

A Study on Quality of Work-Life Balance among Employees in Rajsriya Automotive Industries Pvt Ltd, Hosur

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ABSTRACT: Quality of Work Life is referred to all the organizational inputs which aim at the employee's satisfaction and enhancing organization effectiveness. The purpose is to develop jobs and working condition that is excellent for employees as well as the economic health of the organization. It also refers to the satisfaction, motivation, commitment, and involvement of an individual experience concerning their line at work. The paper aims to study the concept "Quality of Work-Life" and the role it plays in enhancing the productivity and performance in the firm. The purpose of the study is mainly to understand the quality of work life of the employees with significant factors like Working Environment, Training, and Development, Compensation & Rewards, Organizational Commitment, Job Satisfaction, etc. The research includes 120 employees who were designated as Staff Employee, Technician, Executive and Manager in a firm. The primary data can be analysed using the statistical tool like ANOVA, Chi-Square, and Correlation.

KEYWORDS: Quality of work life, higher productivity, working environment, performance.

I. INTRODUCTION OF THE STUDY

Quality of Work-life has an issue increasingly recognized as of strategic importance to organizations and of significance to employees. Work-life Balance is Human Resource Strategy, which is already recognized as the ultimate key for Human Resource Development among all the work systems. Researchers of Human Resource Management have indicated that work-life balance among employees of organizations is playing a vital role for better performance in an industry. It is widely accepted that better work place is closely associated with the development of career strategy which in turn would enhance individual's job satisfaction. This research attempts to study the Quality of Work-life of employees working from home. Quality of Work life balance is the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life. Work life balance is about dividing the hours in your day evenly between work and personal. The term work life balance was first used in the United Kingdom in the late 1970's to describe the balance between an individual's work and personal life. The concept of work life balance has undergone major change in current pandemic situation. Balancing work life and personal life is overwhelming for any working class professionals.

The safe Work life environment provides the basis for the person to enjoy Work life. The Work life should not pose a health hazard for the person. The employer and employee, aware of their risks and rights, could achieve a lot in their mutually beneficial dialogue. The Work life time has been established by the state according to legislation which is a 40- hour Work life week in Estonia. The standard limits on overtime, time of vacation and taking of free days before national holidays have been separately stipulated. The differences regarding the Work life time have been established for the persons less than 18 years of age, pregnant women, breast-feeding mothers and the person raising the disabled child.

The appropriate salary is agreed upon by the employee and the employer. The Government of the Republic establishes each year the rate of minimum salary; the employer should not pay less than that to the employee. Work life represents

such a role in life which has been designated to it by the person himself. On the one hand Work life is an earning of one's living for the family, on the other hand it could be a self-realization providing enjoyment and satisfaction.

OBJECTIVES OF THE STUDY

- To study on employees quality of work life in Rajsriya Automotive Industries P Ltd at Hosur.
- To identify the factors that impacts the employees work life.
- To know the relationship between employee's job and its impact on employee's personal life.
- To know the relationship between the supervisors' support and employee's job performance.
- To determine whether the current work conditions has influence on work life balance of the employees.
- To identify whether the current work environment has any impact on the outcome of work.

II. REVIEW OF LITERATURE

Chandrasekhar (2024) conceptualized the quality of work experience as the degree to which people perceive their work experiences reflect an ideal work environment. The intrinsic QWL is conceptualized as the degree to which people perceive the less tangible and qualitative aspects of life at work whereas extrinsic QWL as the degree to which people perceive more tangible and qualitative aspects of life at work.

Walton (2025) identified eight major conceptual areas of QWL namely adequate and fair compensation, safe and healthy working conditions, opportunities to develop human capabilities, opportunity to for career growth, social integration in the work force, constitutionalism, work and quality of life and social relevance work. He listed eight conceptual categories of QWL namely, adequate and fair compensation, safe and healthy environment, development of human capacities, growth and safety, social integration and constitutionalism total life space and social relevance and responsibility.

Klatt et al. (2025) The term quality of work life (QWL) has become well known not only to social scientists, but to lay men as well. They have identified eleven dimensions of QWL in the year 1985. They are: pay and stubbles of employment, occupational stress, organizational health programmes, alternative work schedule, participative management and control of work, recognition, superior-subordinate relations, grievance procedure, adequacy of resources, seniority and merit in promotion and development and employment on permanent basis.

