

QUALITY OF WORK LIFE AND ITS IMPACT ON PSYCHOLOGICAL WELL BEING AMONG EMPLOYEES

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Abstract - This research undergone a study on quality of work life and its impact on psychological well being among employees in Hi Tech Arai private limited . Variables taken for the study are Safe work environment , Fringe benefits, compensation practices, Opportunities for career development, Conflict resolution mechanism. From the population of 500 using Morgan table sample size of 217 have taken for the study. Questionnaire data collection method is used in this Research for data gathering. From the Probability sampling , Simple random sampling method used in this research to select a sample from a larger population. Statistical tools used are Normality test ,Mann whitney U test, Kruskal wallis H test and correlation. The findings reveal that there is no significant difference between the Age group and also with gender with reference to safe work environment, Fringe benefits , opportunities for career development , compensation practices and conflict resolution mechanism. Organizations must recognize the importance of investing in QWL initiatives to create environments that support employees' holistic development and contribute to their overall happiness and satisfaction.

Key Words: Quality of work life, psychological well being among employees.

1. INTRODUCTION

Quality of work life (QWL) alludes to the by and large well-being and fulfillment of workers in their working environment. It envelops different components that contribute to the generally encounter and fulfillment of people whereas carrying out their work duties. A positive quality of work life is significant not as it were for the well-being of representatives but too for the victory and efficiency of organizations. One noteworthy viewpoint of QWL is the work environment. A charming and strong working environment cultivates a sense of having a place and persuades representatives to perform at their best. Components such as ergonomic workspace, fitting lighting, and a well-designed office format can contribute to a positive work environment. Furthermore, a culture that advances open

communication, collaboration, and shared regard among colleagues upgrades the by and large quality of work life.

Work-life adjust is another pivotal component of QWL. As the boundaries between work and individual life obscure within the modern world, organizations got to prioritize instruments that permit representatives to adjust their proficient and individual commitments. Adaptable work plans, farther work choices, and family-friendly approaches contribute to a more beneficial work-life adjust, decreasing stretch and burnout among representatives. Career advancement openings play a imperative part in upgrading the quality of work life. Representatives are more likely to be fulfilled and locked in when they see a clear way for proficient development inside the organization. Giving preparing programs, guide dispatch, and openings for expertise advancement not as it were benefits person representatives but too fortifies the by and large capabilities of the workforce.

Acknowledgment and rewards are basic components in making a positive work involvement. Workers who feel acknowledged for their commitments are more likely to be persuaded and fulfilled in their parts. Acknowledgment can take different shapes, counting verbal appreciation, grants, advancements, or other substantial motivating forces, cultivating a culture of appreciation and affirmation. Representative wellbeing and well-being are necessarily to QWL.

Organizations that prioritize the physical and mental wellbeing of their representatives tend to have a more fulfilled and profitable workforce. Activities such as wellness programs, mental wellbeing assets, and a strong wellbeing protections approach contribute to a all encompassing approach to representative well-being.

Quality of work life may be a multifaceted concept that envelops different variables, counting the work environment, work-life adjust, career advancement, acknowledgment, and worker well-being. Organizations that prioritize these perspectives not as it were make a positive and satisfying encounter for their representatives but moreover upgrade their in general execution and victory. Recognizing the significance of QWL is vital for cultivating a sound and maintainable

work culture within the ever-evolving scene of the cutting edge working environment. The organizational culture essentially impacts QWL. A culture that values open communication, collaboration, and shared regard makes a conducive environment for representatives to flourish. When representatives feel listened and acknowledged, it cultivates a sense of having a place and commitment to the organization. Empowering differences and consideration inside the work environment contributes to a wealthy and dynamic organizational culture, guaranteeing that representatives from assorted foundations feel esteemed and regarded

2.NEED OF THE STUDY

To focus on quality of work life is crucial to enhance employee engagement, ensuring that employees are committed and interested in their work. To understand the impact of work life quality on psychological well being helps organization to minimizing negative consequences on employees. To stress the need for proactive measures to enhance psychological well being considering the impact of work on employees mental health. To emphasize the established connection between a positive work environment and increased productivity. To maintain a safe and healthy work environment free from psychological hazards to protect employees well being . To offer flexible compensation package that contribute employees benefits and needs to enhance job satisfaction.

