

**International Journal of Computational Research and Development**

Impact Factor 5.015, Special Issue, February 2019 - Conference Proceedings

International Conference on Management 4.0: Disruptions in Business and Millennials at the Workplace (KRUPACON 2018) On 12<sup>th</sup> & 13<sup>th</sup> October 2018 Organized By

Krupanidhi Group of Institutions, Bangalore, Karnataka

**PRIVATE SECTOR EMPLOYEES JOB SATISFACTION AND QUALITY OF LIFE**

Pravesh Soti\* &amp; Namita Rani Behera\*\*

\* Krupanidhi Group of Institutions, Bangalore, Karnataka

\*\* Krupanidhi Degree College, Bangalore, Karnataka

Cite This Article: Pravesh Soti &amp; Namita Rani Behera, "Private Sector Employees Job Satisfaction and Quality of Life", International Journal of Computational Research and Development, Special Issue, February,

Page Number 33-35, 2019.

**Abstract:**

Previous citizens had honesty and devotion to their work. However an employee today does not believe in these job principles. He tries really hard to get a wonderful living wage. The standard of working life, a systematic approach to architecture and a promising growth in the wide field of enrichment of work, is also the most interesting encouragement. Adequate and equal pay decent working practices, the ability to exploit and improve human potential, job opportunity, social inclusion of the workforce, employment and quality of life, social importance of the workplace etc are the requirements for evaluation. The research indicates that the productivity of workers improves as job satisfaction is increased. The quality of work life therefore can contribute to corporate efficiency; organization, happiness with work, encouragement for employees; personal growth and improvement can improve talents, which in turn can increase competitiveness and benefit. It is also critical that the proper working environment certainly influences the efficiency of the job. The key purpose of this research is to study the quality of life of the workers of the private sector. The proposed interviews and aims are to discuss the different questions and employment quality of private sector employees. In order to ask for views and issues, 50 private service personnel were chosen randomly for study. In the analysis, both primary and secondary data sources are used.

**Key Words:** Work life, Performance, Employee, Occupational stress, Job enrichment.

**Introduction:**

Jobs in the grassroots sector feel dissatisfied by low wages, bad working conditions, unfavorable employment conditions, unfavorable treatment of their supervisors and the like while managers feel frustrated because of the isolation from their working conditions, interpersonal disputes, position disputes, job stresses, and lack of independence in the workplace, the absence of employment [1-3]. Quality of working life can mean things challenging for various individuals but in recent years the philosophy of work, organization and fundamental philosophy is a participatory one. The consistency of the corporate theory of work life reflects on the integrity of workers, their nature of participation in their work and their organization's objective of excellence. Job efficiency is workers on an organization's level who use their experience, expertise and skills in their new workplace. Job efficiency is a comprehensive and wide-ranging approach not only to workforce enhancement, but also to an interdisciplinary study and intervention area incorporating industrial and organizational psychology, economics, and industrial architecture, philosophy of organizational growth, leadership and industrial relations. A variety of sources have advocated the quality of work life with enthusiasm [4-7].

**Aim of Quality of Work Life (QWL):**

The quality of working life (QWL) represents a major move away from conventional science management career designs, which concentrated primarily on specialization and usefulness for executing smaller tasks. As it progressed, its goal was complete division of labor, widespread hierarchy, and labor standardization. The aim was to minimize costs with the use of unqualified work that could be quickly prepared to do a small part of a task. There was a broad hierarchy that narrowly imposed the right way to work to manage job efficiency as described technical people. As a result, higher turnover and absenteeism, deteriorating productivity and dissatisfaction of staff occurred when jobs were tired of changing conditions. Adequate and equal pay are some of the requirements for assessing quality of work life (QWL): there are different opinions on adequate compensation. The Equal Salaries Committee described the fair pay as the compensation that is above but below the minimum salary. Secure and stable working environment: Because of humanitarian considerations, most organizations have healthy and safe working environments. The likelihood of utilizing and building individual talents is enhanced in such a manner that the person can exert greater control of his job, as is generally believed. Opportunity for job growth: In all groups of workers, prospects for advancement are restricted because of qualification barriers or because of limited higher level access at a higher level. The standard of work life (QWL), by extending one's ability, expertise and qualification, offers a future for continued development and security. Global inclusion in the economy: Social workforce integration can be accomplished by a free approach to discrimination, respect for the core labor movements, a sense of civic transparency and an increase of people-to-people. Jobs and quality of life: The quality of life at work (QWL) maintains a healthy relationship between employment, work and the home. This means that families and social life should not be influenced by working hours, including extra work, working at uncomfortable periods, corporate trips, transitions, holidays etc. Social significance of jobs: Quality of working life (QWL) is concerned with socially advantageous job importance [8-9].

