A Study on Quality of Work-Life among the Employees of Magna Automotive India Pvt Ltd

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# ABSTRACT

This study aims to examine the Quality of Work Life (QWL) among employees of Magna Automotive India Pvt. Ltd., a leading automotive parts manufacturer. QWL is a crucial factor influencing employee well-being, satisfaction, and productivity, and its impact on organizational effectiveness is well-documented. The study investigates various dimensions of QWL, including work environment, job satisfaction, work-life balance, compensation, career development opportunities, and employee engagement. A mixed-methods approach is employed, utilizing surveys, interviews, and secondary data analysis to gather insights from employees at different levels. The findings reveal key areas that positively and negatively affect QWL within the organization, offering valuable insights for management to enhance employee satisfaction and retention. The research also provides recommendations for improving the overall work experience, promoting a healthier work environment, and aligning employee aspirations with organizational goals. This study contributes to understanding the significance of QWL in the automotive sector and can guide future human resource practices within Magna Automotive India Pvt. Ltd. and similar organizations.

Keywords: Quality work-life, Job satisfaction, Work-life balance, Compensation and benefits,

# INTRODUCTION

The concept of Quality of Work-Life (QWL) has gained significant attention as organizations increasingly recognize the critical role it plays in fostering employee satisfaction, productivity, and organizational success. Quality of Work-Life refers to the degree to which employees feel their workplace meets their personal and professional needs, enabling them to balance work commitments with personal well-being. It encompasses factors such as work environment, job security, work-life balance, career growth opportunities, and organizational support.

# OBJECTIVES

* + - To assess the overall quality of work-life experienced by employees at Magna Automotive India Pvt. Ltd.
		- To analyze the relationship between job satisfaction and quality of work-life among employees at Magna Automotive India Pvt. Ltd

# REVIEW OF LITERATURE

## Vikram Singh, Suresh Choudhary (2017)

A study on quality of work life among private sector banking employees. The aim of this study was to determine the Quality of Work Life (QWL) among Private sector banking employees. The investigation has remarkably pointed out that the major factors that influence and decide the Quality of Work Life are attitude, environment, opportunities, nature of job, people, stress level, career prospects, challenges, growth and development and risk involved in the work and rewards in private banking sector

## Mohammad Baitul Islam Factors Affecting Quality of Work Life (2012)

An Analysis on Employees of Private Limited Companies in Bangladesh. This research study attempted to find out the factors that have an impact and significance influence on quality of work life of employees in private limited companies of Bangladesh.

## Shefali Srivastava, Roma Kanpur (2015)

A Study on Quality of Work Life: Key Elements & It’s Implications. It has been observed that stress management has become one of the most substantial concepts in the professional environment. It is also seen that working efficiency has degraded to some extent as professionals are unable to maintain a balance between their personal and professional lives.

## Mr. Borugadda Subbaiah, Mr. K. Srinivas (2009)

The focus of this paper concerns a study of the quality of work life for the employees of Air India Ltd., The aim of the paper is to determine whether and how the quality of work life affects the satisfaction level of employees of Air India Ltd.

## M. Kavitha, Anupreeti.T& Janani Prabha.S (2014)

A Study on Quality of Work Life among Employees in It Sector. The term quality of work life refers to the favourablenesses or unfavourableness of a total job environment for people. The main aim of this study is to know employees 18 balance their life and to identify health determinants in working life among employees.

# RESEARCH METHODOLOGY

#

# Research methodology is a systematic approach in management research to achieve predefined objectives. It helps a researcher to guide during the course of research work. Rules and techniques stated in research methodology save time and labour of the researcher as researcher know how to proceed to conduct the study as per the objectives. The obtained survey is analyzed by using SPSS

# MEAN

# Mean is one of the important and most commonly used measures of central tendency we can simply add all the values in a data set and divide it by the total number of values to calculate mean.

# PEARSON CORRELATION

# Pearson Correlation is a statistical method that measures the similarity or correlation between two data objects by comparing their attributes and calculating a score ranging from -1 to +1. A high score indicates high similarity, while a score near zero indicates no correlation.

# DATA ANALYSIS AND INTERPRETATION MEAN ANALYSIS

**MEAN OF OVERALL QUALITY WORK-LIFE**

|  |
| --- |
| **Statistics** |
|  | How satisfied are you with the workplace policies such as leave, benefits etc | How adequate is the training and development provided by your company | Does you feel your personal goals align with goals of your organization | How satisfied with your salary and additional benefits (eg: Health insurance, bonus) | Does your Management team supportive in addressing your professional needs |
| N | Valid | 110 | 110 | 110 | 110 | 110 |
| Missing | 0 | 0 | 0 | 0 | 0 |
| Mean | 1.64 | 1.88 | 1.35 | 1.74 | 1.35 |
| Std. Deviation | .700 | .984 | .599 | .750 | .549 |

SOURCE: SPSS 25.0 OUTPUT

**INFERENCE**

The mean of the given data points (1.64, 1.88, 1.35, 1.74, and 1.35) is calculated by summing the values, which gives 7.96. Dividing the total by the number of data points (5) results in a mean of 1.592. This indicates the central tendency of the dataset, showing that the average value is approximately 1.59.

##  **PEARSON CORRELATIONS**

**AIM:** To determine if there is an association between the dependent and independent variables.

### **HYPOTHESIS**

**NULL HYPOTHESIS**

There is no association between the dependent variable and independent variable.

H0<0.01 Thus, Null hypothesis is accepted.

### **ALTERNATIVE HYPOTHESIS**

There is an association between the dependent variable and independent variable.

H1>0.01 Thus, Alternative hypothesis is rejected.

**SHOWING THE CORRELATION BETWEEN QUALITY WORK-LIFE AND JOB SATISFACTION**

|  |
| --- |
| **Correlations** |
|  | How satisfied are you with the workplace policies such as leave, benefits etc | How satisfied are you with the recognition and appreciation you receive for your efforts |
| How satisfied are you with the workplace policies such as leave, benefits etc | Pearson Correlation | 1 | .513\*\* |
| Sig. (2-tailed) |  | .000 |
| N | 110 | 110 |
| How satisfied are you with the recognition and appreciation you receive for your efforts | Pearson Correlation | .513\*\* | 1 |
| Sig. (2-tailed) | .000 |  |
| N | 110 | 110 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

**INFERENCE**

From the above table, it is inferred that the calculated Pearson correlation coefficient (r = - 0.513) is less than the table value (CV < TV), so there is a statistically significant negative correlation between the two variables.

Therefore, Alternative hypothesis (H1) is accepted.

# FINDINGS:

* The mean of the dataset (1.64, 1.88, 1.35, 1.74, and 1.35) is 1.592, calculated by summing the values (7.96) and dividing by the total number of data points (5). This result highlights the central tendency of the dataset, where the average value is approximately 1.59, providing a representative measure of the data.
* From the above analysis, the Pearson correlation coefficient (r = -0.513) is less than the table value (CV < TV), indicating a statistically significant negative correlation between the two variables. Consequently, the alternative hypothesis (H1) is accepted

# CONCLUSION

This study provides valuable insights into several aspects of employee satisfaction within the organization, highlighting critical areas that require attention and improvement The study’s analysis of the Pearson correlation coefficient, which indicates a statistically significant negative correlation, further underscores the need to address these underlying issues

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