

## Quality Of Work-Life Of Employees In The Agricultural Sector With Reference To Ambasamudram Taluk

**S Shunmugasundaranatchiar**, Reg. No. 11284, Part-time Research Scholar, P.G. & Research Centre for Commerce, Thiruvalluvar College, Papanasam. Affiliated with Manonmaniam Sundaranar University, Tirunelveli.

**Dr. S. Sudalaiyandi Principal (Ret.)**, Department of Commerce, Ambai Arts and Science College, Ambasamudram.

### Abstract:

The Quality of Work Life is very significant in the context of a commitment to work, motivation and job performance. It is also meant to facilitate the gratification of human needs and goal achievement. Work-life naturally means the life of workers, physical and intellectual, in their work environment in office or factory or field-working. Quality of work life is a Person's life. It covers a person's feelings about every dimension of work, including economic rewards and benefits, security, working condition, Organizational and interpersonal relations and their intrinsic meaning in a person's life. Therefore, we can say Q.W.L. is concerned with improving life at and outside work. The present study is to analyse the Quality of work-life of employees in the Agricultural sector with reference to Ambasamudram Taluk.

**Key Words:** Agriculture, employment, Quality of work-life of employees, Ambasamudram Taluk

### 1. Introduction

Agriculture and the allied sector contribute 17.2 per cent to the country's GVA (Gross value added), contributing about 44 per cent in employment.<sup>1</sup> This shows that though agriculture's contribution to the national income has come down over the years, it is still the country's largest employer. The term disguised employment has also been derived from this sector only as the marginal productivity of an agricultural worker is only sometimes positive. The number of people

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<sup>1</sup> Ministry of Statistics and Programme Implementation, 2019 and Report of National Statistical Office, 2019

employed in this sector is dynamic. So their wages, working environment, job satisfaction and quality of work-life are important.

Quality of Work Life is how individuals can satisfy their important personal needs while employed in the agricultural industries. They are interested in enhancing employees' Quality of Work-Life and generally try to instil in employees feelings of security, equity, pride, internal democracy, ownership, autonomy, responsibility and flexibility. They try to treat employees in a fair and supportive manner, open communication channels at all levels, offer employees opportunities to participate in decisions affecting them and empower them to carry on with their assignments. It has also been associated with organisational changes aimed at increasing job widening (greater horizontal task flexibility) and job enrichment (greater vertical task flexibility, including the taking on new responsibilities formerly undertaken by supervisory or managerial personnel). Crucially, the idea is that of attaining higher levels of involvement and, thereby, motivation by improving the attractiveness of the work itself rather than through improving the terms and conditions of work (Hertzberg). Quality of life phenomena explored in early studies included job satisfaction (measured by employee turnover, absenteeism or attitude surveys), organisational climate and learning new tasks.

### **Determinations of Quality of Work Life:**

- To increase individual productivity, accountability and commitment.
- For better teamwork and communication.
- For improving the morale of employees.
- To reduce organisational stress.
- To improve relationships both on and off the job.
- To improve safe working conditions.
- To improve employee satisfaction.
- To strengthen workplace learning.
- To better manage ongoing change and transition.

## **2. Profile of Study Area**

Ambasamudram Taluk of Tirunelveli district has a total population of 428,031 per the 2011 Census. Out of which 210,447 are males while 217,584 are females. In 2011 total of 116,698 families were residing in Ambasamudram Taluk. The Average Sex Ratio of Ambasamudram Taluk is 1,034. As per Census 2011, out of the total population, 57.3% live in Urban areas, while 42.7% live in rural areas. The average literacy rate in urban areas is 87.7%, while that in rural areas is 82.2%. Also, the Sex Ratio of Urban areas in Ambasamudram Taluk is 1,040, while that of Rural areas is 1,025. The population of Children 0-6 years in Ambasamudram Taluk is 43962, 10% of the total population. There are 22431 male children and 21531 female children between 0-6 years old. Thus as per the Census 2011, the Child Sex Ratio of Ambasamudram Taluk is 960, less than the Average Sex Ratio (1,034) of Ambasamudram Taluka. The total literacy rate of Ambasamudram Taluk is 85.33%. The male literacy rate is 81.76%, and the female literacy rate is 71.55% in Ambasamudram Taluk.

