



A STUDY ON THE QUALITY OF WORK LIFE OF EMPLOYEES IN C.R.GARMENTS, TIRUPUR

Ms.V.Sindhuja

Mphil. Scholar in Commerce, RVS College of Arts and Science, Coimbatore.India.

Prof. G.Bhoopathy

Associate Professor in Commerce RVS College of Arts and Science Coimbatore, India.

1.1 Introduction

The development of every business concern is depending on the ability and skill of the employees. So almost all the business concern gives due importance to the welfare of the employees. They try to satisfy the reasonable demands and requirements of the workers. Whenever the employer provides better working conditions to the employees, it will help the management to retain the existing employees and to avoid frequent turnout of the employees from one organization to another. The concern which does not take necessary care about the workers face many problems in the production process due to shortage of labour, problems in good finishing of the finished products, delay in supply the finished goods and unrest of the existing employees, etc. Due to globalize era the human power is considered more importance in all sectors of the industry. Further in all possible ways the employees are motivated so that they can feel happy and will harmoniously work together to achieve the target and the long run goal of the organization. Further the employees can perform their work satisfactorily and they will feel job security when they discharge their duty with commitment. Irrespective of the size and nature of business the employees are motivated by providing better working conditions and reasonable salary and wages based on the work performed by the employees. It is the normal practice followed by the business concerns nowadays. The organization where well equipped system adopted by the management to safeguard the interest of the employees, the functions of the businesses is carried out successfully which helps to achieve the main objectives of the organization easily.

India being one of the developing countries in the world has potential human power to cope up with all nature of works in industrial sectors. Further it is reported that the human resources in India is considered as the talented employees in the world. Likewise the textile industry in India also is familiar for its quality in textile and knitted garments. The employees in textile industry are empowered well by motivating them in all possible ways. But some of the employers in textile industries did not provide better working conditions to the workers and also do not take much care on the welfare of the employees which led to become sick unit and finally closure of the business. Many cases have been witnessed for the above statement.

But in the recent past in almost all textiles units necessary effort has been taken by the management to ensure quality of work life to the employees to avoid unnecessary turnover of the employees. Till there is frequent turnout in labour force particularly in textile industries as they (employees) are not satisfied with quality of work life provided by the management. The employees argue that they could not develop personally as there is no proper motivation and better working condition to the workers. Frequently they are forced to search for another industry for getting job and better working condition in the factory to ensure quality of work life. In all textiles industries both in urban and rural parts of the country similar problem is going on. Though the employers take necessary effort to provide quality of work life, they face many problems in managing the workers. Valli Textiles Mills in Sattur of Virudhunagar district is one of the reputed business concerns in the south part Tamilnadu is not excuse for this issue. The management of the Valli Textile Mills frequently faces problems in enhancing quality of work life of employees. Further the employees in Valli textiles are not feeling well regarding the quality of work life prevailing in the mill. What is the reason behind it? Why these are happening? How these problems can be solved? To get proper answers for the above questions a thorough study is to be undertaken. By keeping the above views in mind the researcher selected the topic “**A STUDY ON THE QUALITY OF WORK LIFE OF EMPLOYEES IN C.R.GARMENTS**” for his research work.

1.2 Statement of the Problem

In modern scenario all business concerns give much importance consumer satisfaction. Likewise the entire employers try to satisfy the reasonable needs and desire of the employees with a view to retain the existing employees and control the turnout of the employees. Further they try to provide better working condition to the maximum possible by considering the financial aspects of the business concern. But till now the management could not stop the turnout of the employees. Further in many business concerns the employees suffer lot and get frustration on the their job and working place as the quality work life of the employees is not up to the mark and also could not satisfy the employees in many ways. Employees express their views regarding the quality work life of the employees in places where they are given chance to express their ideas. Frequently the employees raise problems about the working conditions of the organization. Some of the employees caused by serious diseases as the working condition of the organization are not satisfactory.

1.3 Objectives of the Study

1. To evaluate the existing quality of work life of employees in C.R.Garments, Tirupur
2. To measure the level of satisfaction of the employees regarding the quality of work life in C.R.Garments, Tirupur
3. To find out the problems faced by the employees at the working place in C.R.Garments, Tirupur
4. To analyze the causes for the problems faced by the employees in C.R.Garments, Tirupur
5. To find the remedial measures to solve the issues faced by the employees and give recommendations to enhance the quality of work life of the employees C.R.Garments, Tirupur

1.4 Research Methodology

1.4.1 Sampling

The population for the research work in the study area is about 1000. Out of 1000 employees, 400 employees are permanent employees in C.R.Garments, Tirupur. Hence, out of the total permanent employees 100 samples have been selected at random by using convenient sampling method.