III. RESEARCH METHODOLOGY

The sampling design being used for this study is simple random. The study based only on the Work life of employee. Total number of sample taken for the study is 120 respondents. The study was held during the period of Three month. Primary goal is original and collected by the researcher freshly. In this study primary data was collected through interview schedule. Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

IV. DATA ANALYSIS AND INTERPRETATION

PROFILE OF THE RESPONDENTS

Variables	Categories	No. of Respondents	Percentage (%)
Gender	Male	78	65.0
	Female	42	35.0
Age	Less than 25 years	26	21.7
	26–35 years	27	22.5
	36–45 years	42	35.0
	Above 46 years	25	20.8
Marital Status	Married	100	83.3
	Unmarried	20	16.7
Educational Qualification	Diploma	39	32.5
	Under Graduation Level	46	38.3
	Post-graduation Level	23	19.2
	Professional Education	12	10.0
Monthly Income	Less than Rs. 10,000	43	35.8
	Rs. 10,000–20,000	61	50.8
	Rs. 20,000–30,000	11	9.2
	Above Rs. 30,000	5	4.2
Year of Experience	Below 2 years	38	31.7
	3–5 years	44	36.7
	6–9 years	27	22.5
	Above 10 years	11	9.2
Family Size	Less than 3 members	42	35.0
	3–4 members	54	45.0
	5–6 members	20	16.7
	Above 6 members	4	3.3
Nature of Employment	Contract	36	30.0
	Temporary	26	21.7
	Permanent	58	48.3
Working Hours per Day	Less than 8 hours	42	35.0
	8–10 hours	51	42.5
	10–12 hours	14	11.7
	Above 12 hours	13	10.8
Working Shift	Regular	52	43.3
	Day Shift	46	38.3
	Night Shift	22	18.3

Source: Primary Data

INTERPRETATION

The consolidated table shows that 65.0% of the respondents are male, while 35.0% are female. In terms of age, 35.0% of the respondents belong to the 36–45 years age group, followed by 22.5% in the 26–35 years age group, 21.7% below 25 years, and 20.8% above 46 years. Regarding marital status, 83.3% of the respondents are married, whereas 16.7% are unmarried. With respect to educational qualification, 38.3% of the respondents have completed under graduation, followed by 32.5% holding a diploma, 19.2% having completed post-graduation, and 10.0% possessing professional education. In terms of monthly income, 50.8% of the respondents earn between Rs. 10,000 and Rs. 20,000, followed by 35.8% earning less than Rs. 10,000, 9.2% earning between Rs. 20,000 and Rs. 30,000, and 4.2% earning above Rs. 30,000. Regarding work experience, 36.7% of the respondents have 3–5 years of experience, followed by 31.7% with below 2 years, 22.5% with 6–9 years, and 9.2% with above 10 years of experience. In terms of family size, 45.0% of the respondents have 3–4 family members, followed by 35.0% with less than 3 members, 16.7% with 5–6 members, and 3.3% with above 6 members. Regarding the nature of employment, 48.3% of the respondents are permanent employees, while 30.0% are contract employees and 21.7% are temporary employees. With respect to working hours, 42.5% of the respondents work 8–10 hours per day, followed by 35.0% working less than 8 hours, 11.7% working 10–12 hours, and 10.8% working above 12 hours per day. Finally, 43.3% of the respondents work in regular shifts, followed by 38.3% in day shifts and 18.3% in night shifts.

CHI SQUARE TEST

H₀: There is no significance relationship between qualification of the respondents and satisfaction level of quality of work life.

H₁: There is a significance relationship between qualification of the respondents and satisfaction level of quality of work life.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.669E2 ^a	12	.000
Likelihood Ratio	245.747	12	.000
Linear-by-Linear Association	106.666	1	.000
N of Valid Cases	120		

a. 9 cells (45.0%) have expected count less than 5. The minimum expected count is 1.50.

RESULT

The Chi-Square test indicates a statistically significant association ($p < .000$) between the variables, supported by a strong linear-by-linear relationship. However, the reliability of this result is limited as 45% of cells have expected counts below 5; therefore, the findings should be validated using Fisher's Exact Test or by merging categories to meet statistical assumptions.

CORRELATION

The table shows that the relationship between experience and provide primary facilities

Correlations

		Experience	Provide primary facility
Experience	Pearson Correlation	1	.971**
	Sig. (2-tailed)		.000
	N	120	120
Provide primary facility	Pearson Correlation	.971**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

RESULT

The correlation analysis reveals an extremely strong, positive, and statistically significant relationship ($r=.971, p<.01$) between years of experience and the provision of primary facilities, suggesting that as employee experience increases, there is a nearly perfect upward trend in the perception or availability of these facilities.

V. SUGGESTIONS

- The company can provide regular medical check-up for improving the medical facilities.
- The company can provide effective training for efficient performance of employees.
- The company can improve promotional policies
- Provide substantial freedom, independence and discretion to employees in scheduling their work.
- Team culture, peer relations also influence the quality of work life of the employees. So there should be good relationship between employees.
- Future research should explore the linkage between the quality of work life and quality of life.
- The outcome or quality or work life alone may be viewed in future research work.
- The relationship between the work family conflict and quality of life may be examined in future research studies. Since the ultimate aim of the QWL is attaining company performance.

VI. CONCLUSION

The study was done to determine the quality of employees work life among employees working in the industry at Hosur. The study findings revealed that there was a moderate quality of employees work life reported among employees in the industry. The work environment of the employees was given least importance and they were compelled to manage with limited resources. Even though the employees in the private sector reported lesser work load, they were more dissatisfied with salary and financial benefits. The salary in the private sector was significantly lower.

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