

Quality of Work Life Among Women Workers in Textile Stores – An Analysis

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ABSTRACT

The aim of the study is to analyse the Economic profile of women workers, the factor affecting the quality of work life of Women workers in textile stores and to analyse the measure adopted by textile stores to improve the quality of work life of Women workers. The study uses both primary and secondary data. The area of study was Nagercoil and Marthandam, its limited to Kanniyakumari district. Data of 220 sample Women workers was collected for the study. The method of Sampling is Simple Random sampling technique. Statistical tools such as Factor analysis, Friedman Ranking techniques and Percentage analysis was used for the interpretation of results.

Keywords: Employee, Women and Work Environment.

Introduction

Quality of Work Life is the democracy of industrial activity with higher employee participation in the decision-making process for manager and administrator. It is a team aspect to increase productivity and also workers sharing of profit, job security, healthy and favourable work environment. Safe work environment, healthy care, favourable work time and satisfied salary are the four major aspects of Quality of Work Life. Work is a part and partial of everyone's life, every day a person spends averagely 8 to 10 hours at work place. Some people spend their entire life in the workplace but reward of workers is yielded from their work. The yield is job satisfaction, peace of mind, smooth working condition, suitable environment and reasonable salary. The employee satisfaction is organisation success because satisfied employees actively involved in the organisation so that the profit-making chance increases considerably. Quality of Work Life is related to the level of happiness of employees.

Review of Literature

Srinivasa Krishna K and Suryanarayana Murthy Y (2015) observed from the study, the employee participation in decision making help them to involve in work very sincerely and responsibly. If the management offer permanent job, it will surely lead to good quality of work life. **Kadhar Mohideen R and Muthuraja P (2016)** states the certain factor that determine the satisfaction of employees. The employee satisfaction linked with work environment, facilities, hours of work and payment structure of textiles unit. **Balaram Bora (2017)** highlights the management followed the quality of work life practices the employee have sincerely involved in a work at work place and also reduced the employee absenteeism. **Saravanan M and Poongavanam S (2019)** examines the working environment factors that

influencing the worker execution. According to the study better execution improve the better working condition.

Statement of the Problem

In every organisation the quality of work life is essential for smooth running and success of its employees. It must be maintained effectively that all employees are free from work stress and strain. The quality of work life helps the employees to feel secure so that their work output will be increased. In Kanniyakumari district numerous textile stores are functioning but it's difficult for some textile stores to follow the quality of work life. The HR department is the prime responsibility for the effective running of quality of the work life. At the same time, the textile stores without HR department the owner of the textile stores can maintain the quality of work life for their employees. This being increase the lack of job satisfaction and also increase the employee absenteeism in Kanniyakumari district textile stores. In this context the researchers has made an attempt to study on “ Quality of Work Life Among women workers in textile stores”.

Objectives of the study

1. To identify the Economic profile of women workers in textile stores.
2. To analyse the factors affecting the quality of work life of women workers in textile stores.
3. To analyse the measures adopted by the textile stores to improve the quality of work life among women workers.

Methodology

This study is analytical in nature, based on both primary and secondary data. For collecting the primary data structured questionnaire was prepared and collected the required data from women workers. Secondary data was collected from journal and magazines. The study is limited to Kanniyakumari district. The women workers of textile stores is considered as population of the study. For the purpose of the study 110 sample women workers were selected each from Nagercoil and Marthandam textile stores using Simple random sampling technique. The sample size of the study is 220 Women workers. Statistical tools such as Factor analysis, Friedman and percentage analysis used for the final interpretation of the research work.

Analysis and Interpretation

1. Age of the respondents

Table 1

Age of the respondents

Sl.No	Age	Frequency	Percentage
1	Below 30 years	104	47.30
2	30- 40 Years	62	28.20
3	40-50 Years	30	13.60
4	Above 50 years	24	10.90
	Total	220	100

Source : Primary Data

2. Educational Qualifications

Table 2

Educational Qualifications

Sl.No	Education	Frequency	Percentage
1	Up to SSLC	54	24.50
2	Higher Secondary	100	45.50
3	Under Graduate	50	22.70
4	Post Graduate	16	7.30
	Total	220	100

Source : Primary Data

3. Marital Status

Table 3

Marital Status

Sl.No	Marital Status	Frequency	Percentage
1	Married	128	58.20
2	Single	92	41.80
	Total	220	100

Source : Primary Data

4. Family Member

Table 4

Family Member

Sl.No	Number of Members	Frequency	Percentage
1	Below 4	100	45.00
2	4- 6	60	27.50
3	Above 6	60	27.50
	Total	220	

Source : Primary Data

5. Nature of Family

Table 5

Nature of Family

Sl.No	Nature of Family	Frequency	Percentage
1	Joint Family	100	45.50
2	Nuclear Family	120	54.50
	Total	220	100

Source : Primary Data

6. Monthly Family Income

Table 6

Monthly Family Income

Sl.No	Monthly Income	Frequency	Percentage
1	Up to ₹ 10000	42	19.10
2	₹ 10000 – 20000	62	28.20
3	Above ₹ 20000	116	52.70
	Total	220	100