1.4.2 Data Collection

Both primary and secondary data have been collected for the research work.

1.4.3 Research Design

Descriptive research was undertaken in the research for making the study effective and useful analysis of data and also for finding the result in the research.

1.4.4 Period of Study

The research work was carried out for the period 3 months starting from Oct 2014 to December-2014.

1.4.5 Statistical Tools

To make the research work effective and find the result of the research statistical tools like chi-square test was applied to interpret the data and to know the association between two variables in deciding the particular matter and issues related to the quality of work life of the employees in C.R.Garments, Tirupur

Review of Literature

Quality of Work life is one the most important factors that leads to conductive atmosphere. Good quality of work life generates to an atmosphere of good interpersonal relations and highly motivated employees. Employees concentrate more on their individual and group development and the management also pays adequate attention for promotion good quality of work life.

Archibald Evans A, (1975),¹ Made an attempt the first convention to be adopted by the new international labour conference was the hours of work (industry) convention (1919) which established the 8 or 9 hour day and the 48

¹. **Archibald Evans. A, (1975),** "Hours of work in Industrialized Countries", *International labour office*, Geneva, p.7.

hour week for industrial undertakings. By 1930, the same standard was adopted for the commercial and service sectors also.

Beinum, Hans Van (1984),² Observed that the general approach and an organizational approach to QWL. The general approach includes all those factors affecting the physical, social, economic, psychological and cultural well being of the workers, while the organizational approach refers to the design and operation of organizations in accordance with the values of democratic society.

Clerc J. M (1983),³ analyzed that the flexible hours schemes permit workers to start finish and take meal breaks at time of their own choosing, subject to certain conditions. Under a typical scheme, workers may start anytime between 7 am and 9.30 am, finish anytime between 4.30 pm and 7 pm and take from 30 minutes to two hours for lunch. They could therefore work on any one day as much as 11.5 hours, and the extra hours would not be considered as overtime. Such long days would not be worked regularly and they would be balanced by short days – theoretically as short as five hours – or by compensatory time off.

Cohen and Gadon (1976),⁴ studies that the flexible working hours treat an individual as a whole person, with a life outside work as well as in the organization. Under flexible working hours, special consideration is given to the band width, or the maximum length of working day. In order to provide opportunities for flexibility, the band is usually extended, perhaps to 12 or 16 hours per day rather than the customary 8 or 10.

Davis Keith and Newstrom John W, (1989),⁵ has analyzed perceive a wide range of QWL activities as open communication, equitable reward systems, a concern for employee - Job security, and participation in job designs. It emphasis should be placed on employee skill development, the reduction of occupational stress and the development of more co-operative labour management relations.

Davis Louis E. Cherns, Albert. B, (1975),⁶ attempted to considers two directions to improve QWL. One direction concerns the alleviation or removal of negative aspects of work and working conditions and the other directions concerns the modification of aspects of work and working conditions.

Ghai, R. K. (2007)⁷, made an attempt the Quality of work life in JK tyres Con be termed as a Good QWL (mean score 82). In general employees with good QWL tend to prove themselves as an asset for the organization by developing their knowledge and skills, creating the environment of mutual co-operation and collaboration, becoming a self-discipline and motivated individual. The factors of QWL depict the commendable efforts made by the management of the organization.

². **Beinum, Hans van,** (1984), “Coming to Terms with QWL”, *Management in Government*, Vol.16, No.2, pp.133-139.

³. **Clerc. J. M.** (1985), “Introduction to working conditions and environment”, *International Labour Organization*, Geneva, p.109.

⁴. **Cohen and Gadon,** (1976), “Alternative work schedules Integrating individual and Organizational Needs”, *Massachusetts*, Addison – Wesley Publications, p.33.

⁵. **Davis Ketih and Newstrom John, W,** (1989), “Human Behaviour at work”, *Organizational Behavior*, Eighth Edition, McGraw Hill International, Editions, New York, p.387.

