



Quality of Work Life in Textile industries in the Surat District

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Abstract: *On an average we spend around eight to twelve hours daily in the work place, that is one third of our entire life, even if it is a small step towards our lifetime goal, at the end of the day it gives satisfaction and eagerness to look forward to the next day, this article reviews the meaning of Quality of Work Life, (QWL) analyses the drastic role of QWL on employee's work performance with reference to textile mills, especially the employees of weaving mills in the Surat District. QWL includes adequate & fair Pay, Health and Well-being, Job security, Job satisfaction, Growth opportunities, Interpersonal relations and work and non-work life balance. In this study, three major factors of Quality of work life, such as welfare facilities, growth opportunities and Interpersonal relationship had been used to assess the most appropriate one helps for extracting best performance of the workers. The article concludes that QWL to textile employees is challenging both to the individuals and organizations.*

Keywords: *Quality of Work Life, Job Satisfaction, Job Security, Work Performance and Welfare measures.*

I. INTRODUCTION

According to Peter Drucker, "an organization is like tune, it is not constituted by individual sounds but by their syntheses". Quality of Work life is not a unitary concept, but has been seen as incorporating a hierarchy of perspectives that not only include work-based factors such as job satisfaction, satisfaction with pay and relationships with work colleagues, but also factors that broadly reflect life satisfaction and general feelings of well-being. Quality of work life (QWL) is a measure of how good your work is for you. The basic underlying QWL is the humanization of work which means developing work environment that ensure dignity, stimulates his creative abilities and facilitates self – growth. The latest mantra being followed by organizations across the world being- "get paid according to what you contribute." – The focus of the organizations is turning to performance management and specifically to individual performance. Organizations are run and steered by people. It is through people that goals are set and objectives realized. The performance of an organization is thus dependent upon the sum total of the performance of its members. The success of an organization will therefore depend on its ability to measure accurately the performance of its members and use it objectively to optimize them as a vital resource. The employees today are different. Performance can be possible by satisfying the employee's needs, which can be fulfilled by implementing Quality of work life activities. Regular assessment of Quality of Working Life can potentially provide organizations with important information about the welfare of their employees, such as job satisfaction, general well-being, work-related stress and the home-work interface. QWL activities helps the employees to acquire and develop technical, managerial and behavioral knowledge, skills and abilities and moulds the values, beliefs and attitudes necessary to perform present and future rules.

II. RATIONAL OF THE STUDY

According to the Annual report 2009-10 of the Ministry of Textiles, the Indian textile industry contributes about 14 percent to industrial production, 4 per cent to the country's Gross Domestic Product (GDP). It provides direct employment to over 35 Million people and is the second largest provider of employment to identify the need and prevailing conditions in this sector. This study is designed to explore the issue of representation of legitimate interests of workers in its entirety and make suggestion to help the policy makers to improve the quality of work life of workers of textile industry.

III. OBJECTIVES OF THE STUDY

The main objective of this study is identifying the Quality of Work Life and work performance with reference to textile mills in the Surat District.



IV. RESEARCH METHODOLOGY

The current study has a descriptive research design. A random representative sampling technique was used to retain its representatives and manageability as it is commensurate with this quantitative research studies, workers from three sections namely warping, sizing and looming were interviewed. The methodology involved primary data and secondary data tabulated and analyzed the same by using percentage analysis. A questionnaire is prepares for the purpose of collecting primary data. The questionnaire was of multiple choice types. The secondary data have been collected form reference books, leaflets and brochures related to this industry.

V. LIMITATIONS OF THE STUDY

1. The sample size is small; the sample selected for study is only for the Surat District.
2. The study was conducted during the period of January 2015 to July 2015.
3. Lack of clarity of some constructs has led to its elimination, despite its assumed importance.

VI. DATA ANALYSIS AND DISCUSSIONS

Table-1
Respondents' Profile

Factors	Classifications	Frequency	Percentage
Gender	Male	248	62%
	Female	152	38%
Education level	Schooling	196	49%
	Diploma/ ITI	100	25%
	Under Graduates	72	18%
	Post Graduates	32	8%
Age group	18-25 years	192	48%
	26-35 years	96	24%
	36-45 years	64	16%
	46-55 years	48	12%
Marital Status	Single	260	65%
	Marride	140	35%

(Source: Primary data)

The data analysis is carried out to extract meaningful information from the collected data. The collected data are first edited and tabulated for the purpose of analysis. An analysis of the table 1 reveals the personal profile of the employees of weaving mills in the Surat District.

The findings showed that there was no significant difference in terms of gender, marital status and age group. The test showed that the schooling group had a significantly higher factor score on welfare measure than the other group. Majority of the respondents are male and most of the respondents (48%) are in the age group of 18-25 years.

Table-2
Employee's Performance

Opinion	No. of Respondent	Percentage
Highly	272	68%
Neutral	88	22%
Disagree	40	10%
Total	400	100%

It can be inferred from the above Table No. 2 68% of the respondents are strongly agreed that if they are given good QWL facility, they can improve their performance, 22% of the respondents have the opinion neutral and 10% of the respondents are disagree.

From this study it is found that most of the employees agreed that they are satisfied with their overall Quality of Working Life. It is observed that majority of the respondents accepted that the better working condition will helps for work performance.

VII. SUGGESTIONS

The research has suggested that the company may adopt an enlightened policy of frequent training and the promotion of welfare facilities will contribute to make the labour force to perform well. And it is suggested that there must be a proper understanding between supervisors, because the workers are expecting more understandable and care taking supervisors. It is



found that the workers performing well even in poor working conditions. Findings suggest that welfare measures have important implications for their performance.

Workers who work for joy or pleasure appear to perform better than those who do not. Finally it is suggested that, the company may adopt a regular system to assess the grievances and problem of the employees.

VIII. CONCLUSION

This study aimed to find out the importance of Quality of Work Life on employees work performance, especially the employees of weaving mills in Surat District. For that, textile mills workers are surveyed with a questionnaire. The different factors and causes that affect the employee's performance were found. From the results of these factors obtained from respondents of are analyzed and interpreted. It is hoped that, the QWL plays a radical role on employee work performance. The textile mills expected to introduce more innovative systems and frequent training to bring out the better performance. It can be concluded that the mills must concentrate more on welfare facilities and grievances handling. Importance must be given more on welfare facilities. If so, the employee work performance will be satisfactory.

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