

QUALITY OF WORK LIFE AT ALLIANCE GROUP CHENNAI

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ABSTRACT

Quality of work life refers to an integrated focus towards well-being of an employee, instead of just focusing on work-related aspects. It is concerned with how an organization values their employees, on each and every aspect of work and its environment. Quality of work life is now a day's becoming a most important factor, that motivating employees to improve their productivity and also helps to achieve the goals of the organization. Quality of work life helps to retain and attract talented employees, towards the organization.

The key areas considered to be vital, for achieving quality of work life in an organization are

- Work Timings
- Holidays and Leave policies
- Promotion Policies
- Safety and health measures
- Fringe Benefits

Taylor attempts to achieve this, with the idea of 'Scientific Management, of 'Time Study' and Work Study'. He viewed that, the burden of planning and designing the work should be removed from the shoulders of workers. They should be given specific tasks and clear instructions before hand, as to how a particular job should be done.

KEYWORDS: Work Environment, Work Procedures and Methods & Interpersonal Relationship