⁶. **Davis Louis E. Cherns, Albert. B,** (1975), “The Quality of working life”, *The free press*, New York, pp. 349.

⁷. **Ghai, R. K,** (2007), “Quality of work life in JKTyre An empirical analysis”, *Annamalai Journal of Management*, Vol.1, Issue 1, pp.17-21.

Herzberg, Frederick (1968),⁸ in his empirical work to distinguished ‘hygiene factors’ (maintenance factors) which maintain a reasonable level of motivation and the motivational factors which can improve employee performance.

International Labour Organizations (1982),⁹ studied as concerns of QWL for hours of work and arrangements of working time, work organization and job content, Impact of new technologies on working conditions, working conditions of women, young workers, older workers and other special categories, work related welfare service and facilities and shop floor participation in the improvement of working conditions.

Analysis and Interpretation of Data

TABLE No: 1, Showing the Age Group of the Respondents

Age	Respondents		Total	Percentage %
	Male	Female		
Below 25 years	16	08	24	24
26 to 35	20	11	31	31
36 to 45	24	06	30	30
46 and above	10	05	15	15
Total	70	30	100	100

Source: Primary data

Interpretation

From the above table it is inferred that 24% of the respondents belong to the age group of below 25 years and 31% of the respondents belong to the age group 26 to 35 years, 30% of the respondents belong to the age group of 36 to 45 years where as 15% of the respondents belong to the age group of 46 years and above.

Table No.3, Table Showing the Marital Status of the Respondents

Marital status	Respondents based On sex		Total no of Respondents	% of the respondents
	Male	Female		
Married	44	13	57	57
Unmarried	24	16	40	40
Divorce	02	01	03	03
Total	70	30	100	100

Source: Primary data

A survey was undertaken to know the marital status of the respondents. The survey reveals that among 100 respondents 57% of the respondents are married, 40% of the respondents are unmarried, while the remaining 3 % of the respondents are part with their spouse.

⁸. **Herzberg, Frederick**, (1968), “One More Time How do you motivate employees”, *Harward Business Review*, pp.53 – 64.

⁹. **International labour organizations**, (1982), “Recommendation from the National Seminar on Improving Quality of working life providing”, vol.22, No.4, pp.79-83.

Table No.4, Showing the Educational Qualifications of the Respondents Based On Sex

Educational Qualifications	Respondents		Total	Percentage %
	Male	Female		
10 th std	26	13	39	39
12 th std	17	09	26	26
Graduate	10	03	13	13
Profession	06	02	08	08
Others	11	03	14	14
Total	70	30	100	100

Source: Primary data

Interpretation

The above table shows that 39% of the respondents have completed 10th standard, 26% of the respondents studied up to +2, 13% of the respondents studied up to graduate, 8% of the respondents are professionals and 14% of the respondents studied other courses in education.

Table No. 5, Showing the Job Classification of the Respondents Based on Sex of the Respondents

Job Classification	Respondents		Total	Percentage %
	Male	Female		
Managerial	08	02	10	10
Supervisor	15	05	20	20
Clerical	07	04	11	11
Workmen	40	19	59	59
Total	70	30	100	100

Source: Primary data.

Interpretation: From the above table it is inferred that 59% of the respondents belong to the workmen, 20% of the respondents occupy supervisor position, and 11% of the respondents' works in clerical cadre and 10% of the respondents occupy managerial position.

Table No. 6, Showing the Section in Which The Respondents Are Working

Section	Respondents		Total	Percentage %
	Male	Female		
Production	42	13	55	55
Hr	11	05	16	16
Marketing	10	07	17	17
Finance	07	05	12	12
Total	70	30	100	100

Source: Primary data

Interpretation

The above table reveals that among 100 respondents 55 % of the workers involved in production activities, 16 % of the respondents work in HR department, 17 % of the respondents looking after the marketing function, while the remaining 12 % of the respondents are working in finance section.

Table No.7, Showing the Total Experience of the Respondents Based On the Sex

Total experiences In years	Respondents		Total	Percentage %
	Male	Female		
Below 5 years	21	07	28	28
6 -10 years	16	11	27	27
11-15 years	14	05	19	19
16-20 years	13	04	17	17
Above 21 years	06	03	09	09
Total	70	30	100	100

Source: Primary data.