3.OBJECTIVE OF THE STUDY

Primary objective

- ✓ To examine quality of work life and its impact on psychological well being among employees at Hi tech arai private limited.

Secondary objectives

- ✓ To Assess the effectiveness of safe work environment that impact on psychological well being among employees.
- ✓ To identify the role of fringe benefits and its impact on employees well being to meet their needs and preferences.
- ✓ To determine clear and achievable career path opportunities that impact on positive well being among employees.
- ✓ To ensure fair and equitable compensation practices that recognize the efforts of employees.
- ✓ To identify conflicts resolution mechanism that provide emotional support for employees and recognize the potential impact on their well being.

4.REVIEW OF LITERATURE

QUALITY OF WORK LIFE PROGRAMS AND ITS IMPACTS ON EMPLOYEES' QUALITY OF LIFE IN THE POWER SECTOR by Subhamanasi Nayak (2023)The study was conducted among 216 employees working in the power sector in Odisha. The respondents have chosen at random, and the information has acquired by questionnaire distribution. According to the data collected, there are more males than females in the workforce. In this study, QWL programs and QOL are shown to be significantly correlated. The findings also showed that QWL programs have a favourable and substantial influence on QOL. Psychological health, personal growth, social inclusion, and interpersonal relationships are very important variables of QOL programs, which have the ultimate impact on QOL. Because of this, the researcher strongly advises such organizations to create high-quality QWL programs by concentrating on certain service features that would further improve the overall QOL of employees. This study came to the conclusion that QWL programs improve QOL and there is a positive and significant relationship between them.

The Influence of Quality of Work Life on Job Satisfaction Among Employees of Ghana National Gas Company Limited by Mavis Hammond (2021)The main ideal of this study is to examine the influence of quality of work life on job satisfaction among the workers at Ghana Gas Company. The study employed a descriptive- logical design. The study used a quantitative approach. The population was 200 and the sample size was 200 staff using the tale system.A tone-administered questionnaire was the main exploration instrument. The statistical tools used to dissect the study were the frequence table, probabilities, Pearson Product-Moment correlation analysis and Multiple Regression analysis. Overall, results showed that there was a positive relationship between safety working surroundings on hand job satisfaction.

An examination of the links between organizational social capital and employee well- being: Focusing on the mediating role of quality of work life by Myeong Chul Ko (2021)

This study explores the goods of OSC on private well-being(SWB) through quality of Work life(QWL) and job- related issues, similar as organizational commitment and development Intention. Using check data attained from public workers in South Korea, the results Show that QWL mediates not only the association beteen OSC and organizational Commitment but also the relationship between OSC and SWB. These

findings highlight the importance of OSC as an intangible asset that can organisation outcomes.

Quality of work-life among employees of by Lamin W Saidykhan, Lamin B Ceesay (2020) Quality of work- life(QWL) is concerned with the weal and satisfaction of workers on the job as well as off the job. The purpose of this exploration is to Examine the QWL among the workers of the only public advanced education University- University of The Gambia UTG). Therefore, our original donation to Research is that we examined an operation of QWL in a environment(i.e. UTG) that Has not was in extant literature. Summary of the results indicates that Interestingly four aspects of QWL stand in workers ' evaluation as " moderate- To-high " motivators(1) relations andco-operations,(2) autonomy of work,(3) Organizational culture and(4) working climate Still, to " moderate- to-low " position of provocation with QWL aspects has been reported(1) job satisfaction and Job security,(2) training and development,(3) work terrain,(4) acceptability Of coffers,(5) compensation and prices, and(6) installations.

