working conditions and job satisfaction

TABLE 4: OBSERVED FREQUENCY

Safety working conditions / Job Satisfaction	Yes	No	Total
Agree	48	26	74
Disagree	34	22	56
<b>Total</b>	<b>82</b>	<b>48</b>	<b>130</b>

TABLE 5: EXPECTED FREQUENCY

Safety working condition / Job Satisfaction	Yes	No	Total
Agree	46.68	27.32	74
Disagree	35.32	20.68	56
<b>Total</b>	<b>82</b>	<b>48</b>	<b>130</b>

Degree of freedom  
 = (r-1) (c-1)  
 = (2-1) (1-1)  
 = 1\*1  
 = 1

Table value at 5% level of satisfaction is 3.841

TABLE 6

O	E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
48	46.68	1.74	0.03
26	27.32	2.64	0.09
34	35.32	1.74	0.04
22	20.68	1.74	0.08

**INFERENCE**

For the table 5.2 the chi-square analysis is undertaken and the observed value is 0.24 it is less than the table value. So, there is no significant relationship between the safety working conditions and job satisfaction of the respondents.

TABLE 7: SHOWING THE RELATIONSHIP BETWEEN THE AGE AND TARGET PREFERENCE OF THE RESPONDENTS

(Age) X	(Target preference) Y	X-(X- $\bar{X}$ )	Y-(Y- $\bar{Y}$ )	(X- $\bar{X}$ ) <sup>2</sup> =X <sup>2</sup>	(Y- $\bar{Y}$ ) <sup>2</sup> =Y <sup>2</sup>	$\Sigma X Y$
26	29	0	3	0	4	0
24	23	-2	-3	4	9	6
23	24	-3	-2	9	4	6
29	28	3	2	9	4	6
28	26	2	0	4	0	0
130	130	$\Sigma X=0$	$\Sigma Y=0$	$\Sigma X^2=24$	$\Sigma Y^2=21$	$\Sigma XY=18$

$$r = \frac{\Sigma xy}{\sqrt{(\Sigma x^2)(\Sigma y^2)}}$$

$$r = \frac{18}{\sqrt{24*30}}$$

$$r = \frac{154}{\sqrt{720}}$$

$$r = 26.83$$

$$r = 0.6709$$

**INFERENCE**

For the table 5.3 the correlation analysis is undertaken, there is a positive relationship between age and target preference of the respondents. When compared with aged people, young and middle aged people achieves their target in short span of time.

**6. FINDINGS**

1. There is no positive relationship between the productivity of the respondents and promotion of the employees.
2. There is no significant relationship between the safety working conditions and job satisfaction of the respondents.
3. There is a positive relationship between age and target preference of the respondents. When compared to the aged people, young and middle aged workers are achieved their targets in short span of time.

**7. SUGGESTIONS**

Most of the respondents mentioned the working conditions should be improved along with proper feedback sessions to the employees to increase productivity. Workload of employees should be reduced to achieve their best performance. Employees should be given recognition for a job done well by way of incentives to enhance their performance and motivate them to perform better. Supervisors should provide all the help needed by the subordinates to perform their tasks. Reward and recognition should be given to competent employees in order to motivate them and boost their morale. This will increase the productivity of the organization as well as the employee's performance.

**8. CONCLUSION**

The organization is advised to provide the safety and healthy working conditions for the employees and need to provide rewards and recognition to the employees for their good performance. Also training opportunities will help new employees to achieve their targets. The quality of work life is employee satisfaction, harmonious employee-management relations, and increased performance, profitable and organizational effectiveness through which the organizational objectives are met as well as the individual's economic wealth.

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