

# A Study of Quality of Work-Life in MNC

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**Abstract:** *The degree of enjoyment or dissatisfaction with one's career is referred to as the quality of one's work life. High quality of work life is characterized as someone who enjoys their employment, whereas a low quality of work life is characterized as someone who is unhappy at work or whose needs are not met in any other way. The quality of one's working environment is seen as an alternative to the control, methods of managing personnel. The quality of the work-life approach views people as an organization's asset. Instead of expenses. It contends that allowing people to manage their own behavior will improve performance. By meeting their social and psychological as well as economic requirements, this strategy inspires people. Organizations must focus on job designs and work structure in order to satisfy the new generation workforce. Additionally, the workforce of today is seeking to balance their personal and professional lives as they realize the value of connections.*

**Keywords:** Personnel, workforce, economic requirement

## I. INTRODUCTION

Employees of organizations can be seen as a distinctive organizational resource in the highly competitive business climate of today. This resource can be leveraged to obtain a competitive advantage in a setting that is friendly to human activity. The construction of working conditions that can improve an employee's quality of life within the company in order to promote performance and productivity is necessary for an organizational environment that is conducive to human work. To put it another way, the workplace environment must be capable of meeting the needs of both the organization and the individual employee, as well as shaping organizational values that better support and promote employees' health and well-being, job security, job satisfaction, competency development, and a balance between work and personal life.

### 1.1 QUALITY OF LIFE

Employee Motivation Strategies Predictors Employee Onboarding Instruction. According to the research, induction training has a good effect on employees' productivity, which raises employee motivation levels (Choo & Bowley, 2007). Employees have the chance to expand their knowledge and abilities through induction training, which helps them operate in more effective teams and advance personally. Numerous studies show that employees who receive training report greater levels of job satisfaction than those who do not, and the improvement of employee motivation is facilitated by the development of abilities through various training programs.

The findings of the current study point to four fundamental aspects of QWL: encouraging leadership and a positive working environment, individual development and autonomy, the nature of the profession, and stimulating possibilities and coworkers. The notions mentioned by Kirkman (1981), Helzel et al. (1973), Portugal (1974), Levine (1983), as well as many of the characteristics of work outlined by Walton (1974) and Davis, are all included in these dimensions (1983). Comparing the current four-factor model to the sixteen QWL characteristics described in the original General Motors QWL study, which provided useful benchmark measures of QWL in India, is a more frugal method (Miller 1978). Employees defined a high QWL as one in which there were no detrimental effects on their personal lives. An emotional reaction to a work scenario is job satisfaction. How effectively results meet or surpass expectations is frequently a determining factor in job satisfaction. For instance, people in the organization are likely to have a bad attitude about the work, the supervisor, and/or coworkers if they believe they are working harder than others in the department but are earning less compensation. On the other hand, if people get excellent treatment and fair compensation, they are more inclined to see their jobs favorably. Several linked attitudes that are crucial elements of a job that people can effectively respond to are represented by job satisfaction.

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Constructs of Work-Life Quality There are various literary structures related to "quality of work life." According to Hackman and Oldhams (1980), a work environment that may meet employees' personal requirements by fostering a good interaction effect between their physical and mental well-being is one that promotes "quality of work life." The problem of fostering positive interaction between employees' physical and mental well-being in order to boost productivity makes "quality of work life" a complex organizational issue (Lawler, 1982). In this context, "quality of work life" refers to the degree of autonomy that employees have to tailor their job responsibilities to their unique requirements and interests. Work-life balance refers to an employee's capacity to lead a fulfilling daily work life in a condition of self-actualization, pleasure, and happiness resulting from a favorable association between his or her emotional self and his or her job, friends, and family. Work should be planned such that employees' schedules, obligations, and travel needs don't frequently eat up free time and family time (White & Bednar, 1991). A job's content, procedures, and relationship to other jobs within the company are all components of the job design. The work that has to be done and how management wants the job to be done are often factors in the job design.

The term Quality of Work Life (QWL) refers to a broad concept that includes an individual's job-related health as well as how gratifying, fulfilling, and stress-free their work experiences are. People want their human dignity and respect everywhere in the world. Additionally, as times and technologies change quickly, so do their expectations and goals. A significant amount of importance is placed on human resources. Therefore, ensuring a high-quality working environment is essential for overall peace and development. Employee morale rises as work-life quality improves. It reduces attrition and regulates absenteeism and labor turnover.

All employees will communicate and understand one another better, resulting in friendly relationships. It improves the company's brand image, which in turn facilitates the entry of new talent into the workplace—the surroundings of an individual—of the business.

Employees are expected to engage in a variety of social and professional interactions in this setting. Employees are expected to coordinate with one another in some capacity. They could be an independent worker or part of a team. It relies on their standing and position at work. The fact that an office is never referred to as a workplace is unimportant.

### 1.2 DATA COLLECTION METHOD

The sources of data used in this project report are both primary and secondary data.

**Primary Data:** Primary data consists of original information gathered from a sample size of 100 respondents residing in Mumbai, India.

