A Study on Quality of Work Life and Performance of Employee in Leather Industries at Vellore District and Tirupattur District

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Abstract

The study on the quality of work life and performance of the employees are very important to know the relationship between quality of work life and performance of the employee of leather industries. The poor quality of work life is ultimately affect the performance of the employees in any concern. Quality of work life is very important for individuals, for growth of industries and employment and also for the sustainable development of economy. Therefore, organizations must create a working life which enable the employees that ensure the sustainability in the in industries development in turn which leads and creates more and better jobs. Everybody must also have the possibility to remain in work for a longer time than today. Working conditions must permit this, and this involves paying attention on learning, equality and influence. The improper work life balance will affect the performance of the employees and it leads lack of motivation and job dissatisfaction for the employee. The studying quality of work life and performance of employee is very important to know the relationship between many demographic variable, quality of work life and performance of the employees. The good quality of work life will lead the good performance which support the overall development of the industries.

Objectives

- *To identify the factors determining the quality of work life of employees in leather industries.*

- *To identify the relationship between the demographic variable and level of quality of work life of employees in leather industries.*

- *To identify the relationship between the level of quality of work life and level of performance*

Keyword: Work Life, Performance of Employees, Level of Quality of Work life

Introduction

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Significance of the Study

The studying quality of work life and performance of employee is very important to know the relationship between many demographic variable, quality of work life and performance of the employees. The good quality of work life will lead the good performance which support the overall development of the industries.

Objectives

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- To identify the relationship between the demographic variable and level of quality of work life
- of employees in leather industries.
- To identify the relationship between the level of quality of work life and level of performance

Hypothesis

There is a significant relationship between the level of quality of work life and level of performance

Research Methodology

The suitable research methodology will lead the reliable findings without any bios. Therefore the methodology which has been adopted in the this study has been described. The pilot study was made by taking 30 samples and finalized for final study. The exploratory research method is followed in this study. The reliability test value is .80 and validity analysis has been made. The multi choice questionnaires have been used to collect the data from the sample units. The 150 samples have been taken from the Leather industry employees. The data are collected from the employees based on the convenient sampling methods, Finally 100 samples are finalized for the study. The chi square analysis, Correlation analysis, F- Test & Factor analysis, are made and got the findings.

Sample Frame of the Study

The convenient sample method will be adopted in the study. The Questionnaire are used to collect the data from 100 employees who are working in leather industries.

Area of Study

The study was undertaken in Vellore & Tirupattur district.

Unit of Study

The Leather industries e employee in Vellore district and Tirupattur district are taken to study.

Period of Study

This research was done from the month October 2023 to December 2023.

Statistical Tools

The Factor, Chi square, F-Test, Correlation were used for this work.

Limitation of the Study

The financial & time constrains are the limitation of the study.

Review of Literature

Rice (1984-85) observed the correlation between work satisfaction and quality of work life. He founded out that work experience and outcomes can influence persons general quality of life both directly or indirectly through their result on family in traction, leisure activities and levels of health and energy. He also suggested that alteration in work place can have their affect by changing environment or changing workers own class and they can affect his quality and family life.

Correlation Between the Level of Quality of Work Life and Level of Quality of Performance
Null Hypothesis

There is no significant relationship between the level of quality of work life and level of performance:

Alternative Hypothesis

There is a significant relationship between the level of quality of work life and level of performance:

Descriptive Statistics

	Mean	Std. Deviation	N
Level of Quality of Work Life	1.9000	.79772	100
Level of Performance	2.1800	.80879	100

Correlations

		Level of Quality of Work Life	Level of Performance
Level of Quality of Work Life	Pearson Correlation	1	.091
	Sig. (2-tailed)		.369
	N	100	100
Level of Performance	Pearson Correlation	.091	1
	Sig. (2-tailed)	.369	
	N	100	100

The P value is more than 0.05. Therefore the Null hypothesis is accepted but Alternative hypothesis is rejected. Its concluded that there is no significant relationship between the level of quality of work life and level of performance.

F- Test (One Way Anova Table)
F-Test Analysis for Age and Level of Performance
Age and Level of Performance
  Null Hypothesis: There is no significant relationship between age and level performance
  Alternative Hypothesis: There is a significant relationship between age and level of performance.

Age and Level of Performance

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
21-30 Years	33	2.1212	.81997	.14274	1.8305	2.4120	1.00	3.00
31-40 years	31	2.2581	.77321	.13887	1.9744	2.5417	1.00	3.00
41&above	36	2.1667	.84515	.14086	1.8807	2.4526	1.00	3.00
Total	100	2.1800	.80879	.08088	2.0195	2.3405	1.00	3.00

ANOVA
Level of Performance

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.309	2	.155	.233	.793
Within Groups	64.451	97	.664		
Total	64.760	99			

  The P value is more than 0.05. Therefore the Null hypothesis is accepted and alternative hypothesis is rejected. It is concluded that there is no signification between age and level of performance.

Factor Analysis for the Level of Performance Appraisal
Rotated Component Matrixa

	Component				
	Performance initiative factor	Achievement factors	Advisory factors	Performance factor	Technical factor
Performance rating is helpful for the management to provide employee counseling	.817				
Training program is effective for individual and organization development	.503				
Performance of the organization is assessed by self superior	.686				

Desired of the target of the organization is achieved by The performance appraisal	.554				
appraisal system keeps on major achievement of failure or success of work	.638				
Need of performance appraisal system in organization	.746				
Performance appraisal system is helpful in identify the strength & weakness of the employee	.724				
transfer , demotion, suspension & dismissal is based on the performance	.815				
separate committee`` to review your performance		.804			
Performance appraisal is helpful in improving in the personal skill		.681			
performance appraisal increase the employees motivation		.591			
Management fixed the salary through the performance rating			.856		
Performance appraisal is helpful in the reducing grievances among the employee			.650		
Performance rating are done periodically				.931	
Promotion is purely based on the performance					.753
transfer demotion, suspension are based on the appraisal system					
Eigen values	4.678	3.091	2.889	1.313	1.167
% of variance explained	27.517	18.181	16.995	7.721	6.865

Five Factors are not Load and Remaining Factor are Loaded

The five factors are identified and named based on the variables in each components as performance, Achievement, Advisory factor, performance factor, Technical factor. Since the Eigen values are more than 1 it is concluded that the above factors are relevant to the study and rotated matrix values are more than 0.05. Therefore it is concluded that rotated matrix value have more consistency with each factor.

Finding from Correlations Analysis

It is found that there is no significant relationship between the level of quality of work life and level of performance.

Findings from F-Test

It is found that there is no signification between age and level of performance.

Findings from Factor Analysis

The five factors are identified and named based on the variables in each components as performance, Achievement, Advisory, performance, Technical factor. Since the Eigen values are more than 1 it is concluded that the above factors are relevant to the study and rotated matrix values are more than 0.05.Therefore it is concluded that rotated matrix value have more consistency with each factor.

Suggestion

The leather industries are advised to improve the quality of work life.

Conclusion

It is concluded that there is no significant relationship between the level of quality of work life and level of performance. The demographic factors also influence the quality of work life and performance of the employee. The factor analysis reveals that all the factors are having consistency. It is advised to the leather industries to maintain quality of work life in the industries.

References

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