Analysis of quality work life on employees performance by Cross Ogohi Daniel (2019)The main ideal of this exploration is analysis of quality work life on hand's Performance. Quality of work life is fast getting an imperative issue to achieve the pretension And objects of the association in every sector be it education, service sector, association Sector, tourism, manufacturing,etc. waste, workers commitment, productivityetc. Depend upon the confines of quality of work life ie job satisfaction, organizational Commitment, price and recognition, participative operation, work life balance, proper Grievances handling, weal installations, work terrain,etc. an association offers a better QWL also it grows the healthy working terrain as well as pleased hand. High QWL can give a result in better organizational performance, effectiveness, ingeniousness,etc. accordingly, to contribute better life for all those peoples whom organizational members Serve and with whom they deal and interact.

Analyzing the role of quality of work life and happiness at work on employees' job Satisfaction byRehan Sohail Butt, Saqib Altaf, Irfan Mir Chohan, Sheikh Farhan Ashraf (2019)

This study focuses on hand's job satisfaction through the influences of motivational Factors eg (Quality of work life and Happiness at work). Moreover it explains the interaction of the of Job stress and quality of work life on workers ' job satisfaction. A quantitative system Was employed in the sample size of 211 repliers, they were named on the base of Accessible arbitrary slice fashion. Data was collected through a field check by using a

Unrestricted- concluded questionnaire. The analysis was done on the partial least square with the rearmost Methodology structure equation modeling(PLS- SEM). Likewise, ways of Bootstrapping and PLS Algorithm were used. Our findings of the study harmonious with the Former scholars and proved the direct relationship of QWLF, HAW and EJS.

Assessing the Impact of Leadership and Quality of Work Life on Employees Job Satisfaction by Rehan Sohail Butt, Irfan Mir Chohan, Babar Ashraf Sheikh, Muhammad Babar Iqbal (2019)A quantitative method was employed in the sample size of 211. The convenient random sampling technique was selected for data collection. Data was collected through a field survey by using a closed-ended questionnaire. The analysis was done on the structural equation model of partial least square. More specifically, techniques of bootstrapping and PLS Algorithm were used. The findings for this study is consistent with previous researchers, prove the direct relationship between LDSP, QWLF and EJS. The positive and statistically significant effects of motivational factors and employees job satisfaction. This study assists the executives from different departments of Jiangsu University.

The effect of quality of work life on employees' commitment across Nigerian tech start-ups by AO Osibanjo, YJ Waribo, DI Akintayo, AA Adeniji, Fadeyi (2019)In this paper, staffs of 10 selected techstart-ups located in Lagos have been surveyed using a questionnaire form. Four hypotheses were developed with a sample data of 300 employees across the different tech-start-ups. By carrying out a structural equation modeling and moderating the relationship with gender and marital, it was observed that employee commitment is largely influenced by quality of work life.

QWL Existence and its Impact on Psychological Well Being in Medium and Large Scale Manufacturing Industries by Porkalai D ,Sivapriya S (2018) This study examines the existence of quality of work life and its impact on psychological wellbeing among medium and large scale manufacturing industries. The research design adopted for the study is descriptive in nature. Samples used were 354. Descriptive statistics and multiple regressions are the tools used for analysis to achieve the objectives. Findings of the study are that employees of medium and large scale manufacturing industries perceive dimensions of quality of work life pertaining to lower order needs like compensation, job security, work environment, and work load are existing fairly in their Organisation and few other dimensions relating to higher order needs such as career development, Utilizing human capacity, sharing ideas in making decision, recognition and punishing system and grievance handling are not existing as how they expect. An employee-centered organisation will Maintain better

quality of work life and to improve their employee's psychological wellbeing.

A Comparative Analysis of Quality of Work Life among the Employees of Local Private and Foreign Commercial Banks In Bangladesh by Ayesha Tabassum , Tasnuva Rahman and Kursia Jahan (2011) The study aims to make a comparative learning of the existing QWL between the employees of the local private and foreign commercial banks Through quantitative survey on 50 local and 50 foreign bank's employees. The study Reveals that a significant difference exists between the local private and foreign Commercial bank's employees perception over QWL and in the following factors of QWL; adequate and fair compensation, work and total life space, opportunity to Develop human capacities, flexible work schedule and job assignment, and Employee relations.

