

A Study on Quality of Work Life of Employees of Pharmaceutical Companies in Mehsana City

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Abstract

Under the current study the researcher has investigated Quality of Work-life of employees of Selected Pharmaceutical Companies of Mehsana City. The regression analysis test has been applied to analyze the data collected from a survey sample of 162 employees of a pharmaceutical company. The researcher tried to check the impact of compensation, job security, working environment, safety and health on QWL of Employees.

Key Words: *Quality of work life, Organizational Commitment, Job satisfaction.*

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Introduction:

An employee is just a live asset of any organization, henceforth; exceptional consideration ought to be taken. While working at work spot, a worker has a few desires and there are chances that their desires are not satisfied at that point of time that place becomes hard for a worker. They feel as meaningless to work in an organization and so want to leave from the workplace. Variables associated with the work were considered by Prof. Herzburg in 'Employment setting. These elements are not helpful but rather they are upkeep factors. These elements are associated with the Nature of Work-life is an exhaustive and extended program that expands our knowledge, strengthens their learning with grass-root reality, and causes them to oversee change. Poor quality of work life is an issue that hurts all employees no matter whatever is the position and circumstance. The associated dimensions of quality of work-life of employees are expanding and fulfilling.

Empowerment of employee will be possible through the environment or psychological condition of that employee. The empowering working situation has a significant positive impact on autonomy, job satisfaction and performance (Laschinger et al., 2006). Employees will have greater involvement in their work with the spirit of vigour and commitment it has a very high impact on their quality of work life.

Nature of work-life is such an idea which needs a specific parity both in expert and individual life. This examination is tied in with recognizing the components that legitimately influences one's nature of work-life. It is critical to have a positive nature of work beneficial experience whether somebody needs to give his or her 100 per cent exertion to the organization. Nature of work-life is a logic or set of principals which holds that individuals are reliable, dependable and fit for making a significant commitment to the association.

Literature Review:

Taylor (1979) found the essential factors of quality of working life such as basic extrinsic job factors i.e. wages, working conditions and hours of job, and the intrinsic

job variables like nature of the work itself. According to him a relevant quality of working life concepts may vary according to employee group and organization.

Mirvis and Lawler (1984) found that the quality of working life was highly correlated with satisfaction with working conditions, wages and hours, describing the —basic elements of a good quality of work-life as; opportunities for advancement, equal employment opportunities, safe work environment and equitable wages.

Baba and Jamal (1991) described the quality of working life includes: job involvement, job satisfaction, organizational commitment and turn-over intentions, work role ambiguity, work role conflict, work role overload, job stress.

Bertrand and Scott (1992) found that improvement in the quality of work-life is achieved not only through external or structural modifications, but more importantly through improved relations between supervisors and subordinates.

Datta (1999) suggested that —Quality of Work Life is A Human Values Approach say that in a deeper sense, He defined the quality of work-life as the quality of life of individuals in their working organizations— educational, commercial, cultural, religious, philanthropic or whatever they are. Modern society is an organizational society. Individuals spend much of their lives in organizations. Hence, the importance of quality of work-life is unquestionable.

Normala and Daud (2010) in their study —Investigating the Relationship between the quality of Work-Life and Organizational Commitment amongst Employees in Malaysian Firms say that the quality of work-life of employees is an important consideration for employers interested in improving employees 'job satisfaction and commitment.

(House, 1981) suggested that societal support, emotional concern, appropriate information and appraisals that are intended to enhance the well-being of the recipient is one mechanism that may help employees to achieve balance through the accumulation of important resources.

Objective of the Study:

- 1 Determining the Factors Affecting Quality of Work Life in the Pharmaceutical Industry
2. Determining which variable plays the most significant role in the quality of work life.
3. Drawing a qualitative and quantitative conclusion on the basis of the survey

Research Methodology:-

Research Design: For the collection of quantitative primary data, structured the questionnaire was developed. Questionnaires were personally administered and explained to respondents to ensure accurate collection of data. The primary data was collected through personal interview. An exploratory research study was selected for the study. Exploratory research was conducted for a better understanding of the nature of the problem and then descriptive study conducted to explain the factor that constitutes the quality of work-life of employees of the selected pharmaceutical companies in Mehsana city.

Scope of the Study: The area covered for the research study was Mehsana city.

Population of the study: All employees of Pharmaceutical companies.

Sample Size: Under the current study, the investigator has taken 162 Representatives of pharmaceutical companies of Mehsana city (MaanPharma, WeldablePharma) for investigation purpose.

Sampling Method: The researcher has used the non-probabilistic convenience sampling method under the current study.

