

Quality of Work Life in Networking Engineers

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Abstract: *Quality of work life enhances the job satisfaction and the peaceful relationship between the employee and the organization. Quality of work life involves job security, good working conditions, adequate and fair compensation and equal employment opportunity all together. QWL aims at to meet the twin goals of enhanced effectiveness of organization and improved quality of life at work for employees. The study focused on the factor influences QWL of employees, level of satisfaction of employees on present level of QWL and the influence of QWL. 50 Networking Engineers of equal capacity have taken as samples. Motivational insights are the important factor that influences the QWL of employees and their life.*

Keywords: Employees, Organisation, Quality, Opportunity

1. Introduction

Quality of Work Life (QWL) is a relatively new concept which is defined as the overall quality of an individual's working life. QWL is sometimes considered as a sub-concept of the broad concept of quality of life, which refers to the overall quality of an individual's life. Quality of life includes factors such as income, health, social relationships, and other factors such as happiness and fulfillment. QWL being the main subject of the present study meaning, definition, scope of the QWL, and QWL in the Indian context, etc., have been discussed in this chapter. Quality of work life parameters which are adopted by the researcher has been discussed at the end of the chapter. The pursuit for improved productivity through human resources has its foundation in the early nineteenth century with F.W Taylor developing Scientific Management Theory and creating a new awareness regarding human resources. Prior to the advent of Scientific Management, human resources were considered as a mere instrument of production with regard to work from dawn to dusk. The working conditions were paid scanty attention. The labour was motivated by the lure of money. The Scientific Management focused mostly on division of labour, hierarchy, close supervision and management principles. These have no doubt brought several benefits to the society. From then onwards continuous research and investigations have been undertaken to understand human behavior at work and the ways to improve their job satisfaction, balanced with the aim of the organizations to work for better productivity with job and employee satisfaction. In order to achieve these twin objectives, different approaches have been developed and applied for improvement of quality of working life of workers.

2. Review of Literature

Walton (1973) has stated that the major conceptual areas have to be identified viz., adequate and fair compensation, safe and healthy working conditions, development of human competencies, growth and security, social integration for understanding quality of work life. Delamotte and Walker (1974) have indicated that emphasis have been made in the humanization of work which includes the need to protect the worker from hazards to health and safety. Katz et al. (1975) have observed that an employee may enjoy a high quality of working life when he has positive feelings towards his job and its future prospects, to stay on the job

and performs well. A report by QWL taskforce in George Mason University in Virginia, USA assess the quality of their employees work lives and identified that the major source of stress in work and the aspects of satisfaction / dissatisfaction of work affected the QWL of their employees. Glasier (1976) has revealed that quality of work life implies job security, good working conditions, adequate and fair compensation and more even equal employment opportunity all together.

3. Problem of the study

A study of quality of work life is a paramount importance, the nature being different for each category of employees depending upon their needs. A good quality of work life reduces absenteeism, accidents & attrition. Quality of work life is useful to improve production, organizational effectiveness, morale of an employees and economic development of the country. So an attempt has been made to know about the employees satisfaction on QWL and its influence on their working of network engineers in their complex environment.

4. Scope of the Study

The study aims to analyze the HR problems related with Quality of Work Life of networking engineers and is expected to provide an insight into the issues of Quality of Work Life of the employees. The study will identify the problems related to the QWL of its employees, their job satisfaction and work life balance. It understands the perception level of the employees about the implementation of QWL programme. The Networking companies tend to take adequate steps to improve the QWL of their employees and to frame appropriate guidelines and policies to amend QWL programme successfully and to make periodic survey to assess the QWL.

5. Result and Discussion

The motive of this research was to highlight the quality of work life of employees in textile industry.

Quality of work life is important for job performance, job satisfaction and labor turnover. The research findings revealed the fact that motivational insight viz., promotion, insurance protection, training, awards, recognition has been influencing factor of Quality of work life. Quality of work

life includes job security, good working conditions, adequate and fair compensation and monetary rewards. Singh (1994), Glasier (1976). Katzell et Al (1975) observed that employee may be said to enjoy a high quality of working life when he has positive feelings towards his job and its future prospects, is motivated to stay on the job and performs well. In the study respondents have given favourable response on the Job Satisfaction, Safety and healthy working conditions, Opportunities to develop human capacities and Opportunities for continued growth and security of their organization. Employee respondents have expected higher compensation from their employers. Quality of work life had an influence on employee's productivity.

6. Conclusion

Quality of work life is an environment that promotes and maintains employee satisfaction with an aim to improve working conditions for labours and organizational effectiveness for employers. In QWL organizations, work is meaningful and done in a team arrangement. It plays a radical role on employee work performance and productivity in textile industry. Allowing employees who have knowledge, skill and experience to participate in decision making make them to work enthusiastically and give recognition to them in their work which also promotes cooperation and conflict management, employee commitment, self-efficacy and organizational effectiveness.

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