Table 1

The population of Details of Ambasamudram Taluk

Sl.No	Category	Male	Female	Total
1	Main Workers	1,11,422	73,889	1,85,311
2	Cultivators	10,467	1,957	12,424
3	<b>Agriculture Labourers</b>	<b>23,591</b>	<b>11,371</b>	<b>34,962</b>
4	Household Industries	4,831	39,277	44,108
5	Other Workers	72,533	21,284	93,817
6	Marginal Workers	11,962	10,330	22,292
7	Non-Working	87,063	1,33,365	2,20,428

(Source: Census 2011 Data - censusindia.gov.in)

### 3. Review of Literature

**S.Subhashini & Dr C.S. Ramani Gopal (2018)**,<sup>2</sup> the researcher in their study, focused on the factor influencing the qwl of agricultural workers and the level of satisfaction of agricultural workers on the present level of QWL. The study's results revealed areas where the landlords need to concentrate on bringing about a better quality of work-life, thereby satisfying the women's workforce.

**Algirdas (2017)**<sup>3</sup> started to prepare a paper with the purpose is to develop the concept of quality of working life and designing a systematic set of empirical indicators. In the paper, the researcher mentioned four main dimensions of QWL – the quality of the working environment, job satisfaction, personality and personal happiness. Six of the most important work environment factors (pay, safety, the balance of the working and non-working life, relationships, growth and self-realisation) have been set as the indicators for empirical studies.

**Devappa Renuka Swamy (2016)**<sup>4</sup> the researcher identified Nine significant dimensions were identified based on factor analysis, Work environment, Organization culture and climate, <sup>5</sup>Relation and cooperation, Training and development, Compensation and Rewards, Facilities, Job satisfaction and Job security, Autonomy of work and Adequacy of resources. Using these nine components of QWL, a questionnaire was designed and used to measure the QWL of the employee. The analysis revealed that nine dimensions together explained 82.24% of the total variance.

#### 4. Statement of Problem

The success of any organisation is highly dependent on how it attracts, recruits, motivates and retains its workforce. Today's organisations need to be more flexible so that they are equipped

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<sup>2</sup> **S.subhashini & Dr.C.S.Ramani gopal(2018)**“quality of work life among women employees working in garment factories in coimbatore district”, Asia pacific journal of research, vol: I issue xii.pp 22 – 29.

<sup>3</sup>**Algirdas (2016)**” quality of work life concept and empirical indicators”, intelektinė ekonomika **intellectual economics vol. 8, no. 1(19), p. 8–24**

<sup>4</sup> **Devappa renuka swamy (2017)** “quality of work life: scale development and validation”, **international journal of caring sciences, volume 8 issue 2.**

to develop their workforce and enjoy their commitment. Therefore, organisations must adopt a strategy to improve the employees' work-life (QWL) quality to satisfy both the organisational objectives and employee needs. Agriculture and related activities have held a significant share of our national income. Over two-thirds of the working population in India is engaged directly in the agricultural sector. As per the estimate, about 44 per cent of the working population is engaged in agriculture. Hence the present study analyses employees' work-life quality in the Ambasamudram taluk.

### 5. Objectives of the study

- ✓ To analyse the Quality of work-life of employees in the Agricultural sector in the study area.
- ✓ To evaluate the factors influencing the quality of work-life of agricultural employees.

