

A Survey Study to Assess the Quality of Life Among Employees Working in Selected Banks In Indore

Mr.Gendlal Patel ,Research Scholar, Malwanchal University, Indore

Prof.Dr.Deepak Agrawal ,Research Supervisor, Malwanchal University.

Introduction

The quality of work life is the extent to which employees can meet their own needs, including financial, self-esteem, contentment, and the chance to contribute and grow personally. A company must pay employees enough to meet their needs and encourage productivity. According to Newstrom and Davis, workplace quality of life is influenced by human development, a stimulating work environment, creativity and invention, concern for the individual, and democratisation of work (1995). Katzell et al. (1975) defined workplace quality of life as a person's assessment of a work relationship. An employee can have a positive quality of work life if he is positive about his job, motivated in his personal life, and has a balanced set of beliefs.

The quality of work Life is a broad concept that includes economic rewards and benefits, security, safe and healthy working conditions, interpersonal relationships, and intrinsic meaning in one's own life. It can refer to job enrichment, employee participation, and more. It refers to any technical system that increases employee engagement at work, regardless of location.

Due to the subject's increasing relevance, economists, academics, and practitioners have written extensively on Quality of Work Life. In the West and India, many empirical studies have examined employee quality of life and related factors. These investigations are detailed in the review preceding this proposed work. -Islam Mohammad Baitul (2012) evaluated work load, family life, transportation, salary and benefits, working environment and working conditions, and career growth in a sample of companies. Sinha and Chandranshu (2012) studied the quality of work-life experiences in enterprises and identified three factors. "Relationship-sustainability orientation," "futuristic and professional orientation," and "self-deterministic and systemic orientation" Affordably compensated employees, safe and healthy working conditions, opportunities for human capacity development, continuous growth and job security, more flexible work scheduling and job assignment, careful attention to job design and workflow, improved union-management cooperation, less structural supervision, and effective workers all contribute to a higher quality of life at work. Ellis and Pompli say job dissatisfaction and low work quality are caused by many factors (2002). Poor working conditions, resident aggression, workload, inability to

provide preferred level of care, work-family balance, shift work, lack of decision-making involvement, professional isolation, lack of recognition, and poor supervisor and peer relationships are some of the issues that residents face.

example: conflict and learning new skills. Howdy and colleagues (2001) studied four variables that affect employee satisfaction (QWL). A good work environment, personal growth and autonomy, a fulfilling job, and stimulating opportunities and coworkers all contribute to job satisfaction.

According to Rao (1992), the factors that influence an individual's importance of a specific need and those that meet or frustrate that need affect work life quality. Individual and contextual factors determine work quality (QWL). Attitude, environment, opportunities, job nature, people, stress level, career prospects, challenges, growth and development, risk, and reward influence work life quality. According to Baba and Jamal (1991), a high-quality working life is marked by job satisfaction, job involvement, job uncertainty, job conflict, job overload, job stress, organisational commitment, and the intention to leave. They also looked at job content reutilization, saying it's an important aspect of quality of working life. Warr and colleagues (1979) evaluated work engagement, intrinsic job motivation, higher order needs strength, perceived intrinsic job attributes, job satisfaction, life contentment, happiness, and self-rated anxiety in the workplace. During their research, they found several relationships to investigate. Work participation, intrinsic job motivation, and perceived intrinsic job features all affect job satisfaction. Walton (1975) proposed several major conceptual categories for quality work life, including adequate and fair compensation; safe and healthy working conditions; immediate opportunity to use and develop human capacities; continued growth and security; social integration in the work organization; organisational constitutionalism; work and total life space; and the social relevance of work life. Hackman and Oldman (1976) studied work life and psychological development. They said a fair evaluation must consider skill variety, task relevance, autonomy, task identity, and feedback.