Interpretation

Experience increases the quality and ability of the individuals in performing the particular work or job. Based on the experience the quality of work life of employees will vary from person to person. So a survey was undertaken to know the experiences of the workers. From the above table it is clearly understood among 100 respondents 28% of the respondents have less than 5 years of experience, 27% of the respondents have 6-10 years experience, 19% of the respondents have 11 to 15 years experience, 17% of the respondents have 16-20 years experiences while the remaining 9% of the respondents have more than 21 years experiences.

Table No. 8, showing the opinion of the Respondents their Satisfaction towards the Income based on Educational Qualification

Opinion	Respondents based On education qualifications					Total no of Respondents	% of respondents
	10 th std	12 th std	graduate	profession	others		
Yes	12(10.14)	05(6.76)	03(3.38)	02(2.08)	04(3.64)	26	26
No	27(28.86)	21(19.24)	10(9.62)	06(5.92)	10(10.36)	74	74
Total	39	26	13	08	14	100	100

Source: Primary data, the figures in the parenthesis show the expected frequency.

Interpretation

From the above table it is inferred that among 100 respondents only 26% of the respondents are satisfied with the monthly income earned by them, while the remaining 74% of the respondents are not satisfied with the income earned by them.

Chi-square Test

Null Hypothesis

The there is no significant relationship between respondents based on educational qualification and their opinion regarding the satisfaction on the income earned in the organization

Alternative Hypothesis

The there is significant relationship between respondents based on educational qualification and their opinion regarding the satisfaction on the income earned in the organization.

Factor	Calculated value ²	Table value	DF	Remarks
Educational qualification	1.226	9.488	4	Insignificant

As the calculated value of $X^2(1.226)$ is less than the table of $X^2(9.488)$ for 4 degrees of freedom at 5% level of significance, there is no significant relationship between respondents based on educational qualification and their opinion regarding the satisfaction on the income earned in the organization. **Hence the null hypothesis is accepted** and it is concluded that the opinion regarding the satisfaction about the income of the respondents based on educational qualification goes according to the feeling of the individual.

Table No.9, Showing the Opinion of the Respondents Based on Sex Regarding the Care of the Management on the Welfare of the Employees

Opinion	Respondents based on Sex		Total respondents	% of the respondents
	Male	Female		
Yes	45(40.6)	13(17.4)	58	58
No	25(29.4)	17(12.6)	42	42
Total	70	30	100	100

Source: Primary data.

The figures in the parenthesis show the expected frequency.

Interpretation

The above table shows that among 100 respondents 58 % of the respondents informed yes regarding the care of the management towards the welfare of the employees in all age, while 42 % of the respondents opined no regarding the care taken by the management towards the welfare of the employees in all age.

Chi-square Test

Null Hypothesis

The there is no significant relationship between respondents based on sex and their opinion regarding the care taken by the management on the welfare of the employees.

Alternative Hypothesis

The there is significant relationship between respondents based on sex and their opinion regarding the care taken by the management on the welfare of the employees.

Factor	Calculated value ²	Table value	DF	Remarks
Gender	3.782	3.841	1	Insignificant

As the calculated value of $X^2(3.782)$ is less than the table of $X^2(3.841)$ for 1 degrees of freedom at 5% level of significance, there is no significant relationship between respondents based on sex and their opinion regarding the care taken by the management on the welfare of the employees. **Hence the null hypothesis is accepted** and it is concluded that the there is no significant relationship between respondents based on sex and their opinion regarding the care taken by the management on the welfare of the employees

Table No. 10, Showing the Opinion of the Respondents Regarding the Information Passed by the Workers Deliberately Made in Accurate

Opinion	Respondents based on Sex		Total respondents	% of the respondents
	Male	Female		
YES	16(15.4)	06(6.6)	22	22
NO	54(54.6)	24(23.4)	78	78
Total	70	30	100	100

Source: Primary data, The figures in the parenthesis show the expected frequency.

Interpretation

The above table shows that among 100 respondents 22 % of the respondents informed that the workers pass the information to other in diluted manner while 78% of the respondents say that any information will be passed by the workers as it is without any dilution of the information.

Chi-square Test

Null Hypothesis

The there is no significant relationship between respondents based on sex and their opinion regarding the information passed by the workers deliberately made accurate.

Alternative Hypothesis

The there is significant relationship between respondents based on sex and their opinion regarding the information passed by the workers deliberately made accurate.