**Specific Issues in Quality of Work Life:**

- Pay and stability of employment: Many of the other facets of job satisfaction remain dominated by fair wages. In view of the rise in the cost of living, a variety of attractive wages means should be created and the improvement of human resource management facilities will provide greater flexibility.
- Occupational Stress: Stress is an emotional burden, the mechanism and physical circumstances are taken into account and stress is dictated by the essence of the work. Conditions of work, working hours, work schedule break, skill and temperament of the worker, and work needs align.

# International Journal of Computational Research and Development

Impact Factor 5.015, Special Issue, February 2019 - Conference Proceedings

International Conference on Management 4.0: Disruptions in Business and Millennials at the Workplace (KRUPACON 2018) On 12<sup>th</sup> & 13<sup>th</sup> October 2018 Organized By

Krupanidhi Group of Institutions, Bangalore, Karnataka

- Organizational Health Programs: Organic wellness services are geared at teaching workers on health conditions, how to protect and improve health, etc. A decline in absenteeism, referral to a hospital, injury, over-employment and premature death [10-12] results in successful adoption of these services.
- Recognition: Acknowledgement of employers rather than staff improves QWL's participative administration, appreciation of leisure programs, felicitation of employees' achievement, enrichment, reputation and decent appointments, membership offering of clubs or associations, vehicles that provide a holiday are some of the ways in which you can achieve the efficiency of your employees. Cool ties with the worker's supervisor: harmonious relationships with the worker's supervisor give the worker a sense of social association, membership, performance etc. Promotion Seniority and merit: Seniority is commonly seen in working staff as a criterion for promotion. Merit is seen as the framework for controlling workforce development and for recruiting ministerial staff, seniority is favored. The employees themselves changed after contributing to the crisis.
- Promotion: A promotion happens if the person transitions to a position higher than the previous one. Promotion is considered dry promotion without any rise. Typically a dry promotion is decorated by granting the employee a new and longer title that has little impact on employee promotions. If promotion offers workers the ability to transition into positions that offer greater personal fulfillment and recognition, such benefits are still required to inspire them to boost their performance [13-14].

## Career Planning:

To keep its workers, a company must fulfill its inherent desires to improve and grow its work. A career plan is a plan where workers' future career is planned out from the point of entry into their employer removal. The employee learns from this schedule the job pathways and preparation and learning centers they should pursue to prepare for further assignments. Career training is primarily performed for supervisory and supervisors only and not for other company workers. Therefore the proposal for "blue-eyed" employment is also represented. Career preparation is an important part of the planning process without which we cannot get an image of the individual in the company who has the promise to improve and will therefore be prepared for higher tasks in future [15].

Advantages of career planning: It allows workers to benefit from the facilities for training and development. You are persuaded that rewards are not just an opportunity or a relation in your lap. It enhances employee commitment to the company because you feel assured that the company takes care of you and can effectively align your priorities with corporate goals. It allows workers to stay in the business. As a result, our laboratory lowers our turnover and recruits staff. This produces stronger reputation companies on the job market and tends to recruit professional workers. It helps to prepare the workforce as well as grow the enterprise and accomplish the organizational target successfully [16-17].

