

A study on quality of worklife among mine workers with special reference to Neyveli Lignite Corporation

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Abstract

In today's high tech, fast-paced world, the work environment is very different than it was a generation ago. According to the Institute of Industrial Engineers, it is not uncommon for a person to adjust careers an average of six times in his or her lifetime. It is now rare for a person to stay with a single company for entire working life, because employees are often willing to leave a company for better opportunities. Moreover companies need to find ways not only to hire qualified people, but also to retain them. In recent scenario, the employees are feel that the work is very hard, risk and it take more time to accomplish the given task. As the employees are forced to complete in a given time they are literally affected by the stress, mental pressure and stress related diseases. Which will affect the employees work abnormally. It will automatically leads to poor productivity and performance, so it is a right time for the management to adopt some technique to overcome stress and enhance employees with a good quality of work life.

Keywords: Mine Workers, Satisfaction, Quality

1. Introduction

Now-a-days every organization success is mainly depend on how it attracts, how it recruits, how it motivates and how the employees and work force are retained. As a result the organization should strive to adopt some more strategy to improve the employees with quality of work life in order to meet the organizational goals and employee needs. The occurrence of lignite in Neyveli, Cuddalore District of Tamil Nadu, first came to light in 1934. What appeared as 'black clay' gushing out from bore wells dug for agriculture was lat identified as lignite? The then Government of madras took up regular exploration in 1943 to demarcate the extent of the field.

Today the world faces of revolutionary changes. It gives us a change to scan the 20th century and foresee the 21st century new challenges in various field are being accepted. The advantage of the information technology along with the industrialization in India demands a highly motivated, skilled and goal oriented work force.

The first mining block of lignite was marked for exploitation in the northern part on the field and mining operations (Mine-1) commenced in May 1957. Lignite, is considerably used as electricity and also used in power generators. Various parts of country in a world like US, Germany, Russia etc uses lignite to meet various purposes. Often lignite is termed to be brown coal and it does not belong to a fine quality as it rank low.

1.1 Review of Literature

Berry (1991) ^[1] -Employee satisfaction facilitates superior performance and also greater attraction and retention of the best employees, thereby enhancing the ability of the organization to deliver higher quality services.

Eskildsen & Dahlgard (2000) ^[3] studies have confirmed that satisfied employees are more likely to be highly motivated,

have a good morale at work, and given the opportunity can work more effectively and efficiently and in teams are more productive

Gunasundari & Ravindran (2012) ^[2] Happy and healthy quality of work life among employees will give better turnover, make good decisions, balance work and personal life and positively contribute to the organizational success.

A national survey conducted for the Department for Education and Employment (Hogarth *et al.* 2000) ^[4] found that the principle of work life balance had wide-spread support, as long as it did not interfere with business need.

Kodz *et al.* 1998) ^[5]. Burchell *et al.* (1999) found that out of 340 employees, half felt that their family life had suffered because of their working hours. The most commonly cited problems were feeling tired and irritable, not seeing enough of partners and children and restricting the social life of the family.

Mumford (2006) ^[6]. The resourcefulness of the employees in an organization depends largely on the environment at the workplace, and it has been suggested that due attention be paid in providing a satisfying and a high quality work environment for the employees commensurate with other associated work factors.

Pelsma *et al.* and Hart - found that psychological distress and morale contributed equally to teachers' QWL. They determined that in the work climate of an occupation, QWL can be assessed by combining the amount and the degree of stress and the degree of satisfaction experienced by the individual within his/her occupational role

Rose el (2006) ^[8] found that the modest strength of the relationship between how much people are actually paid and their satisfaction with pay. It shows that pay is one of the most vital factors to make certain that the employees live a quality life at work. With enough money paid by organization to build

an acceptable comfortable life, employees can reduce stress in facing job and spend time with family. Thus, it helps them to enjoy QWL.

Schneider & Bowen (1985). Research indicates that a climate for employee wellbeing serves as a foundation for a climate for service. Therefore, if employees perceive an organization as offering a good work environment in return for their contribution to an organization, then it is likely that employees will report higher levels of performance and job involvement. Woolf (2004) [10] suggests few ways to help people to create a healthy and quality life in workplace. First, individual must create a personal vision by articulating something to be accomplish in career. Such vision will set a target of where individual wants to be in life and must be prepared to make adjustment at any time.

2. Objectives of the study

- To analyze the quality of work life among the Mine workers.
- To study an insight on the various factors that result in good quality of work life of employees working at mine.
- To suggest the Mine Industry with suitable measures to improve quality of work life.

