

The Quality of Work life and Job Satisfaction of Private Sector Employees

Laveena D'Mello¹, Meena Monteiro² and Nelson Pinto³

¹Assistant Professor, College of Social Work, Srinivas University, Mangalore, Karnataka, India

²Associate Professor, MSW Department, School of Social Work, RoshniNilaya, Mangalore, Karnataka, India

³Research scholar, Department of Sociology, Mangalore University, Karnataka, India.

E-mail: lavynoronha@gmail.com

ABSTRACT

Earlier people had sincerity and commitment in the work they do. But today an employee would not believe in such values of work. He works very hard to get a handsome salary to sustain his living. Along with this the most interesting motivation is the quality of working life which is a systematic approach to design and a promising development in the broad area of job enrichment. The criteria for measuring the quality of work life are Adequate and fair compensations, healthy working conditions, Opportunity to use and develop human capacities, Opportunity for career growth, Social Integration in the workforce, Work and quality of life, the Social relevance of work etc. The study shows that when there is better quality at work the productivity of the employees' increases. Thus the quality of work life can lead to organizational effectiveness; organizational commitment, job satisfaction, providing employee motivation; personal growth and development enhance competencies which in turn would lead to increase productivity and profit. It also becomes important that suitable working condition will definitely influence the quality of work. The main aim of this research is to study the quality of work life of the private sector employees. Interview scheduled and the objectives are to study the various issues of the private sector employers and job satisfaction. 50 private service employees were selected randomly for the research to ask their opinion and the issues. Both primary and secondary source of information is used in the study.

Keywords: Work life, Performance, Employee, Occupational stress, Job enrichment.

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