Factor	Calculated value ²	Table value	DF	Remarks
Gender	0.098	3.841	1	Insignificant

As the calculated value of $X^2(0.098)$ is less than the table of $X^2(3.841)$ for 1 degrees of freedom at 5% level of significance, there is no significant relationship between respondents based on sex and their opinion regarding the

information passed by the workers deliberately made accurate. **Hence the null hypothesis is accepted** and it is concluded that there is no significant relationship between respondents based on sex and their opinion regarding the information passed by the workers deliberately made accurate

Table No. 11, Showing the Opinion of the Respondents Regarding the Illness and Chance of Injury in Their Work Place Based on the Department in Which they Work

Opinion	Department				Total no of Respondents	% of the respondents
	Production	HR	Marketing	Finance		
Yes	13(13.2)	03(3.84)	07(4.08)	01(2.88)	24	24
No	42(41.8)	13(12.16)	10(12.92)	11(9.12)	76	76
Total	55	16	17	12	100	100

Source: Primary data. The figures in the parenthesis show the observed frequency.

Interpretation

From the above table it is inferred that among 100 respondents 24% of the respondents informed that their work place involves some sort of injury and illness, while 76% of the respondents say that there is no chance of occurring illness and injury in their work place.

Chi-square test

Null Hypothesis

There is no significant relationship between the respondents based on the department in which they work and their opinion regarding illness and chance of injury in their work place.

Alternative Hypothesis

There is significant relationship between the respondents based on the department in which they work and their opinion regarding illness and chance of injury in their work place.

Factor	Calculated value ²	Table value	DF	Remarks
Department	4.637	7.815	3	Insignificant

As the calculated value of $X^2(4.637)$ is less than the table of $X^2(7.815)$ for 3 degrees of freedom at 5% level of significance, there is no significant relationship between respondents based on the department in which they work and their opinion regarding the chance of illness and injury in the work place **Hence the null hypothesis is accepted** and it is concluded that there is no significant relationship between the opinion regarding the chance of illness and injury in the working place and the respondents based on the department in which they work.

Table No. 12, showing the Opinion of the Respondents Regarding Sense of oneness among the Workers to Achieve the Target Based on the Department in Which they Work

Opinion	Department				Total no of Respondents	% of the respondents
	Production	HR	Marketing	Finance		
Yes	50	14	05	07	76	76
No	05	02	12	05	24	24
Total	55	16	17	12	100	100

Source: Primary data

Interpretation

The table depicts that among 100 respondents 76 % of the respondents informed that the employees have the sense of oneness in achieving target of the organization, remaining 24% of the respondents stated that there is no sense of oneness among the workers to achieve the target of the organization.

ANOVA Test

I. Null hypothesis

1. The opinion of the respondents is similar and effective.
2. The respondents have similar attitudes in stating the oneness to achieve the target of the organization.

ANOVA Table

Source of Variation	Degrees of Freedom	Sum of squares	M.S.S=SS/Dof	FC	F _{Tab} (5%)
Between opinion Of the respondents	3	607	MSC 607/3=202.33	MSC/MSE 202.33/257.67 =0.78	4.35
Between the respondents Based on the department	1	338	MSR 338/1=338	MSR/MSE 338/257.67=1.31	5.59
Error	3	773	MSE 773/3=257.67		
Total	C _r -1=7	1718			

As the calculated value of F is less than table value of F at 5% level of significance. It is concluded that we accept the null hypothesis (i) and (ii). That is the opinion of the respondents is similar and effective and respondents have similar attitudes in stating the oneness to achieve the target of the organization.

Table No.13, Showing the Opinion of the Respondents based on the Experiences Regarding the Adequacy of Pay to Meet the Necessities of the Family

Opinion	Respondents based on Experiences					Total no of Respondents	% of the respondents
	Below 5 years	6-10 years	11-15 years	16-20 years	Above 21years		
Yes	23(23.68)	18(17.02)	14(15.54)	14(11.84)	05(5.92)	74	74
No	09(8.32)	05(5.98)	07(5.46)	02(4,16)	03(2.08)	26	26
Total	32	23	21	16	08	100	100

Source: Primary data, the figures in the parenthesis show the expected frequency.