Data Analysis:**Respondents' Profile**(Table 1)

Variable	Range	Frequency	%
Gender	Male	116	71.6
	Female	46	28.4
Age	18 to 25	80	49.38
	26 to 35	43	26.54
	36 to 45	23	14.2
	46 to 55	16	9.877
Highest	Illiterate	5	3.086

Educational Qualification	Up to secondary	65	40.12
	Higher secondary	44	27.16
	Graduate	30	18.52
	Post Graduate	18	11.11
Category	SC	24	14.81
	OBC	67	41.36
	ST	6	3.704
	Gen	65	40.12
Marital Status	Single	30	18.52
	Married	132	81.48

It can be observed from the sample, the majority of the respondents i.e., 116 out of 162 total respondents representing 71.6 percent belong to the male category, whereas the remaining 48 respondents representing 28.40 percent belong to the female category. A large number of respondents i.e., 80 out of 162 respondents representing 49.38 percent belongs to 18-25 years age group, followed by 43 respondents representing 26.54 percent belongs to 26-35 years age-group. 23 representing 14.20 percent belongs to 36 to 45 age-group. Majority of the respondents i.e. 132 representing 81.48 percent are married people, whereas 30 respondents representing 18.52 percent are either widow or unmarried.

Reliability Statistics Table 2

Cronbach's Alpha	N of Items
.896	35

The highest numbers of respondents i.e. 43.33 percent belong to OBC category, 25.33 percent belong to SC category, 18.66 percent belong to ST category and 12.66 percent belong to General category. It reveals that more than one fourth of respondents i.e. 35.33 percent are illiterate 30 percent have completed up to

secondary, 22.67 percent possess qualification up to higher secondary, 10.66 percent and 1.33 percent possess graduation and post graduation qualifications respectively.

Using the Regression Analysis in our research, the impact of different factors on QWL of employees has been investigated. The responses of 162 representatives of pharmaceutical companies (Maan Pharma, WelablePharma) of Mehsana city has been used.

The table 2 shows that the reliability statistics is higher than 0.6 so the scale used for investigation is highly reliable in nature.

Model Summary Table 3

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.673 ^a	.453	.439	.73200

Table no. 3 the R square demonstrates the explanatory power of the model. The result under the current study shows that Independent variable explains 45.3% variation on dependent variable QWL of workers of Pharmaceutical organization.

Table 4.

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	69.570	4	17.392	32.459	.000 ^b
Residual	84.125	157	.536		
Total	153.694	161			

a. Dependent Variable: QWL

b. Predictors: (Constant), Work, Compensation, Growth, Health

The table no. 4, ANOVA demonstrates the model is fit as significance level is 0.000 is less than 0.05. The model is reasonable and significant.

Table 5.

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.202	.216		.936	.351		
1 Compensation	-.034	.058	-.036	-.584	.560	.917	1.091
Health	.368	.136	.229	2.716	.007	.490	2.040
Growth	.095	.078	.077	1.210	.228	.853	1.173
Work	.486	.085	.470	5.729	.000	.519	1.928

a. Dependent Variable: QWL

The table no.5 show that there is an impact of Health and Work on QWL of Pharmaceutical Company but there is no impact of Compensation and Growth on QWL of Pharmaceutical Company. The VIF analysis shows that there is no problem of multi co-linearity as all values are between 1 and 10 under the current study.

Finding and Suggestion:

The result of the exploration demonstrates that two out of four elements have a huge impact on QWL and the Pay factor has no huge effect on QWL. QWL are the frame of mind, openings, nature of employment, individuals, a feeling of anxiety, profession, prospects, difficulties, development and improvement and hazard associated with the work and rewards.

Limitation of the Study:

1. This examination depends on sample survey so the limitation of sampling is also an application for the current study.
2. Under the current study employees of a few selected pharmaceutical have been considered so the result of the study cannot be generalized.

Managerial Implication:

The current study can provide practical insight for developing HR interventions in the pharmaceutical units to develop employee-friendly workplaces which value the contribution of its employees. Moreover, the expected intervention should be aligned with the priorities, characteristics and context of the company to be successful.

The study tries to boost discussions among health care service providers and policymakers to create and sustain healthier workplaces for employees. Successful

interventions require robust government provisions and participation, and commitment by all the stakeholders.

Conclusion:

The study demonstrates the importance of the Quality of Work-life of employees in the organization success. The current study investigated the components of Quality of Work Life of representatives of Pharmaceutical organization in the city of Mehsana. The four elements are remuneration, Development, Wellbeing, and Working Condition. The result of the research shows that two out of Four variables have a huge effect on the nature of work-life and the rest of the factor (compensation) has no huge impact on QWL. Nature of Work Life assumes an indispensable job in Human Asset Management. QWL promotes the invention among the labour in the success of the organization. QWL in India can be improved through an assortment of instrumentalities like instruction and preparing, worker correspondence, association cooperation; explore ventures and valuation for the evolving condition. A decent HR practice would urge all representatives to be increasingly profitable while getting a charge out of work. Thusly, QWL is turning into a significant HR issue in all associations. The Nature of Work Life means to create upgrade and use human asset adequately, to improve Nature of items, administrations, efficiency and decrease cost of generation per unit of yield and to fulfill the laborers mental requirements for self-esteem, recognition, participation, etc., Improved Nature of Work Life prompts improved execution.

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