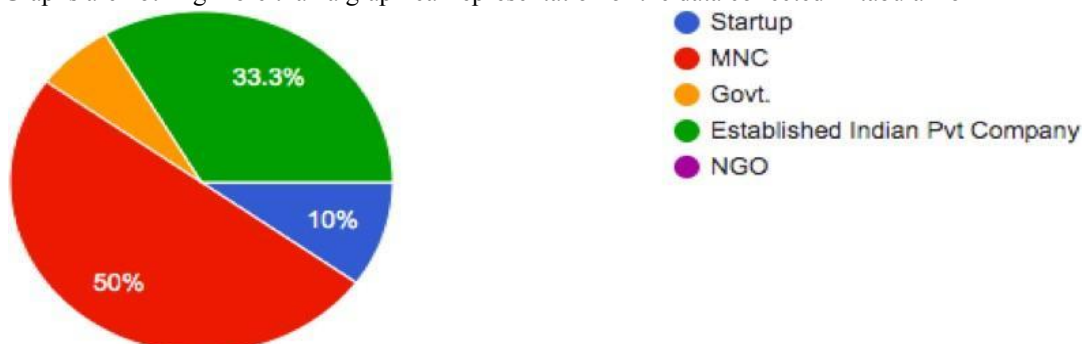
**Secondary Data:** Secondary data consists of information that already exists and that was collected in the past for some other purposes or from Quora or other web.

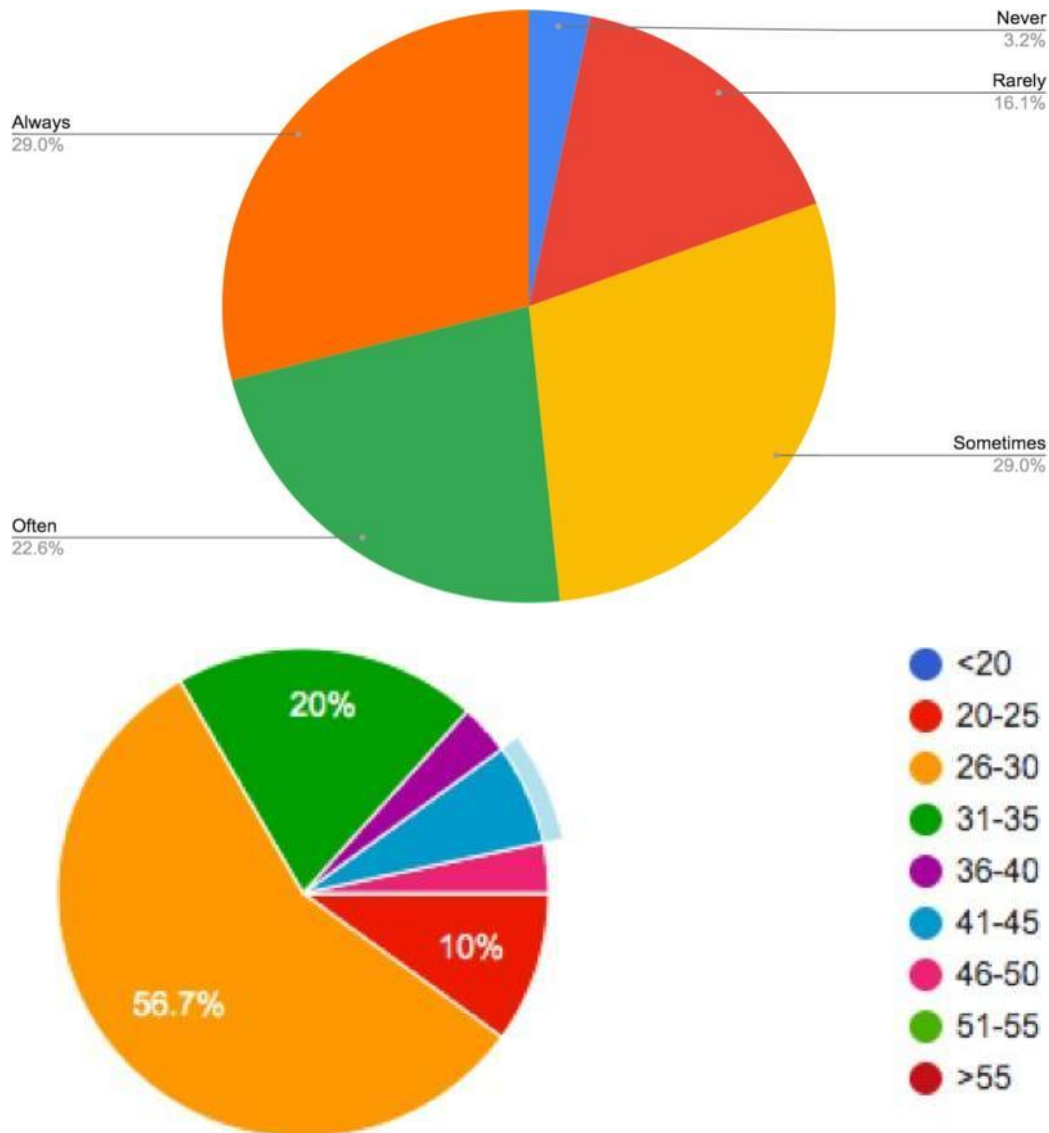
## II. DATA ANALYSIS

For analyzing the data simple tools are used. Simple statistics such as frequency, average and percentage were applied. Data Analytics has a key role in improving your business as it is used to gather hidden insights, generate reports, perform market analysis, and improve business requirements.

**Percentage:** Tables are used to represent the response of the respondents in a precise term so that it becomes easy to evaluate the data collected.

**Graphs:** Graphs are nothing more than a graphical representation of the data collected in tabular for





### III. CONCLUSION

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