Runcie (1980) reframed perception. He showed how a positive company image can improve working conditions, product quality, and output. A proper, equitable, and specified framework improves work-life balance and employee development. staff Academics define work life quality by job requirements, work environment, supervisory behaviour, and additional programmes (Sirgy et al., 2001). Therefore, it's reasonable to assume that different authors have different opinions. Quality of life is a collection of factors, including job happiness, salary, and relationships with co-workers, that contribute to life satisfaction and well-being.

Methodology

It's exploratory. This study included 150 private bank employees in Indore. The scale of QWL was chosen because Dhar, S., et al. developed it (2006). The scale is 0.89 reliable and 0.94 valid. These scales have been widely used in social science studies and are known for their accuracy in assessing employee quality of life. The questionnaire had two parts. First, the questionnaire asked about respondents' demographics. The second section of the questionnaire contained QWL questions and variables. All variables needed to be coded on a 1–5 likert scale, with 1 indicating strong disagreement and 5 indicating strong agreement, to be included. This study used a simple sampling method. The data was evaluated using factor analysis and SPSS.

Results

Employee relationships indicate a company's health. Participant engagement must be both formal and informal. The company promotes a physically, socially, and psychologically healthy workplace.

According to the Occupational Safety and Health Administration, employers should encourage employees to take responsibility for their health, safety, and well-being and contribute to a healthy work environment. According to Donaldson et al. (1999), the work environment is a quality of life factor. Mohammad Baitul Islam (2012) found that the job environment affects employee QOL. Morale and motivational climate differ by 10.305 percent. The "Culture of Motivation" refers to practises that motivate people. Mutual trust is common during a person's personal and professional development. Developing companies should prioritise employee productivity. Once the link between QWL and productivity is established, managers can promote employee productivity by encouraging QWL. In today's competitive climate, every company faces new challenges in sustaining productivity and developing a dedicated workforce. Productivity is affected by the reward system, physical workspace, work teams, employee involvement, and self-esteem.

Fifth, consider workforce reorganisation. The fifth element, work redesign, has a 6.795% variance. 27-25-28-24 defines "work redesign." Here's the long list. Intergroup meetings are held periodically to reduce intergroup conflict, encourage workplace innovation, and boost participation in key activities. Situation-based pay and benefit changes are made regularly. Workplace redesign motivates and improves workers' jobs. It boosts their job performance and productivity. When their workplace is redesigned and they can do what they do best, employees feel connected to the company. Performance management keeps talent and motivates staff to do their jobs better. According to Sanyal and Singh (1982), "improving the quality of working life" refers to employees with the skills

and motivation to advance, Increasing employee satisfaction is an effective business motivation strategy. Reorienting and restructuring the workplace should accomplish this. The sixth component's author says, "I have a strong sense of success." Components 38, 37, 36, and 35 define a sense of accomplishment. Genuine. Employees should feel accomplished, use a variety of talents, do difficult and intriguing work, and be satisfied with their jobs. worker democracy Employee democracy accounts for 3.768% of the score. 2-and-3 define employee democracy. Genuine. The workplace is becoming more democratic, giving employees more influence and control over what they do. The most important factor is Work Enthusiasm, which has a 3.106 percent variance. First, we define job enthusiasm. Object. Work improves people's lives. To maintain their workplace enthusiasm, employees want to improve their working environment, job structure, and work schedule. Repetitive tasks reduce motivation and efficiency.

Conclusion

Workplace quality includes many aspects of supportive organisational behaviour, many of which are discussed below. QWL was created to improve organisational effectiveness and employee quality of life at work. Improving work life improves morale, productivity, and economic prosperity. High-quality workplaces reduce employee turnover, absenteeism, and job satisfaction. QWL increases a company's ability to hire top talent and enhances its competitiveness. The study examines workplace quality of life factors. Eight variables were identified. Bank officials should encourage employee participation in management, a healthy work environment, job resignations, productivity, quality circles, and grievance handling procedures. People perceive workplace democratisation as a positive development that boosts their creativity and inventiveness because it satisfies their need for power and advancement.

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