QUALITY OF WORK LIFE OF THE EMPLOYEES IN MAGNESITE COMPANIES IN SALEM DISTRICT

Questionnaire

I. Personal Information

1. Name of the employee: ________________________________

2. Gender:
   - Male [ ]
   - Female [ ]

3. Age (in years):
   - Upto 35 [ ]
   - 36-45 [ ]
   - 46-55 [ ]
   - Above 55 [ ]

4. Educational qualification:
   - Up to H.Sc [ ]
   - ITI/Diploma [ ]
   - Degree [ ]
   - Postgraduation and above [ ]

5. Monthly salary (in Rs.):
   - Upto 15000 [ ]
   - 15001 - 25000 [ ]
   - 25001 - 35000 [ ]
   - Above 35000 [ ]

6. Cadre:
   - Workman [ ]
   - Supervisor [ ]
   - Executive [ ]

7. Length of service (in years):
   - Upto 10 [ ]
   - 11 - 15 [ ]
   - 16 - 20 [ ]
   - Above 20 [ ]

8. Company belong to:
   - SRCL [ ]
   - DMC [ ]
   - TANMAG [ ]
9. Marital status : Married [ ]
   Unmarried [ ]

10. No. of dependants : 1 and 2 [ ]
    3 and 4 [ ]
    5 and 6 [ ]
    7 and above [ ]

**II. Information Pertaining to Study**

1. State your overall satisfaction towards the prevailing quality of work life of employees in your organization.

   Highly satisfied [ ]
   Satisfied [ ]
   Neither satisfied nor dissatisfied [ ]
   Dissatisfied [ ]
   Highly dissatisfied [ ]

2. State your level of acceptance on the following factors contributing to quality of work life of employees in your organization.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

I. Nature of Job

2.1 The job is a very interesting one. [ ] [ ] [ ] [ ] [ ] [ ]

2.2 Employees are always involved in their jobs. [ ] [ ] [ ] [ ] [ ] [ ]

2.3 The job gives me better status in the organization. [ ] [ ] [ ] [ ] [ ] [ ]

2.4 Jobs are matched with employees’ skills. [ ] [ ] [ ] [ ] [ ] [ ]
2.5 The employees are very proud of their jobs in the organization.

2.6 The job of everyone in this organization is challenging in nature.

II. Compensation for Employees

2.7 The compensation policy of our organization is truly fair.

2.8 The salary is appropriate as per experience and skills of the employees.

2.9 Various allowances are given to employees as per the norms.

2.10 The incentive scheme of our organization is good.

2.11 The remuneration given to employees is sufficient to meet out their basic needs.

2.12 The company provides fair and adequate wages.

2.13 The employees are provided with a variety of fringe benefits.

2.14 The company provides attractive bonus to the employees.

2.15 The compensation plan is consistent with other companies.

III. Working Conditions

2.16 The safety of workers is a high priority in our organization.

2.17 The employees are free from occupational hazards and accidents in our organization.

2.18 There are no significant compromises/shortcuts taken when worker safety is at stake.

2.19 Employees are trained to do their work safely and competitively.
2.20 Importance is given to individuals in the work environment.

2.21 The physical working condition is conducive.

2.22 The management is always ready to introduce novel ideas and equipment.

2.23 Fatigue in the concern is very low

2.24 The employees are provided with adequate safety measures.

IV. Opportunity for Growth and Development

2.25 Employees are encouraged to learn and develop themselves.

2.26 Employees are rewarded for their creativity and innovation.

2.27 The employees are satisfied with the frequency and quality of training programmes.

2.28 Employees are given reasonable amount of work responsibility.

2.29 Job rotation and job enlargement are taken care by our organization.

2.30 There are numerous facilities/opportunities for individual creativity and self-improvement in our organization.

2.31 Due importance is given to individual achievement in our organization.

2.32 Employees are given opportunities to develop new skills and ideas.

2.33 Employees are given freedom to take decisions in their jobs.

2.34 Employees have the opportunities to use their capabilities, skills at work and grow.

2.35 Employees are satisfied with the career opportunities pointed out by the superiors.
V. Social Integration of Work

2.36 The organization is a good place to work with individuals with diverse backgrounds.

2.37 Employees’ contributions are appropriately recognized.

2.38 Various committees are performing well to integrate people and management in organization.

2.39 Human relations are highly satisfactory in this organization.

2.40 The work of everyone is recognized by team members as worthwhile.

2.41 The employees of the organization are free from prejudice.

2.42 The employees have favourable attitude towards job, superiors and organization.

2.43 There is a sense of single community among the employees in our organization.

2.44 Members are interacting in terms of ideas and feelings.

2.45 The top management understands subordinates’ problems.

2.46 There exists team spirit at different levels.

2.47 There are opportunities to accomplish work individually.

2.48 Views of employees are taken for resolving problems.

2.49 The reciprocal help among the employees is highly appreciable.

VI. Constitutionalism in the Work Organization

2.50 Employees are treated with due respect in work place.
2.51 Employees are given chances to express their opinions at work.