2.1 Methodology and data collection

In this study descriptive type of research design has been used. Primary data has been collected through a questionnaire and personal interview. Secondary data has been collected through the books, internet, and journals. Population for the study covers the employees who are working in Mine- II, Neyveli. The researcher selected only 100 samples from people working in the Mine- II, Neyveli. In this study convenient sampling method was adopted.

2.2 Contact Method

Respondents were contacted personally and smooth rapport was developed with employees during research period. The information was collected with employees during rest time, lunch break, on the way to company and while returning to home. The interview schedule has been used to collect the data. Tables are of immense help to analysis by using the statistics tools help to analysis by using the statistics tools. The study was conducted for period of 2 months.

Table showing simple percentage for personal factors of respondents.

Table 1

Factors	Description	No of Respondents	Percentage
Gender	Male	50	100
	Female	-	-
Age(years)	20-30	0	0
	31- 40	15	30
	41-50	20	40
	Above 41	15	30
Educational qualification	Illiterate	1	2
	+2	23	46
	Diploma	16	32
	Degree	10	20
Marital Status	Married	40	80
	Unmarried	10	20
Monthly Income	Below 5000	-	-
	5001-10000	5	10
	10001-20000	19	38
	Above 20001	26	52
Experience	Below 1 years	-	-
	1-10	6	12
	10-20	20	40
	Above 20	24	48

Source: Primary data

2.3 Chi-Square Analysis

Hypothesis 1: The Demographic/ Socio-Economic Profile of the respondents have no significant influence on the Safety, Health and Working Conditions.

The Table describes Demographic/ Socio-Economic Profile like Gender, Age, Educational qualification, Marital status, Monthly income & Experience of the respondents and quality of work life.

Table 2

S. No	Personal factors	Chi – square values	Degree of freedom	P values	Significant/ Not significant
1	Gender	6.36	2	0.384	NS
2	Age	9.120	6	0.298	NS
3	Educational qualification	13.038	6	0.042	S
4	Marital status	2.241	2	0.326	NS
5	Monthly Income	15.221	4	0.004	S
6	Experience	5.875	6	0.437	NS

Source: Primary data

It is concluded that the Gender, Age, Marital status, & Experience have not significant influence on the quality of work life related factors while Educational qualification and Monthly income is significant influence on the quality of work life related factors

2.4 Correlation

Satisfaction level of employees regarding the reward and remuneration schemes and level of work satisfaction.

$R = 0.94$ There is a high degree of positive correlation between the satisfaction level of employees regarding the reward and remuneration schemes and level of work satisfaction.

2.5 Findings

Simple Percentage

- 50% of respondents are working in day shifts.
- 54% of respondents are strongly agree towards the treatment of workers in the work place.
- 56% of respondents opinion are very true regarding opportunity to develop special abilities.
- 76% of respondents accept that management arrange training program and career development program.
- 58% of respondents are strongly agree towards the working condition or environment encourage in increasing output.
- 54% of respondents are highly satisfied regarding chances for promotion.
- 64% of respondents are satisfied regarding managing personal life with that of work.
- 56% of respondents are satisfied with interpersonal relationship between employees and supervisor.

2.6 Chi-Square Analysis

Educational qualification and Monthly income is significant influence on the quality of work life related factors.

2.7 Correlation

There is a high degree of positive correlation between the satisfaction level of employees regarding the reward and remuneration schemes and level of work satisfaction.

3. Recommendations

- Workers should be treated well and give due respect to them. They should have some sense of belongingness in organization. The workers attitude should be developed positively so that both individual and organizational objectives can be achieved easily.
- Provide some chances to increase their special abilities, motivate employees by providing rewards for innovative works, inviting for brainstorming sessions, counseling to improve their hidden talents, these all would help the employees to come out with new skills and abilities which will take a path to increase individuals and organizational productivity.
- To maintain and improve the work life balance. Management should take necessary steps to develop an effective relationship with employees and employer, supervisors should encourage them to accomplish the task in given time, a word of appreciation at the time of excellence will encourage them to put maximum effort.

- Management has to take some effective steps to consider employees promotion. As some of the respondents opinion are negative.

4. Conclusion

In the globalized era, human resources proved to be the vital assets of every organization. They are to be given due consideration which influence the organizational climate. So it becomes necessary to study the work life of individuals in the organization, how employees interact with their others, the way they manage both personal and work life, and coping job related stress. If the management adopt the given suggestions, it would help to increase the quality of work life of mine workers.

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