PREFACE

Business enterprises in order to achieve and maintain sound and profitable operations have to recognize the importance of their employees as human beings. This is because, without the efforts of employees, the other two economic factors of production namely land and capital would become useless. The crucial importance of employees in industries as a vital resource for the interest of business has been well recognized by various Industrial Policy resolutions. In today's Industrial Society, employees can be encouraged or cajoled to work but not coerced to work. This is because, if employees are coerced, they will develop negative attitude towards the organization. Hence, it is inevitable for organizations to improve the quality of work life of employees in terms of job security, good working conditions, adequate and fair compensation, health and safety, opportunity for growth and development etc. The provision of these benefits help in increasing the job satisfaction of employees thereby the production and productivity of the organization will be increased. Further, employees who enjoy good quality of work life work with involvement and commitment leading to desirable outcomes such as low turnover, low absenteeism and high performance. In view of this, the present work is a modest attempt to study and appraise the quality of work life of employees in SCCL and also their commitment level towards the organization.

(Ch. Rama Krishna)