### 6. Null and Alternative Hypotheses

**H<sub>0</sub>**: The selected factors are not influencing employees' work-life quality in the agricultural field.

**H<sub>1</sub>** The selected factors influence employees' work-life quality in the agricultural field.

### 7. Scope of the study

The scope of the study is confined to providing a better understanding of the Quality of work-life perceived by the employees working in the agricultural sector in Ambasamudram taluk. The researcher has chosen agricultural sector employees for the study on "Quality of work-life" because past researchers concentrated their studies on bank employees, medical, academic, industries and other areas. This study helps us to understand the employees' perception of the quality of work-life in their field. A better quality of work-life among the employees working in the agricultural sector is important. The study covers the selected respondent's perception of their quality of work-life and the factors influencing their quality of work-life.

## 8. Methodology

Agricultural workers in the Ambasamudram taluk constituted the sampling frame. As per the 2011 census, there are 34,962 agricultural workers in the taluk and most of the agricultural land in the rural area. Hence, the researcher selected six rural areas: Aaladiyur, Adayakarungulam, Brammadesam, Kodarangkulam, Mannarkovil and Singampatti. The researcher constructed a strong interview schedule based on previous studies and consulted with field experts. Then the researcher selected 25 respondents from each village, and 150 respondents were selected and collected the data successfully with the help of the instrument. While selecting respondents, the researcher adopted a simple random sampling technique.

## 9. Limitations

- ⇒ The sample size is limited due to time and cost constraints
- ⇒ The scope of the study is restricted to Ambasamudram taluk only.

## 10. Data Analysis and Interpretation

**Table 2**  
**Demographic Profile of Respondents**

Characteristics		Frequency	Percentage
Gender	Male	97	55.43
	Female	78	44.57
Age	Below 30 Years	39	22.29
	30 – 45	84	48.00
	Above 45 Years	52	29.71
Religion	Hindu	148	84.57
	Christian	15	8.57
	Muslim	12	6.86
Education	SSLC	32	18.29
	Higher Secondary	47	26.86
	Graduate	64	36.57

	Post Graduate	32	18.29
<b>Family Size</b>	Small (1 – 4)	52	29.71
	Medium ( 4 -7)	79	45.14
	Large ( More than seven)	44	25.14
<b>Livestock</b>	Cows	62	35.43
	Bullock	39	22.28
	Both	74	42.29
<b>Assets</b>	Television	139	79.43
	Two-wheelers	128	73.14
	Four-wheelers	27	15.43
	Mobile	165	94.29

(Source: Primary data)

It is obvious from Table 2 that 55.43 per cent of respondents are male, and the remaining 44.57 per cent are female. A maximum of 48 per cent of respondents were 30 – 45, followed by those above 45 and below 30 years. Further, they found that 84.57 per cent of respondents are Hindu, 36.57 per cent of respondents are graduates, 45.14 per cent of respondents have medium-sized families and 42.29 per cent of respondents have cow and bullock. Moreover, it is known that 79.43 per cent of respondents have television, 73.14 per cent have Two-wheelers, 94.29 per cent have mobile phones, and only 15.43 per cent have four-wheelers.

**Table 3**

**Factors Influencing Quality of Work Life of Agricultural Employees**

Sl.No	Variables	Mean	S.D	C.V	“t” value	Rank
1.	Adequate and Fair Compensation	3.817	1.018	26.656	49.627	I
2.	Safe and Healthy Working Environment	3.074	1.237	40.221	32.890	V
3.	Opportunity to Growth and Security	3.686	1.393	37.799	34.998	IV
4.	Social Relevance of Work Life	3.309	1.534	46.358	28.536	IX
5.	Work-Life Balance	3.651	1.208	33.072	40.000	III

6.	Work Schedule	2.880	1.261	43.769	30.224	VIII
7.	Interpersonal Relationship	2.509	1.044	41.627	31.779	VI
8.	Social responsibilities	3.909	1.068	27.329	48.405	II
9.	Workplace learning	3.326	1.547	46.517	28.438	X
10.	Impact on personal life	3.034	1.442	47.523	27.837	XI
11.	Job satisfaction	2.737	1.179	43.078	30.709	VII

Table 3 reveals the ranking of factors influencing agricultural employees' work-life quality in the study area. The first rank is given to the factor "Adequate and Fair Compensation" with a mean score of 3.817, S.D 1.018, C.V 26.656 and "t" value of 49.627. The second rank was assigned to "Social responsibilities" with the "t" value of 48.404, the third rank agreed to the factor "Work-Life Balance", the fourth rank was allocated to "Opportunity to Growth and Security", and the fifth rank was given to the factor "Safe and Healthy Working environment".

