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## A Study Of Quality Of Work Life Of Employees At Chidambaram Fishnets Private Limited

<sup>1</sup>V.PREETHI, <sup>2</sup>MRS.T.UMA BHARATHI

<sup>1</sup>STUDENT, <sup>2</sup>ASSISTANT PROFESSOR

<sup>1,2</sup>Department of Management Studies,

<sup>1,2</sup>Anand Institute of Higher Technology, Chennai, Tamilnadu, India

**Abstract:** The study focuses on understanding the quality of work life (QWL) of employees at Chidambaram Fishnets Private Limited in Medavakkam, Chennai. The Primary goal is to assess overall QWL, while secondary goals include identifying influencing factors, analyzing employee satisfaction, and suggesting improvements. Using a descriptive research design, data was collected from 110 employees through questionnaires, and analyzed using percentage analysis, correlation, chi-square, and ANOVA. Results show that job stress significantly affects performance, and employees feel compensation and benefits can be improved. The study suggests that flexible work hours and better employee benefits can enhance QWL and overall employee satisfaction.

**Key Words:** Quality of work life, Job Satisfaction, Employee Satisfaction, Work Life Balance.

### I. INTRODUCTION

The Quality of work life is the degree in which the members in the organization are able to satisfy their important personal needs through their experiences in the organization. The quality of work life refers to the favourableness or unfavourableness of a job environment for the peoples working in an organization. It defines the quality of relationship between the employees and the total working environment. It is a term which covers a person's feelings about every dimension of its work (eg: economic incentives and rewards, job security, working conditions, organizational and inter personal relationship etc., The main aim of the QWL is to providing a job satisfaction to the employees which can enhances their efficiency and the productivity.

### II. REVIEW OF LITERATURE

**Dr. Mily Velayudhan T.K, Yameni M.D(2017),** the main objective or the purpose of this research is to investigate and identify the significance of work environment towards the performance and also to study the effectiveness of the QWL in the organization. In order to meet the stated objectives a structured questionnaire was framed and data was collected using convenience sampling from 123 employees of the steel manufacturing organization in Chennai, and to study the significant association chi-square was used by the researcher Findings: QWL of the employees of this steel company can be improved by conducting some

more training classes for the employees who are falling in the category of more than 3 to 4 years of experience and 4 years of experience which would boost their self-confidence and help them attain their level of satisfaction. Similarly, the organization can give some more security to the employees falling in the category of 41 and above so that they feel quite secure in the hand of organization and they can give their paramount performance: This empirical article on Quality of Work life A Study's structured questionnaire can be applied as an Employee opinion Survey taken in once in 6 months on knowing the quality of work life. By doing this survey organizations can get to know the quality of work life of the employees and take necessary steps to improve the QWL among all the Employees. It also helps the employers to know that their employees who working in their organization happily working leading to good QWL which will boost up their performance to come happily daily to their work place.

### III. OBJECTIVES OF THE STUDY

#### Primary objective:

The primary objective is to study about the quality of work life of employees in the Chidambaram Fishnets Private Limited.

#### Secondary Objective:

- To identify the key factors that determining the quality of work life of employees in the organization.
- To determine the level of employee's satisfaction in the CFN.
- To understand how employees are able to balance both their professional and personal life.
- To provide suggestion for the improvement of the quality of working environment.

### IV. RESEARCH METHODOLOGY

#### Research Design

The Research design is descriptive in nature. This method used to observe and describe the characteristics, Opinions of Employees in the quality of work life and their satisfaction level in their Job related.

#### Area Of Study

The study was conducted at the Chidambaram Fishnets Private Limited., The study period is from

#### January- April 2025. Population and Sampling

- **Population Size:** The population of the study is 150.
- **Sample Size:** The sample size of 110 employees were selected for the study.
- **Sampling Technique:** The sampling technique Used for the study is **Simple Random Sampling method**. It is the scientific technique used for drawing samples from the population.

#### Sources of Data

**Primary Data:** The primary data is collected through the well-designed questionnaire. It is original and collected directly from the employees in the Chidambaram fishnets private limited. It includes the close ended questions and the Likert scaled questions for getting the responses about the quality of work life in their organization.

**Secondary Data:** The secondary data is collected from the from the websites, books and journals, previous project reports for the support of the analysis and the findings.

## Tools Used for Analysis

Research instrument is the tool by which the researcher can do research on the specific problem or the objectives. The statistical tool and tests are used for this study.

## V. ANALYSIS AND INTERPRETATION

**Chi- square test:** It shows the significant relationship between respondent's satisfaction regarding Fair compensation and gender.

(between categorial variable)

**Correlation Analysis:** To Test the Correlation relationship between the Gender of respondent's vs income

**ANOVA analysis:** To test the group wise difference in the income and the job satisfaction. (within group and between group)

S.No	Tools Used for Analysis	Variables Analysed	Test Value	Level of significance (p-value)	Inference
1.	<b>Chi-square test</b>	Fair compensation vs Gender	$\chi^2=0.024$	$P < 0.05$	No significant relationship between gender and fair compensation
2.	<b>Correlation</b>	Income vs Gender	$R=0.361$	$P < 0.01$	Moderate relationship between the income and the gender.
3.	<b>One-way ANOVA</b>	Job satisfaction vs income levels	$F=2.221$	$P=0.083$	No relationship between job satisfaction and the income level.

## VI. FINDINGS

- It is found that 63% of the respondents are Male.
- It is found that 58% of the respondents are age between (25-34) years.
- It is found that 54% of the respondents are Bachelor Degree in Education Qualification.
- It is founded that 67% of the respondents are having 1-5 Year of Experience.

- It is founded that 65% percentage of the respondents Agree with the opinion on feeling secure in their job role.
- It is founded that 57% percentage of the respondents Agree with the statement respondents manage both their work and personal responsibility effectively.
- It is founded that 63% percentage of the respondents Agree with the statement organization offers the good employee benefits.
- It is founded that 59%percentage of the respondents Agree with the opinion on feels safe and comfortable in their workplace.

## VII. SUGGESTIONS

- The organization could focus on employees and provide facilities like flexible timing for work and stress breaks to reduce the stress experienced by the employees and in turn improve the quality of work life.
- The management should improve their infrastructure.
- Management should provide the recognition for the employees based on their performances.
- Management should support for the employee's career growth and provide more opportunities.

## VIII. CONCLUSION

The study on the quality of work life of employees at Chidambaram Fishnets Private Limited. The study includes various factors influencing the quality of work life of employees in the organization. Therefore, the findings and suggestions of the study may not be applicable. By this survey the organization can get to know the quality of work life of the employees and take necessary steps to improve the quality of work life among all the employees. It also helps the employers to know that their employees who are working in their organization are happily working leading to good quality of work life.

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