Quality of work life evaluation among service sector employees by J Ashwini, D Anand (2014)The main objective of this study was to understand the influence of quality of work life dimensions on the overall satisfaction of the employees with the organisation Random sampling technique was used to collect opinions from 171 employees of different service sector companies. Eight quality of work life factors were examined to study the relationship with the overall satisfaction of the employees. Reliability of the data was checked using Cronbach's alpha value and the construct validity was tested using factorial analysis. Hypotheses were tested using linear regression analysis. Commitment to the organisation was considered the most important factor among the eight dimensions. Pearson's correlation analysis showed that all the factors were positively correlated to overall satisfaction.

A study on quality of work life of employees at Jeppiaar Cement Private by S Jerome (2013)

This study is to find out the socio economic background of the employees and their Contribution to QWL. Fifty respondents were selected from the workman categories so the researcher adopts the simple random sampling technique using the lottery method. The researcher selected the respondents from all categories of employees by using simple random sampling. From the study we can arrive the conclusion that the quality of work life contributes to the workers' performance in a holistic manner. The study also helps us to know the loop holes of the Company in providing the workers' basic necessities. work life in total of 60 employees from private sector, public sector employees and entrepreneurs. This study examines the differences found between entrepreneurs, government and private association's employees' ratings of their quality of work

life experience. The results are thoroughly analysed and discussed. The results highlights that work related factors have significant and differential relationship with perception of quality of work life among three sectors.

5.RESEARCH METHODOLOGY

RESEARCH DESIGN

DESCRIPTIVE SAMPLING-Descriptive research design is the research method used in the study . It is a type of research methodology that focuses on observing and describing the characteristics , behaviour and attributes of a population, group or phenomenon without manipulating variables or attempting to establish causal relationship.

SAMPLE DESIGN

PROBABLITY SAMPLING-Probability sampling is a method used in research to select a sample from a larger population in such a way that every individual in the population has a known chance of being included in the sample. Every member of the population has an equal chance of being selected, and each combination of individuals has the same probability of being chosen as the sample.

SAMPLING METHOD

SIMPLE RANDOM SAMPLING-Simple random sampling is a method of selecting a sample from a larger population in such a way that every individual or item in the population has an equal chance of being included in the sample.

SAMPLE SIZE : From the population of 500 using Morgan table sample size of 217 have taken for the study.

DATA COLLECTION

PRIMARY DATA - Questionnaire data collection method is used in this Research and data gathering. It is structured set of questions designed to obtain information from respondents. Questionnaire are a popular tool for collecting data in various field of research . Secondary data- Secondary data includes websites, books, journal article .

STATISTICAL TOOLS USED

Normality test

Mann whitney U test

Kruskal wallis H test

Correlation

Normality Test

NULL HYPOTHESIS - The data follows normal distribution .

ALTERNATIVE HYPOTHESIS - The data does not follow normal distribution.

| Tests of Normality | | | | | | |
|---------------------------------------|---------------------|-----|------|--------------|-----|------|
| | Kolmogorov-Smirnova | | | Shapiro-Wilk | | |
| | Statistic | df | Sig. | Statistic | df | Sig. |
| SAFE WORK ENVIRONMENT | .332 | 217 | .000 | .724 | 217 | .000 |
| FRINGE BENEFITS | .401 | 217 | .000 | .662 | 217 | .000 |
| OPPORTUNITIES FOR CAREER DEVELOPMENT | .369 | 217 | .000 | .656 | 217 | .000 |
| COMPENSATION PRACTICES | .314 | 217 | .000 | .732 | 217 | .000 |
| CONFLICT RESOLUTION MECHANISM | .399 | 217 | .000 | .596 | 217 | .000 |
| a. Lilliefors Significance Correction | | | | | | |

INFERENCE - From the above table kolmogorov-smirnov and shapiro-wilk test of normality P VALUE <0.05 for all variables safe work environment, fringe benefits,opportunities for career development , compensation practices , conflict resolution mechanism. Therefore reject null hypothesis and the data does not follow normal distribution.