**Table 4**  
**Coefficients**

Particulars	Unstandardised Coefficients		Standardised Coefficients	"t"	Sig.
	B	Std. Error	Beta		
(Constant)	-3.836	1.193		-3.378	.005
Adequate and Fair Compensation	-4.203	2.125	-1.173	-3.630	.005
Safe and Healthy environment	.328	.082	.338	4.007	.000
Opportunity for Growth and Security	4.522	2.169	1.028	6.129	.008
Social Relevance of Work Life	1.028	.149	1.035	6.876	.000
Work-Life Balance	-.456	.079	-.480	-5.750	.000
Work Schedule	.328	.099	.286	3.321	.001
Interpersonal Relationship	.685	.192	.611	3.575	.000
Social responsibilities	.056	.168	.072	.334	.739
Workplace learning	.074	.074	.089	1.002	.318



Social relevance	.184	.089	.181	2.063	.041
Job satisfaction	-.259	.056	-.256	-4.608	.000

Table 5

Anova						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	190.990	12	15.916	43.668	.000 <sup>b</sup>
	Residual	59.044	162	.364		
	Total	250.034	174			

Table 6

Model	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	.874 <sup>a</sup>	.764	.746	.60371

Tables 5, 6 and 7 indicate the regression coefficient between the independent variable respondents' perception towards their work-life quality and the factors influencing the work-life of agricultural employees. The "R" value is 0.874, the "F" value is 43.668, and the corresponding significance value is 0.000 at a 95 per cent confidence level. Hence, there is a good correlation between the dependent and independent variables. Moreover, the significance value of nine independent variables out of eleven is less than 0.05; for the remaining two variables, namely, Social responsibilities and Workplace learning, the corresponding significance value is more than 0.05. It is concluded that selected independent variables influence the work-life quality of the selected agricultural employees in the stud area.

## 11. Findings

- The researcher found that a maximum of 55.43 per cent of respondents are male and come under the age group of 30 – 45 years.
- It is found that 36.57 per cent of respondents are graduates and 18.29 per cent postgraduates
- It is understood that respondents have 4 -7 members in their family.
- It is known that 42.29 per cent of respondents have cow and bullock.

➤ The researcher concluded that selected independent variables influence the work-life quality of the selected agricultural employees in the stud area.

## 12. Suggestions

- Agricultural employees should have workplace learning opportunities to improve their performances.
- Work Schedule or the working hour's favour of the agricultural employees
- Agricultural employees should develop Interpersonal Relationship
- They should be aware of social responsibilities and society and give importance to agriculture and agricultural employees.
- The authorities should take the necessary steps to increase agricultural employees' productivity so they can grow in their careers.

## 13. Conclusion:

Quality of Work Life plays a vital role in Human Resource Management. QWL creative awareness of workers in a successful Organization. QWL in India can be improved through various instrumentalities like education and training, employee communication, union participation, research projects, and appreciation of changing environment. A good human resources practice would encourage all employees to be more productive while enjoying work. Therefore, QWL is becoming an important human resources issue in all industries. The Quality of Work Life intends to develop, enhance and utilise human resources effectively, to means not only physical output but also the worker's behaviour in helping their colleagues solve job-related problems, team spirit and accepting temporary unfavourable work conditions without complaints. An assured good Quality of Work-Life will not only attract young and new talent but also retain the existing experience talent. improve the Quality of products, services, and productivity, reduce the cost of production per unit of output and satisfy the workers' psychological needs for self-esteem, participation, recognition, etc., Improved Quality of Work-Life leads to improved performance.

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