Source : Primary Data

7. Year of Service

Table 7

Year of Service

Sl.No	Age	Frequency	Percentage
1	0-2 Years	38	17.30
2	2-4 years	74	33.60
3	4-6 years	60	27.30
4	Above 6 years	48	21.80
	Total	220	100

Source : Primary Data

8. Monthly Salary

Table 8

Monthly Salary

Sl.No	Salary	Frequency	Percentage
1	Up to ₹ 10000	132	60.00
2	₹ 10000- 15000	68	30.90
3	Above ₹15000	20	9.10
	Total	220	100

Source: Primary Data

9. Yearly Bonus

Table 9

Yearly Bonus

Sl.No	Bonus Amount	Frequency	Percentage
1	Up to ₹3000	150	68.20
2	₹3000- 6000	45	20.40
3	Above ₹6000	25	11.40
	Total	220	100

Source : Primary Data

Interpretation

The survey report shows that 104 Women workers are below 30 years of age, 100 Women workers have higher secondary as their education, more than 50 percent of the Women workers are Married, 100 Women workers have below 4 Members in their family. Nearly 120 Women workers are from nuclear family, more than 50 percent of the Women workers earning a family income of above ₹20000. Majority of the Women workers have 2-4

years of service, more than 50 percent of the Women workers receive a monthly salary below ₹10000 and out of 220 Women workers 150 have received yearly bonus up to ₹3000.

Factors Affecting the quality of work life among Women workers

The factors affecting the quality of Women workers are analysed with the support of Factor analysis. The result of Factor analysis is given below:

Table 10

Rotated Factor Matrix for the factor affecting quality of work Life

Sl.No	Variables	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5
1	Work Environment					
	Training Facility	-0.510	-0.108	0.024	0.205	0.050
2	Low Stress	-0.661	0.407	0.143	0.021	0.077
3	Welfare Scheme	0.784	0.251	-0.020	-0.097	0.188
4	Top level support	0.821	-0.052	-0.100	0.048	-0.223
5	Growth and	-0.287	0.640	-0.076	-0.067	0.222
6	Development	0.126	0.773	-0.004	0.136	-0.142
	Adequate Salary					
7	Nature of Job	0.135	0.556	0.342	-0.404	-0.214
8	Bonus and	-0.004	0.087	0.919	-0.128	0.012
9	Incentives	0.015	0.157	0.047	0.929	-0.093
	Opportunities					
10		0.139	-0.104	0.050	-0.017	0.912

Source : Primary Data

The above analysis reveals the rotated factor loading for the 10 variables of factor affecting the quality of work life. The first factor affecting quality of work life of Women workers is Work environment, Training facility, Low stress and Welfare scheme. The Second factor affecting quality of work life is Top level support, Growth and Development and adequate Salary. Third factor affecting quality of work life is Nature of the job. Bonus and Incentives are the fourth factor affecting the quality of work life and fifth factor affecting the quality of work life is adequate Remuneration. The study reports that most important factor affecting the quality of work life among Women workers is Work environment, Training facility, Low stress and Welfare schemes.

Women workers Opinion towards Measures taken by the textile store to improve the quality of work life:

There are number of measures taken by the textile store to improve the quality of work life. In this section women workers opinion towards measures to improve the quality of work life were analysed with the support of Friedman Ranking Test. The results were presented in Table 11

Table 11

Women workers opinion towards Measures taken by the textile store to improve the Quality of work life

Sl.No	Variables	Mean Score	Rank
1	Reward and Recognition	6.91	2
2	Adequate Training facility	5.86	3
3	Providing responsibility and promotion	5.45	6
4	Respect and boosting self esteem	5.57	5
5	Better working Conditions	4.27	9
6	Salary for current cost of living	8.10	1
7	Providing adequate Bonus and incentives	4.59	7
8	Providing power authority and freedom	5.75	4
9	Out of way to help	4.19	10
10	Hiring right people	4.31	8

The above analysis shows the women workers opinion towards measures taken by the textile stores to improve the quality of work life. The first rank goes to salary for current cost of living, second rank to reward and recognition, third rank to adequate training facility, fourth rank for providing power authority and freedom, fifth rank to respect and boosting the self-esteem, sixth rank for providing responsibility and promotion, seventh rank for providing adequate bonus and incentives, eighth rank for hiring right people, ninth rank for better working conditions and tenth rank for out of way to help. The study reports that the salary for current cost of living is the right measure to be implement by the textile stores to improve the quality of work life.

Suggestion and Conclusion :

The working environment and welfare scheme are the important factors that affect the quality of work life. Hence every textile store must improve the working environment and also introduce number of additional welfare schemes to the women workers in order to improve the better output. The study states that the salary for current cost of living and reward recognition are the important measures to improve the quality of work life of women workers. So, all the textile stores have to increase the current salary to meet the present cost of inflation, it will be a great help to the women workers in order to maintain a balance between work and life and to improve their standard of living.

The researcher made thorough analysis over the quality of work life among women workers of textile stores in Kanniyakumari District. The workers are satisfied about their salary and work environment, they are actively involved in the work and will give considerable turnover to the organisation. The textile stores can focus on women workers welfare by providing better pay, reward and promotion. A good human resource policy would encourage all women workers to involve more in their work.

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