PARAMETERS OF QWL IN THE STUDY

1) **Adequate and fair compensation:** compensation paid to the employees must be fair and adequate. In the sense it should be proportionate to work and paid in time. There must be consistency in payment of compensation. It is also include proper appraisal system. Organization pays to employees as per minimum wage act, bonus as per Bonus act, overtime pay, provident fund, ESI etc.

2) **Safe and healthy working conditions:** The organization must provide safe and healthy working conditions to the employees. Health relates to physical as well as mental health. Work must be in stress free condition. Care to be taken of bad postures, repetitive movements by adopting ergonomics system. Canteen, drinking water, safe transport facility, A/c, ventilation, first aid facility, crèches facility, refreshment facility etc. to workers should be made available.

3) **Immediate opportunity of use and develop human capacities:** competency level to be enhanced. Organization must help employee to be dynamic. Proper and suitable training to employee.

4) **Future opportunity for continued growth and security:** Recognition forum must be active. Personal and career counseling to be given. Arrangement of career development workshops and seminars for workers. Scope for promotions in the organization. Meaningful career paths must be laid down and career mapping of employees is to be followed.

5) **Social integration in the work organization:** Relationships between and among the employees is an indicator of healthy work organization. Therefore, opportunities must be provided for formal and informal interactions. All kind of classes religions, races, crafts, and designations must be treated equally on a social platform.

6) **Constitutionalism in the work organization:** This is related with equality, participative management and organizational norms. Respect and fair treatment to employees.
7) **Work and the total life space:** There has to be a balance between personal and professional life. Organization must create proper work offs to enrich the life of employees. Pay leaves and other leaves must be allowed.

8) **The social relevance of work life:** Employees must be given the perspective of how his/her work in the organization helps the society. This is essential to build relevance of the employee’s existence to the society he/she lives in.