KRUSKAL-WALLIS H TESH

| Ranks | | | |
|--------------------------------------|----------|-----|-----------|
| | AGE | N | Mean Rank |
| SAFE WORK ENVIRONMENT | 20-25 | 16 | 142.34 |
| | 26-30 | 72 | 104.03 |
| | 31-35 | 53 | 112.01 |
| | 36-40 | 55 | 107.13 |
| | Above 40 | 21 | 97.95 |
| | Total | 217 | |
| FRINGE BENEFITS | 20-25 | 16 | 103.25 |
| | 26-30 | 72 | 114.05 |
| | 31-35 | 53 | 105.47 |
| | 36-40 | 55 | 105.21 |
| | Above 40 | 21 | 114.90 |
| | Total | 217 | |
| OPPORTUNITIES FOR CAREER DEVELOPMENT | 20-25 | 16 | 115.72 |
| | 26-30 | 72 | 102.99 |
| | 31-35 | 53 | 103.87 |
| | 36-40 | 55 | 117.47 |
| | Above 40 | 21 | 115.24 |
| | Total | 217 | |

| | | | |
|-------------------------------|----------|-----|--------|
| | Total | 217 | |
| COMPENSATION PRACTICES | 20-25 | 16 | 102.12 |
| | 26-30 | 72 | 112.61 |
| | 31-35 | 53 | 109.80 |
| | 36-40 | 55 | 108.75 |
| | Above 40 | 21 | 100.50 |
| | Total | 217 | |
| CONFLICT RESOLUTION MECHANISM | 20-25 | 16 | 115.28 |
| | 26-30 | 72 | 120.26 |
| | 31-35 | 53 | 97.24 |
| | 36-40 | 55 | 105.41 |
| | Above 40 | 21 | 104.71 |
| | Total | 217 | |

| Test Statistics ^{a,b} | | | | | |
|--------------------------------|-----------------------|-----------------|--------------------------------------|------------------------|-------------------------------|
| | SAFE WORK ENVIRONMENT | FRINGE BENEFITS | OPPORTUNITIES FOR CAREER DEVELOPMENT | COMPENSATION PRACTICES | CONFLICT RESOLUTION MECHANISM |
| Chi-Square | 7.643 | 1.911 | 3.356 | 1.043 | 7.477 |
| df | 4 | 4 | 4 | 4 | 4 |
| Asymp. Sig. | .106 | .752 | .500 | .903 | .113 |
| a. Kruskal Wallis Test | | | | | |
| b. Grouping Variable: AGE | | | | | |

NULL HYPOTHESIS -There is no significant difference between Age with respect to safe work environment, Fringe benefits , opportunities for career development , compensation practices and conflict resolution mechanism.

ALTERNATIVE HYPOTHESIS- There is significant difference between Age with respect to safe work environment, Fringe benefits , opportunities for career development , compensation practices and conflict resolution mechanism.

INFERENCE: From the above kruskal-wallis H test P Value >0.05 therefore null hypothesis is accepted. Hence there is no significant difference between Age

with respect to safe work environment, Fringe benefits , opportunities for career development , compensation practices and conflict resolution mechanism.

MANN-WHITNEY U TEST

| Ranks | | | | |
|---------------------------------------|---------|-----|------------|---------------|
| | GENDE R | N | Mean Ra nk | Sum of Ran ks |
| SAFE WORK ENVIRONMENT | MALE | 179 | 109.90 | 19672.00 |
| | FEMAL E | 38 | 104.76 | 3981.00 |
| | Total | 217 | | |
| FRINGE BENEFITS | MALE | 179 | 107.81 | 19298.00 |
| | FEMAL E | 38 | 114.61 | 4355.00 |
| | Total | 217 | | |
| OPPORTUNITIES FOR CAREER DEVELO PMENT | MALE | 179 | 108.99 | 19510.00 |
| | FEMAL E | 38 | 109.03 | 4143.00 |
| | Total | 217 | | |
| COMPENSATION PRACTICES | MALE | 179 | 107.65 | 19270.00 |
| | FEMAL E | 38 | 115.34 | 4383.00 |
| | Total | 217 | | |
| CONFLICT RESOLUTION MECHANISM | MALE | 179 | 108.59 | 19437.50 |
| | FEMAL E | 38 | 110.93 | 4215.50 |
| | Total | 217 | | |