2.52 There is an equitable treatment for all employees in our organization.

2.53 Work assignments are distributed equally without discrimination.

2.54 Employees are satisfied with the norms and rules at their work place.

2.55 The company follows all statutory norms and rules.

2.56 The employees are able to voice opinions and influence changes in their areas of work.

2.57 Our management actively encourages cooperation and teamwork.

2.58 Employees have the right to join trade unions/associations as they like.

VII. Work and Total Life Space

2.59 Employees are satisfied with their work schedule and rest.

2.60 The work schedule is very flexible to meet the personal/family responsibilities of employees.

2.61 Employees rarely miss their important family events because of work.

2.62 The company provides adequate counseling facilities to the employees.

2.63 The present working hours suit employees’ personal circumstances.

2.64 Employees are doing jobs because they need money.

2.65 Employees’ needs and wants are satisfied by their jobs.

2.66 Employees are able to concentrate on social and individual care.
2.67 Energy and time spent on the job is not affecting employees’ life.

VIII. Occupational Stress

2.68 The work stress in our organization is low.

2.69 The management has attempted to understand stress and its causes.

2.70 The management adopts appropriate coping strategies for minimizing job stress.

2.71 The management takes efforts to reduce monotonous and disinteresting jobs.

2.72 The management has arranged periodical workshops for control and reduction of stress.

2.73 Stress does not affect productivity adversely.

IX. Workers’ Participation in Management

2.74 The employees are recognized as human beings rather than as labourers.

2.75 Participation of employees in management is practiced in our organization.

2.76 Employees are invited and encouraged to offer suggestions while making policy decisions.

2.77 The organization promotes mutual trust and community interests and thereby bringing peace.

2.78 The management provides greater autonomy to subordinates.

2.79 Involvement of employees in the organizational matters is high.

2.80 The organization conducts meetings with employees for mutual understanding.
2.81 Superiors share information with employees in our organization.

2.82 Employees are given opportunities to express their views in our organization.

2.83 There exists joint consultation of job related matters with employees in our organization.

2.84 Importance is given to employee participation to draft rules, procedures and regulations in our organization.

2.85 Employees are made to participate in management at different levels.

X. Grievance Handling

2.86 The grievances of employees in our organization are less.

2.87 The organization has good machinery for the redressal of grievance.

2.88 No employee feels that injustice has been done to him/her.

2.89 The company provides scope for appeal against redressal of grievance.

2.90 The employees have a sense of fair chance to ventilate their grievance.

2.91 The management is really keen to redress the grievances.

2.92 Superiors find time to solve employee grievances in our organization.

XI. Social Relevance of Work

2.93 Employees are satisfied with the quality of products/services that our organization provides.

2.94 Employees are happy about the organization’s contribution to the society.
2.95 Employees have improved their standards of living through this organization.

2.96 Satisfaction of employees’ lives comes from their work in this organization.

2.97 Employees’ sense of dignity and respect has improved through this organization.

2.98 The organization is functioning as a socially responsible unit.

2.99 Job in this organization enhances my social prestige.

2.100 There is a match of work life with social life.

3. State your level of acceptance towards the impact of quality of work life on the following:

<table>
<thead>
<tr>
<th>Impact</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1 Improves HRD climate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.2 Reduces employee absenteeism and turnover</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.3 Increases job satisfaction</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.4 Increases productivity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.5 Reduces wastages and damages</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.6 Creates industrial relations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.7 Builds greater loyalty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.8 Enables organizational stability</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.9 Helps team spirit</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.10 Improves physical and mental health</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
4. If you have any problems with regard to quality of work life of employees in your company, kindly specify them.

-------------------------------------------------------------------------------------------
-------------------------------------------------------------------------------------------
-------------------------------------------------------------------------------------------
-------------------------------------------------------------------------------------------
-------------------------------------------------------------------------------------------

5. What do you suggest to improve the quality of work life of employees in your organization?

-------------------------------------------------------------------------------------------
-------------------------------------------------------------------------------------------
-------------------------------------------------------------------------------------------
-------------------------------------------------------------------------------------------
-------------------------------------------------------------------------------------------