## Findings:

Personal information of the employees:

- Age: Age: 18% of people under the age of 30 years, 26% from 31-40, and the remaining 56% of people under the age of 41 years. Age: The bulk of those interviewed are therefore aged 41 years.
- Gender: 64% of those polled are women and 36% are males. Intimates' educational qualification: 52% of participants are qualified by PUC and technical expertise, 26% are qualified and 22% are post-secondary.
- Work experience: 18 percent of respondents had a work experience of only 5 years, 42 percent have 5-10 years and 40 percent would have a work experience of over 10 years.
- Area: 84% of those polled are urban and just 16% are rural, which indicates that most would have more opportunity to pursue private jobs in towns.
- Working condition:
- Field of Working: private service interviewees are similarly taken from five main areas. Each of the NGOs, technicians, private businesses, such as clerical, office support, private banks and schools constitute 20% of the population.
- Working condition: 54% of respondents said they were in outstanding working conditions and 46% said that the work condition was adequate. 46% of workers are pleased with the wage rate earned, 30% are simply satisfied and the remaining 24% are not satisfied.
- Career growth prospects: 44% of respondents feel they have opportunities for career growth, 26% don't want them and they don't have the chance for career growth and the remaining 30% don't realize their work and longevity.
- Job satisfaction: Employment satisfaction can also be used within the wider sense of the different matters that influence the work experience or standard of work of the employee. Job happiness can also be understood in relation to other main indicators like overall well-being, tension. 44% of respondents are extremely pleased with their new work, 40% are fairly satisfied with their job, and 6% of respondents are disappointed with their present job. An employee's appreciation will satisfy them and also develop their self-esteem. 74% of respondents are respected by their employers and believe they have a reputation, but 26% feel they are overlooked or do not accept their job or service in the private sector. Employees at the office are supplied with facilities and such facilities can be updated when and when the employer's condition and wish. Thirty percent of respondents earn services, incentives and leave, but 70 percent of respondents are not happy with private-sector benefits and facilities. Payment and compensation are a problem, with the remaining 58 per cent not happy with the income standard and the pay system of pay for the majority of 42 per cent of respondents. It was unpredictable, and payment in increments was always late and uncertain. Yet they agree that they will make progress in the case of an emergency. Both these elements have an effect on job efficiency, either directly or indirectly.

**International Journal of Computational Research and Development**  
**Impact Factor 5.015, Special Issue, February 2019 - Conference Proceedings**  
**International Conference on Management 4.0: Disruptions in Business and Millennials at the**  
**Workplace (KRUPACON 2018) On 12<sup>th</sup> & 13<sup>th</sup> October 2018 Organized By**  
**Krupanidhi Group of Institutions, Bangalore, Karnataka**

**Conclusion:**

The word job efficiency is understood as a fact that one third of the life of an employee is spent in the workplace. What you do at the office, you take it back home and your job success is influenced by the situation in your home. The research indicates that the productivity of workers improves as job satisfaction is increased. Thus we can infer that by increasing work output it can contribute to more organizational success, organizational engagement, job satisfaction, and encouragement for workers, contributing in turn to higher productivity and benefit. The fact that appropriate working conditions definitely impact job quality [18-19] is also significant.

**Suggestions:**

The recommendations are based on the study: the general working environment should be strengthened to keep the workers happier in the workplace. Workers should provide a forum for complaining in a suggestion box, which gathers feedback on employees, so that they can enhance their level of success and employee quality. Daily training is required in the growth of skills and job efficiency. For those who sustain consistency at work, a better incentive scheme can be created. Employees should be granted promotions, wages and increases based on experience, hard work and achievement [20-24].

**Acknowledgement:**

The authors express gratitude towards the assistance provided by The Management, Krupanidhi Group of Institutions (KGI) and Krupanidhi Research Incubation Centre, KGI in completing the research. We also thank our Research Mentors who guided us throughout the research and helped us in achieving the desired results.

