

Measuring Job Satisfaction and Work-Life Balance at Foam Mattings India Ltd., Kerala

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Abstract: A company's human resources division oversees all matters involving employees. The HR department also keeps up with any new laws dictating how employees should be treated during the hiring, working, and firing processes. A venture of the Kerala government is Foam Mattings India Limited. Fomil offers a variety of products, including mats, door mats, rugs, carpets, car mats, coir tiles, Coir Geo-Textiles, and a number of other environmentally friendly items, to meet the needs of both domestic and foreign markets. Their guiding principle is eco-friendliness, so all of their items are manufactured entirely of natural materials like coir, jute, sisal, cotton, sea grass, flax, paper, and hemp. Over 200 highly competent employees with specialized training are employed in the manufacturing facility in order to guarantee that each and every product that departs is flawless. The paper seeks to assess the quality of work life among the enterprise's employees. A sample of 25 employees was collected for the same purpose. The case study aims to shed light on work quality in the organizational context.

Keywords: Quality of work life, HR, case study, job satisfaction, employee morale, employee welfare, employee wellbeing

1. Introduction

Quality of work life represents the overall satisfaction derived by the individual in their organization. The concept of working life is seen as passing on workplace democracy increased worker participation and at the same time productivity improvement through optimized input. It refers to the degree to which members to work in an organization are able to satisfy all important and basic needs through their experience of working organization. It is generally assumed that people are normal when they are in an organization with a lot of work to be done within a short time. They project their real life when they are in tight corners denouncing both to their subordinates and superiors. It is the responsibility of the management to provide a work environment, which conducive to good performance. To prevent such a possibility from arising, the management should provide a good working environment where employees can work without stress, where necessary information for accomplishing the task is made available adequate and fair compensation is given in the workplace is safe, and the supervisors motivate the employees. The Management in every organization should sincerely invite their employees to suggest ways to improve their operation and the quality of their work life, only if these ideas are received in a spirit of appreciation. The employees should then be asked to participate in studying the feasibility that survives such a review. The quality of life at work probably would then be enhanced.

2. Review of literature

Quality of work life is a set of principles that holds that people are the most important resource in the organization as they are trustworthy responsible and respectful. The key elements of quality of work life in the literature include job security, job satisfaction, a better reward system, employee benefits, employee involvement, and organizational performance (Havlovic, 1991). Employees with high quality of work life tend to report high levels of identification with their organizations, job satisfaction, job performance, and lower levels of turnover and personal alienation

T S Nanjundeswaraswamy D R (2013) “A high quality of work life (QWL) is essential for all organizations to continue to attract and retain employee. There is an impressive contribution by technical institutions to the development of technology and economy of our nation. The study helps the technical institution employees to know the level of perception towards QWL and to enhance the same by the management. The sample consists of 109 employees of a technical institution. The questionnaire was designed based on nine important components of QWL.

3. Objectives

1. To assess the quality of work life attained by the employees of the company.
2. To analyze the working condition of the organization.
3. To understand the satisfaction in the work life of employee in the organization.

4. Hypotheses

H₀₁: There is no significant relationship between age and satisfaction level of working condition.

H₀₂: There is no significant relationship between qualification and satisfaction towards salary package

H₀₃: There is no difference in opinion among group based on age and perception towards quality of work life.

H₀₄: There is no difference in opinion among group based on gender and perception towards the quality of work life

5. Data analysis

H₀₁: There is no significant relationship between age and satisfaction level of working condition.

Table 5.1: Age wise working condition

Age	Highly satisfied	Neutral	Satisfied	Not satisfied	Total
20-30	2	1	0	3	6
30-40	3	3	0	7	13
40-50	2	7	2	3	14
above 50	5	5	4	3	17
Total	12	16	6	16	50

Source: Researcher’s Calculation

Table 5.2: Chi square test

Category	Value	df	Sig.(2-sided)
Pearson Chi-Square	11.551 ^a	9	.240
Likelihood Ratio	13.246	9	.152
Linear-by-Linear Association	1.314	1	.252
N of Valid Cases	50		

Source: Researcher’s Calculation

Interpretation

Here chi square is 11.551 and P value is 0.240, the significant level is 0.05. here $P \text{ value} > 0.05$ i.e., $0.240 > 0.05$. We accept the null hypothesis i.e., there is no significant relationship between age and satisfaction level of working condition.