Interpretation

Salary is a main criterion for the satisfaction of the employees. All the employees have commitment in their family financially. They expect reasonable salary packages for the management where they work. A survey was put in frame to find out the opinion of the respondents regarding the adequacy of pay to meet the necessities. The survey clearly exhibits that among 100 respondents 74 % of the respondents opined that they draw reasonable pay to meet the necessities; while the remaining 26% of the respondents informed that the pay would not be enough to meet the necessities of the family.

Null Hypothesis

There is no significant relationship between the respondents based on the experiences and their opinion regarding the adequacy of pay to meet the necessities..

Alternative Hypothesis

There is significant relationship between the respondents based on the experiences and their opinion regarding the adequacy of pay to meet the necessities

Factor	Calculated value ²	Table value	DF	Remarks
experience	4.907	9.488	4	Insignificant

As the calculated value of $X^2(4.907)$ is less than the table of $X^2(9.488)$ for 4 degrees of freedom at 5% level of significance, there is no significant relationship between respondents based on the experiences and their opinion regarding the adequacy of pay to meet the necessities. **Hence the null hypothesis is accepted** and it is concluded that there is no significant relationship between respondents based on the experiences and their opinion regarding the adequacy of pay to meet the necessities.

Table no. 14, Showing the Opinion of the Respondents Based on the Section in which they Work Regarding their Willingness to Work Individually rather than in Group

Opinion	Department				Total no of Respondents	% of the respondents
	Production	HR	Marketing	Finance		
Yes	45(40.7)	08(11.84)	12(12,58)	09(8.88)	74	74
No	10(14.3)	08(4.16)	05(4.42)	03(3.12)	26	26
Total	55	16	17	12	100	100

Source: Primary data, The figures in the parenthesis show the expected frequencies.

Interpretation

From the above data it is clearly understood that among 100 respondents 74 % of the respondents informed that they prefer to work individually, while the remaining 26% of the respondents prefer to work in group.

Null Hypothesis

There is no significant relationship between the respondents based on the department in which they work and their opinion regarding their willingness to work individually rather than in a group

Alternative Hypothesis

There is significant relationship between the respondents based on the department in which they work and their opinion regarding their willingness to work individually rather than in a group

Factor	Calculated value ²	Table value	DF	Remarks
Department	6.638	7.815	3	Insignificant

As the calculated value of $X^2(6.638)$ is less than the table of $X^2(7.815)$ for 3 degrees of freedom at 5% level of significance, there is no significant relationship between respondents based on the department in which they work and their opinion regarding their willingness to work individually rather than in a group. **Hence the null hypothesis is accepted** and it is concluded that there is no significant relationship between respondents based the department in which they work and their opinion regarding their willingness to work individually rather than in a group.

Summary of Findings, Suggestions and Conclusions

Findings

1. Most of the respondents belong to the age group 26 to 35 years (31%)
2. Most of the respondents are male (70 %)
3. Most of the respondents are married (57%)
4. Most of the respondents have completed 10th standard (39%)
5. Most of the respondents belong to the workmen, (59%)
6. Most of the workers involved in production activities, (55 %)
7. Most of the respondents have less than 5 years of experience (28%)
8. Most of the respondents have less than 5 years of experience in the previous organization where the employees worked (32%)
9. Most of the respondents get an income of Rs. 2000 to 3000 per month (55 %)
10. Most of the respondents are not satisfied with the income earned by them. (74%)

11. Most of the respondents opined that the workers always concentrated in their duties without sparing time with co-workers, (61 %).
12. Most of the respondents informed yes regarding the care of the management towards the welfare of the employees in all age, (58 %).
13. Most of the respondents informed that their work involves corporate planning, research and development (58 %)
14. Most of the respondents informed that their work fulfills the needs on the job (47%).
15. Most of the respondents say that any information will be passed by the workers as it is without any dilution of the information. (78%).
16. Most of the respondents informed that the work allotted to them is not challenging in nature. (79%).
17. Most of the respondents informed that their organization has social responsibility whenever it is possible (82%)
18. Most of the respondents say that there is no chance of occurring illness and injury in their work place. (76%)
19. Most of the respondents informed that the employees have the sense of oneness in achieving target of the organization (76 %)
20. Most of the respondents informed that the organization provides social security scheme for all nature of works (81%)
21. Most of the respondents informed that the organization maintain equity and justice with regard to all matters concerned irrespective of the employees and their designation (77%).
22. Most of the respondents informed that they are recognized on the basis of skill and potentialities without any partiality by the management (62 %)
23. Most of the respondents informed that they are appreciated by the management for the innovative and creative ideas from the employees (53 %).
24. Most of the respondents stated that they do not participate in the technical planning of the work done by them. (79 %)
25. Most of the respondents told that there is no chance in their company for creative thinking and development. (61%)
26. Most of the respondents opined no for the question asked about the matching of work life with the social life. (59 %)
27. Most of the respondents informed that they know the preventive measures for industrial pollution (70%)
28. Most of the respondents opined that they draw reasonable pay to meet the necessities (74 %)

