

A COMPARATIVE STUDY ON QUALITY OF WORK LIFE IN IT, BANKING AND PSU SECTORS IN TAMIL NADU

DR. S. VENKATESH¹ & S. ARUN KUMAR²

¹Associate Professor, PRIST School of Business, PRIST University, Thanjavur, Tamil Nadu, India

²Assistant Professor, Department of Management Studies, J.J. College of Engineering & Technology,
Tiruchirappalli, Tamil Nadu, India

ABSTRACT

In the ever-changing business environment, which poses many new challenges for organizations in terms of managing a talented pool of employees, it is certain that organizations have to change their policies intact with the expectations of its employees and its competitors. When it comes to employee retention, the predominant factor is ensuring them with an environment which assures quality of work life.

Quality of work life consists of opportunities for active involvement in group working arrangements or problem solving that are of mutual benefit to employees are employer, based on lab our management co-operation..

Accordingly, the rising number of two-income is heightening the concern for employees' Quality of work life. Given that female participation at work is increasing, it is apparent that males and females independently will need to take care of both work and home. Therefore, quality of work Experience rather than per became the focus of attention and workspace wellness is crucial in promoting Healthier working environment

In the Indian context except some market leaders, policies towards quality of work life are seen as a nightmare and are least bothered as well. After assessing the status quo of the three sectors namely IT, Banking and PSU companies, the study was taken with the intention of measuring the effectiveness of policies implemented by these organizations with regard to quality of work life. The sample size which was taken for the study is 225, 75 respondents from each of the three sectors were taken for the study. The study pertained to companies in tamil nadu.

It was found that, most organizations need to benchmark with the standards of industry leaders in all the three sectors and their policies are obsolete, which are to be reframed for revival in the mindset of people.

KEYWORDS: Quality of Work Life, Job Satisfaction, Job Satisfaction, Compensation, Public Sector Undertakings, Motivation, Stress