H₀₂: There is no significant relationship between qualification and satisfaction towards salary package

Table 5.3: Education wise salary package- Cross tabulation

<i>Education</i>	<i>highly satisfied</i>	<i>satisfied</i>	<i>neutral</i>	<i>not satisfied</i>	<i>Total</i>
SSLC	4	2	2	2	10
Plus Two	4	2	3	3	12
Degree	6	2	3	4	15
PG	2	1	5	5	13
Total	16	7	13	14	50

Source: Researcher's Calculation

Table 5.4: Chi-Square Test

Category	Value	df	Sig.(2-sided)
Pearson Chi-Square	4.233 ^a	9	.895
Likelihood Ratio	4.406	9	.883
Linear-by-Linear Association	2.132	1	.144
N of Valid Cases	50		

Source: Researcher's Calculation

Interpretation

Here chi square is 4.233 and P value is 0.895, the significant level is 0.05. $P \text{ value} > 0.05$ i.e., $0.895 > 0.05$. We accept the null hypothesis i.e., there is no significant relationship between qualification and satisfaction towards salary package.

H₀₃: There is no difference in opinion among group based on age and perception towards quality of work life.

Table 5.5: Descriptives

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
20-30	6	13.5000	1.76068	.71880	11.6523	15.3477	11.00	16.00
30-40	13	15.2308	2.20431	.61137	13.8987	16.5628	12.00	19.00
40-50	14	14.3571	3.56494	.95277	12.2988	16.4155	8.00	18.00
above 50	17	15.7059	2.14373	.51993	14.6037	16.8081	11.00	19.00
Total	50	14.9400	2.63733	.37297	14.1905	15.6895	8.00	19.00

Source: Researcher's Calculation

Table 5.6: Test of Homogeneity of Variances- Perception

LeveneStatistic	df1	df2	Sig.
2.008	3	46	.126

Source: Researcher's Calculation

Table 5.7: ANOVA

Category	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	28.269	3	9.423	1.387	.259
Within Groups	312.551	46	6.795		
Total	340.820	49			

Source: Researcher's Calculation

Interpretation

F value is 1.387 and its associated P value is 0.259. The result shows that difference between means of 2 groups (categories) of employees is Non significant. Thus we fail to reject the null hypothesis and there is no difference in opinion among group based on age and perception towards quality of work life

H04: There is no difference in opinion among group based on gender and perception towards the quality of work life

Table 5.8: Descriptive

	N	Mean	Std. Deviation	Standard Error	95% Confidence Interval for Mean		Min	Max
					Lower Bound	Upper Bound		
Male	23	16.2174	3.99951	.83395	14.4879	17.9469	5.00	23.00
Female	27	14.7407	2.56594	.49382	13.7257	15.7558	12.00	21.00
Total	50	15.420	3.35085	.47388	14.4677	16.3723	5.00	23.00

Table 5.9: Test of Homogeneity of Variances

Levene Statistic	df1	df2	Sig.
3.060	1	48	.087

Source: Researcher's Calculation

Table 5.10 ANOVA

Category	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	27.082	1	27.082	2.485	.122
Within Groups	523.098	48	10.898		
Total	550.180	49			

Source: Researcher's Calculation

Interpretation

F value is 2.485 and its associated P value is 0.122. The result shows that difference between means of 2 groups (categories) of employees is Non significant. Thus we fail to reject the null hypothesis and there is no difference in opinion among group based on gender and perception towards quality of work life.

6. Methodology

We are using both primary and secondary data for our study. Our target population is the employees of Foam Mattings (India) Ltd. The sample for our study is 50 employees. For our study, we are taking non-probability convenience sampling as the sampling technique. We used questionnaires for employees. Secondary data was collected through company publications, journals, company's website, internet, newspapers, etc.

7. Discussion

The company can also adopt other training methods like mentoring, apprenticeship training etc. While giving training they can give importance to additional factors such as how to handle stress, strain and also how to solve problems relating to job. Feedback systems in the organisation after the training programmes can be effectively utilized to find out the need for more training programmes. Job-oriented training should be

given so that the efficiency of the work can be improved. The organisation should adopt the latest training programmes for the best and most accurate results.

8. Conclusion

The study analyzed different training programme provided by Foam Mattings India Ltd and the opinion of employees regarding various parameters in connection with training. It also analyzes the satisfaction level and efficiency of the training programme. From the study, it is clear that the company has well-defined training programmes. It is clear from the study that the majority of the employees are satisfied with the training policies.

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