Findings by Applying Chi-Square Test

1. There is no significant relationship between respondents based on educational qualification and their opinion regarding the satisfaction on the income earned in the organization.
2. There is no significant relationship between respondents based on sex and their opinion regarding the care taken by the management on the welfare of the employees
3. 3. There is no significant relationship between respondents based on sex and their opinion regarding the information passed by the workers deliberately made accurate
4. There is no significant relationship between the opinion regarding the chance of illness and injury in the working place and the respondents based on the department in which they work.
5. There is significant relationship between the opinion regarding the justice and equity shown by the management and the respondents based on the department in which they work.
6. There is no significant relationship between respondents based on the experiences and their opinion regarding the adequacy of pay to meet the necessities.
7. There is no significant relationship between respondents based the department in which they work and their opinion regarding the team spirit of the workers at various levels.
8. There is no significant relationship between respondents based the department in which they work and their opinion regarding their willingness to work individually rather than in a group.
9. There is significant relationship between the respondents based on the department in which they work and their opinion regarding the opportunities available to improve the job.



10. There is no significant relationship between the respondents based on the department in which they work and their opinion regarding the attention given by the seniors for the grievances of the juniors.

Finding by ANOVA Test

The opinion of the respondents is similar and effective and respondents have similar attitudes in stating the oneness to achieve the target of the organization.

Suggestions

1. Some of the respondents informed that the superiors do not know the problems of the workers. So the management of C.R.Garments should give proper direction to the superiors to analyze the issues related to the employees.
2. Some of the employees informed that the toilet facilities are not adequate. So effort should be taken to increase the toilet facilities in the company.
3. Few of the respondents informed that the noise in the organization creates disturbance to perform their work so instruction may be given to minimize the noise in the organization.
4. Some of the employees informed that the quality of work life in the organization do not match the social life what they have. So the management of C.R.Garments should take effort to improve the quality of work life of the employees in the organization.
5. Few respondents informed that they do not know the preventive measures for pollution in the organization. So the management should arrange awareness classes for the employees about the pollution problems and preventive measures to be taken.
6. Some of the employees informed that the work does not involve corporate planning for their development and improve the efficiency of the workers. So the authorities in Valli textiles should forward the message to the management and take initiatives to make alteration in the work which will help them to develop well.
7. Most of the respondents informed that there is not sufficient to meet the reasonable family requirement of the employees. So the management of C.R.Garments may try to increase the wages and salaries to satisfy the employees of the organization.
8. Few respondents informed that equity and justice is not followed by the management in many occasions. So the management should see that equity and justice is maintained in all possible way irrespective of the caste, colour, race and the designation of the employees.

Conclusion

Due to more consciousness among employees and competition nowadays most of the employees prefer to work in a place where they are provided with good working condition in the work place. Further if the employees are satisfied with the working condition available in the organization where they work, they never think about other organization. They will try to bring skilled labour from other organization to the company which will help to utilize the talent of the workers efficiently for the development of the organization. We can minimize the labour turnover also. This will help the management to carry out the business activities and production without any shortage labour. We can supply the finished goods to the customer promptly. This will help the management to procure bulk orders from the customers. So that all the managements try to provide better working condition and quality of work life to the employees.

In order to obtain ISO certification and also for getting certificate regarding the quality of the infrastructure facilities also the business concerns need to maintain better working conditions and quality of work life of the employees in the organization. To fulfill the needs of the government and satisfy the workers all business concerns should try to provide better working conditions in organization to maintain better quality of work life to the workers. Likewise C.R.Garments takes various efforts to maintain quality of work life in the work place. Though it is recommended to maintain a standard in the quality of work life and follow up action also to be taken to maintain the quality of work life in C.R.Garments by considering the future plan of C.R.Garments in Tirupur.



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