Test statistics

| | SAFE WORK ENVI RONMENT | FRING E BENE FITS | OPPORTU NITIES FO R CAREER DEVELO PMENT | COMP ENSAT ION P RACTI CES | CONFLI CT RESO LUTIO N MECH ANISM |
|------------------------------|------------------------|-------------------|---|----------------------------|-----------------------------------|
| Mann-Whitney U | 3240.000 | 3188.000 | 3400.000 | 3160.000 | 3327.500 |
| Wilcoxon W | 3981.000 | 19298.000 | 19510.000 | 19270.000 | 19437.500 |
| Z | -.526 | -.780 | -.003 | -.771 | -.266 |
| Asymp . Sig. (2-tailed) | .599 | .435 | .997 | .441 | .790 |
| a. Grouping Variable: GENDER | | | | | |

NULL HYPOTHESIS -There is no significant difference between Gender with respect to safe work environment, Fringe benefits , opportunities for career development , compensation practices and conflict resolution mechanism.

ALTERNATIVE HYPOTHESIS- There is significant difference between the Gender with respect to safe work environment, Fringe benefits , opportunities for career development , compensation practices and conflict resolution mechanism.

INFERENCE - From the above Mann Whitney U Test P Value >0.05 therefore null hypothesis is Accepted. Hence there is no significant difference between Gender with respect to safe work environment, Fringe benefits , opportunities for career development , compensation practices and conflict resolution mechanism.

CORRELATION

| Correlations | | | | | | | |
|---|------------------------|---------------------------|------------------------|------------------|---|---------------------------|---------------------------------|
| | | | SAFE WORK ENVIR ONMENT | FRINGE B ENEFITS | OPPORTUNI TIES FOR CA REER DEVELO PMENT | COMPE NSATIO N PRAC TICES | CONFLICT RESOLUT ION MECH ANISM |
| Spe arman's rho | SAFE WORK ENVIRONME NT | Correl ation Coeffi cient | 1.000 | .202* | .114 | .071 | -.054 |
| | | Sig. (2-tailed) | . | .003 | .095 | .300 | .425 |
| | | N | 217 | 217 | 217 | 217 | 217 |
| FRINGE BEN EFITS | | Correl ation Coeffi cient | .202** | 1.000 | .240** | .147* | .109 |
| | | Sig. (2-tailed) | .003 | . | .000 | .031 | .110 |
| | | N | 217 | 217 | 217 | 217 | 217 |
| OPPORTUNI TIES FOR CA REER DEVELO PMENT | | Correl ation Coeffi cient | .114 | .240* | 1.000 | .143* | .141* |
| | | Sig. (2-tailed) | .095 | .000 | . | .036 | .038 |
| | | N | 217 | 217 | 217 | 217 | 217 |
| COMPENSAT ION PRAC TICES | | Correl ation Coeffi cient | .071 | .147* | .143* | 1.000 | -.028 |
| | | Sig. (2-tailed) | .300 | .031 | .036 | . | .687 |
| | | N | 217 | 217 | 217 | 217 | 217 |
| CONFLICT R ESOLUTION MECHANISM | | Correl ation Coeffi cient | -.054 | .109 | .141* | -.028 | 1.000 |
| | | Sig. (2-tailed) | .425 | .110 | .038 | .687 | . |
| | | N | 217 | 217 | 217 | 217 | 217 |

| | | | | | | | |
|--|--|---|-----|-----|-----|-----|-----|
| | | N | 217 | 217 | 217 | 217 | 217 |
|--|--|---|-----|-----|-----|-----|-----|

INFERENCE : From the above correlation analysis reveals positive correlation between various aspects such as safe work environment , fringe benefits , opportunities for career development and compensation practices whereas conflict resolution mechanism shows a negative correlation with safe work environment and compensation practices.

