

Quality of work life in software companies

P.S. NAGARAJAN AND S. KALIYAMOORTHY

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ABSTRACT

In the recent years, probably most of the companies across the globe having been giving utmost care and importance to the employees' individual development, personality development, career development, career planning etc., because the employees are exposed to information provided through various sources. But it was not the case some 15 years ago. To accommodate the changing values and attitudes of the workers, many companies have launched quality of work life experiments and projects which aim to foster employee satisfaction for the benefit of both the employers as well as employees. "A good quality of work Life means the favorableness and unfavourableness of the employees towards the organization, its various aspects towards the development of the employees also to motivate the employees, compensating the employees, maintaining their service in the organization". The 8 point criteria of Walton to measure quality of work life include, adequate and fair compensation, safety and healthful working conditions, opportunity to develop human capacities, opportunity for career growth, social integration and work force, constitutionalism, work and quality of life, social relevance have been considered for the study and based on observations.

Key words : Human resources development, Social and technical systems, Constitutionalism, Workers participation

In ancient times man constrained himself to earn only for his normal bread, but today his wants and needs have become unlimited. So, he started to earn beyond what he could actually do. The environment where he lives prompts him to earn for additional safety and others, which may be because of the advancement in civilization. In today's industrial scenario every corporation wants to retain its employees because of the industry attractiveness. So, on part of the management if they provide good quality of work life then it may be possible for them to do so.

"A good quality of work life means the favourableness and unfavourableness of the employees towards the organization, its various aspects towards the development of the employees also to motivate the employees, compensating the employees, maintaining their service in the organization." It is of recent crisis and mandatory that companies are poised to provide good quality of work life to get the optimum output from the employees concerned.

Statement of the problem:

This study intends to find the quality of work life of the employees prevailing among the software companies in Chennai. It can be interpreted in different styles as

Industrial democracy, work humanization etc. Now a days if we see in organizations it seems dismal, because each one is striving for his respective wants and needs. If the quality of work life is good then it leads to the accomplishment of organizational objectives. The outcomes of these are job satisfaction, productivity, human resource development, career development, etc.

Need for the study:

Every organization is an interdependent social and technical system. Socio-technical system requires social and technical systems to be jointly optimized. It is from this notion of socio-technical system that quality of work life has emerged.

Improving quality of work life was not considered as important factor in India until recently, because there were more impending factors like resource deficiency, environmental threats and serious financial problems. Lack of consciousness among employees in this regard can also be considered as one of the reasons for delayed attention towards quality of work life.

"The government intervention in this regard is pathetic. The inclusion of the concept of workers participation in management did not in any way influence the improvement of quality of work life. But things are changing better, especially after Human Resource Ministry, was setup by former Prime Minister Mr. Rajiv Gandhi in 1984-85." The Ministry has been taking active steps to implement some of the Human Resource Development Programmes and quality of work life

Correspondence to:

P.S. NAGARAJAN, Alagappa Institute of Management, Alagappa University, KARAUKUDI (T.N.) INDIA

Authors' affiliations:

S. KALIYAMOORTHY, Alagappa Institute of Management, Alagappa University, KARAUKUDI (T.N.) INDIA