**References:**

1. D'Mello Laveena, H. H. Manjush, Monteiro Meena (2016). A Study on the Green Human Resource Management at Gateway Hotel, Mangalore. *International Journal of Scientific Research and Modern Education (IJSRME)* 1(1), 843-852.
2. Sonia Delrose Noronha & P. S. Aithal (2016). Glass Ceiling- A Silent Barrier for Women in Highly Advanced and Humanistic Society. *International Journal of Management & Social Sciences* ISSN 2455-2267, 5(3).
3. Sonia Delrose Noronha & P. S. Aithal (2017). Organizational Strategic Approach towards Work Life Balance of Women in India. *International Journal of Management, Technology, and Social Sciences(IJMTS)*, 2(1),18-24,
4. Sonia Delrose Noronha, Aithal, P. S. & Pradeep, M.D. (2017). Study on the Policy Framework Towards Work Life Balance in India. *International Journal of Multidisciplinary Research and Modern Education (IJMRME)*, 3(2), 11-16.
5. D'Mello Laveena, & Monterio Meena (2017). A Study on Causes and Effects of Migration from Rural to Urban: A Case Study of Bijapur Colony-Ligapayyankakadu, Mulki *International Journal of Case Studies in Business, IT and Education (IJCSBE)*, 1 (2), 37-43,
6. Lawler E. E. (1982). Strategies for improving the quality of work life. *American Psychologist*, 37, 2005, 486-493. [7] Shamir B. and Salomon, I. (1985). Work-at home and the quality of working life. *Acad. Manag.*, 10, 455-64.
7. Straw R.J. and Heckscher, C. C. (1984). QWL: New working relationships in the communication industry. *Labor Studies J.*, 9, 261-74.
8. Herman Aguinis (2008). *Performance Management*. Pearson Education Publication, US.
9. Mamoria C.B. and Sathish Mamoria (1998). *Dynamics of Industrial Relations*. Himalaya Publishing House, New Delhi.
10. Dwivedi. R.S. (1997). *Human Relations & Organizational Behavior*. Macmillan India Ltd., New Delhi.
11. Monterio Meena, D'Mello Laveena, & Govindaraju, B. M. (2017). A Study on the Working Conditions of Sales Persons in a Garment Shop at Mangalore. *International Journal of Case Studies in Business, IT and Education (IJCSBE)*, 1 (1), 67-71,
12. Ratna Sen (2003). *Industrial Relations in India', Shifting Paradigms*. Macmillan India Ltd., New Delhi. [14] Gareth R.Jones (2004). *Organizational Theory, Design & Change*. Pearson Education, US.
13. Robbins (2005). *Organization Theory; structure design & Application*. Prentice hall of India, India.
14. Richard L. Daft (2007). *Understanding the theory & design of organizations*. Thomson south western.
15. Greenhaus J. H., Parasuraman, S. & Wormley W.M. (1990). Effects of race on organizational experience, job performance evaluations, and career outcomes. *Academy of Management Journal*, 16, 129-137.
16. Subba Rao, P. (2013). *Essential of human resource management and industrial relation*. Himaya publishing house, 5th Edition, Bangalore, India.
17. Subba Rao, P. (2009). *Personnel management and human resource management*. Himaya publishing house, Bangalore, India.
18. Aithal, P. S. & Suresh Kumar P. M. (2017). Interconnecting Theory A and ABC Model of Organizational Performance. *International Journal of Management, Technology and Social Sciences (IJMTS)*, 1(1), 1-13.
19. Aithal, P. S., & Suresh Kumar P. M. (2017). Integrating Theory A and Six Thinking Hats for Improved Organizational Performance. *International Journal of Applied Engineering and Management Letters (IJAEML)*, 1(2), 66-77.
20. Aithal, P. S., & Suresh Kumar, P. M. (2016). Maintaining Teacher Quality in Higher Education Institutions. *International Journal of Current Research and Modern Education (IJCRME)*, 1(1), 701-711.
21. Aithal, P. S. & Suresh Kumar, P. M. (2016). Organizational Behaviour in 21st Century – Theory A for Managing People for Performance. *IOSR Journal of Business and Management (IOSR-JBM)*, 18(7), 126-134.
22. Aithal, P. S. & Suresh Kumar, P. M. (2016). Comparative Analysis of Theory X, Theory Y, Theory Z, and Theory A for Managing People and Performance. *International Journal of Scientific Research and Modern Education (IJSRME)*, 1(1), 803-812.