CHAPTER 7
CONCLUSION

7.1 CONCLUSION
After the research on the topic it can be established that demographic parameters like age, education, monthly income and experience of employees’ have a immense contribution in sustaining quality of work life in an organization. Irrespective of age, education, monthly income and experience, employees’ should be given due consideration about countless factors of quality of work life to maintain high-quality state of affairs in the organization.

The success of an organization depends on the well being of its employees’ and not purely profit maximization. Today organization needs rapid, flexible, dynamic, passionate, self-motivated, innovative and fully self-expressed employees’ marching at the forefront and record growth with excellence. In such circumstances employee contentment of job through healthier QWL is crucial contributor. QWL signifies all organizational inputs which aim at employees’ contentment and enhancing organizational effectiveness. So regardless of sectors organizations enormous care and consideration is needed on all QWL parameters for the enhancement of employees’ to maintain favorable environment in the organization. An employee-centered organization will maintain better quality of work life.

7.2 Contribution to the frame of knowledge
The study has made significant contribution to the frame of knowledge by offering countless magnitudes of QWL idea and its application in MSEDCL in Pune city. The research gives new outlooks to gaze at theoretical and practical issues pertaining to QWL. The research has aided in identification and valuation of QWL of employees in MSEDCL in Pune city with the aid of organizational interpretation as well as literature review of associated concepts. The research has also contributed “perception of employees based on various demographic variables” while valuation of QWL at MSEDCL in Pune city.
Much research is accessible on QWL cataloging and defining their hypotheses but less research has been completed in the area of valuation in public sector undertakings across MSEDCL in Pune city.

The research indicates the MSEDCL Pune city specific valuation of QWL pertaining to various concepts. It also gives QWL tally for each concept. The challenges encountered at workplace comprise the dearth of skilled workforce, nature of the industry, employee productivity, beginning of new technologies, dealing with big data etc. This highlights the necessity to have multi skilled talented workforce. The significance of QWL is underlined by need for productive employees which will act as key differentiator for organizations.

The research responds to an ever growing demand from academicians and practitioners from industry for QWL associated to employees working in PSU. Research also provides insights into present QWL relating to numerous concepts.

7.3 Scope for further research
The topic of QWL is an ocean and deeper the research reaches, enhanced will be the result. As the QWL crusade will march forward all over the world there will be sharp rise in precise measurement of QWL assessment. There will be countless use of QWL notion for diversified workforce and to identify how employees can be engaged effectively at workplace.

The current research is concentrated on QWL of employees’ in MSEDCL. Even though during the research the QWL was assessed by the factors established by Richard Walton (adequate and fair compensation, safe and healthy working conditions, opportunity to use and develop human capacity, opportunity for continued growth and security, social integration in the work organization, social relevance of work life, work and the total life space, constitutionalisation in the work organization, superior subordinate relationship
and welfare facilities), there is opportunity for additional research in the area of Quality of Work Life with respect to work performance, employee behavior and productivity.

7.4 Limitations of the Study

1) The method used for evaluating QWL is self-evaluation method.
2) During data collection reluctance on the part of employees to contribute in the research from the anxiety of being cited and recognized.
3) The generalizations occurring from the research were more conducive and restricted to a specific group of employees’ working in MSEDCL in Pune city.
4) The researcher faces inherent restriction in the research of QWL as the concept is not researched to that magnitude in public sector organizations.