

UNDERSTANDING THE PREVALENCE AND EFFECT OF QUALITY OF WORKLIFE IN THE PUMPS INDUSTRY

SHILPA VARMA

Dean, DY Patil University, School of Management, Navi Mumbai, India

ABSTRACT

Quality of Work Life (QWL) policies are increasingly becoming part of the business strategies and focus is on the quality of working life and more importantly to help them maintain work-life balance with equal attention on performance and commitment at work. QWL programs are another way in which organizations recognize their responsibility to develop jobs and working conditions. 'Quality Work Life' emphasises on how an employee and employer should keep a proper balance between their work and family. It emphasises how people can keep balance by making their work timings flexible. QWL basically is all about employee involvement, which consists of methods to motivate employees to participate in decision making. This helps in building good relationships. The present paper is an attempt to review the literature and the studies done in past to establish a relationship between QWL and employee performance in the Pumps Industry. This study is a means to appreciate the nitty-gritty involved in employee's relationship with their organisation and employers. It helps to understand how organisations keep constant check of health and safety so as to run their business smoothly.

KEYWORDS: Quality of Work Life, Pumps Industry, Job