6. FINDINGS

- From the kolmogorov- smirnov and shapiro-wilk test of normality P VALUE <0.05 for all variables safe work environment, fringe benefits,opportunities for career development , compensation practices , conflict resolution mechanism. Therefore reject null hypothesis and the data does not follow normal distribution.
- From the kruskal-wallis H test P Value >0.05 therefore null hypothesis is accepted. Hence there is no significant difference between Age with respect to safe work environment, Fringe benefits , opportunities for career development , compensation practices and conflict resolution mechanism.
- From the Mann Whitney U Test P Value >0.05 therefore null hypothesis is Accepted. Hence there is no significant difference between Gender with respect to safe work environment, Fringe benefits , opportunities for career development , compensation practices and conflict resolution mechanism.
- From the above correlation analysis reveals positive correlation between various aspects such as safe work environment , fringe benefits , opportunities for career development and compensation practices whereas conflict resolution mechanism shows a negative correlation with safe work environment and compensation practices.
- From the employees responses 92.16% of employees are Agree with the effectiveness of the safe work environment that impact employees psychological well-being. 89.4% of employees are satisfied with the fringe benefits provided by organization in meeting their personal needs and preferences.
- 90.8% of employees are agree with clarity and achievability of your career path opportunities provided by the organization that impact employee overall well-being. 84% of employees are agree with the current compensation practices that recognize employees efforts. 92.6% of employees

are agree with conflicts resolution mechanism provide emotional support for employees and recognize potential impacts on their well-being.

7.SUGGESTIONS

- ✓ Ensuring a safe working environment free from hazards and accidents reduces employees’ stress and anxiety related to workplace safety. Feeling physically safe at work promotes a sense of security and psychological well-being.
- ✓ Consider implementing training programs for managers and employees on conflict resolution strategies, establishing clear procedures for addressing conflicts, and fostering a culture of open communication and collaboration.
- ✓ QWL initiatives can positively impact employees’ psychological well-being by reducing stress, increasing job satisfaction, and enhancing overall mental health.Continuously monitor and adapt organizational policies and practices based on feedback and changing dynamics within the workplace. Regularly reassess the effectiveness of initiatives aimed at improving the work environment and make necessary adjustments to ensure ongoing employee satisfaction and engagement.
- ✓ Ensure that compensation practices remain fair and competitive by regularly reviewing and bench marking against industry standards. Recognize and reward employees' efforts through performance-based incentives or bonuses to maintain motivation and morale.
- ✓ Invest in training programs and skill enhancement workshops to equip employees with the necessary competencies to progress in their careers. Offer opportunities for continuous learning and development to support employees' professional growth and advancement.
- ✓ Acknowledging employees' efforts fosters a sense of appreciation and motivation, which can boost morale and job satisfaction.

8. CONCLUSION

This study investigates the quality of work life environment and it’s impact on psychological well being among employees in Hi tech arai private limited . The quality of work life significantly influences the psychological well-being of employees in various aspects. Variables taken for this study are Safe work Environment, Fringe benefits, opportunities for career development, compensation practices, conflicts resolution mechanism. Organizations that prioritize the

quality of work life stand to benefit from a workforce that is not only productive but also psychologically healthy and resilient. By prioritizing the quality of work life and its impact on psychological well-being, Hitech Arai Private Limited can create a workplace where employees feel valued, supported, and motivated to excel, ultimately contributing to the company's long-term success and sustainability. When these variables are optimized, employees experience greater fulfillment and well-being, resulting in higher levels of job satisfaction, commitment, and performance. Most of employees are satisfied with the safe work environment, Fringe benefits, opportunities for career development, conflicts resolution mechanism, compensation practices. It's essential for organizations to address areas of weakness and strengthen positive aspects to enhance overall employee well-being and satisfaction. It is essential for organizations to address areas of weakness and strengthen positive aspects to enhance overall employee well-being and satisfaction.

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