CONCLUSION

QWL is the need of the hour. Quality of working life is not a concept, that deals with one area but it has been observed as incorporating a hierarchy of concepts that not only include work based factors such as job satisfaction, satisfaction with par and relationships with work colleagues, but also factors that broadly focuses on life satisfaction and general feelings of well being. To retain a good talent in the organization it is important for the organization to have high QWL and low stress level. There is considerable evidence from this study that bank employees of both public and private are truly empowered.

We can deduce from the study that majority of the respondents have agreed with the statements of QWL dimensions. Among ten dimensions considered for the study nature of service has a significant influence on safe and healthy working conditions, opportunity for growth and development, social integration in the work force, constitutionalism in the banks and participation in management. It is to be noted here that among the list of QWL dimensions, nature of job is of high influence more than other dimensions. It is also found that QWL score was different among the private sector and public sector bank employees.

Stress level was found to be very high among the youngsters and to the employees who are above 55 years. Post graduate respondents, managers and highly experienced employees suffer more from stress. Stress is also high among high salaried employees. It is also concluded that occupational stress is significantly different among the respondents based on age, educational qualification, salary, designation and span of service of the respondents.

Respondents of all categories have comparatively agreed more with the factors affecting work life balance. They prefer ‘flexible working hours and job sharing’ to balance their work and family.

Similarly respondents of all categories have positive attitude with the impact of quality of work life. It is also found that based on nature of job, compensation of employees and constitutionalism, impact score was found to be significantly different among private sector and public sector bank employees.