

## Contents

DECLARATION BY THE RESEARCH SCHOLAR .....	I
CERTIFICATE BY THE SUPERVISOR .....	II
ACKNOWLEDGMENT.....	III
ABSTRACT.....	IV
CHAPTER-1 .....	6
Introduction .....	6
Quality of Work life (QWL).....	6
Need of the Study.....	18
CHAPTER-2 .....	20
Safe and Healthy Working Environment.....	26
Ways to create a healthy workplace environment.....	27
Adequate Income and Fair Compensation .....	29
Opportunity to use and develop Human Capacitates .....	29
Opportunity of Growth and Security .....	30
Social Integration in Organizations.....	30
Total Life and Work Space .....	31
Social Relevance of Work Life .....	31
Constitutionalism .....	32
QWL And Job Satisfaction .....	32
Job Satisfaction.....	37
Impacts of QWL on job satisfaction.....	41
Mechanism of Life Satisfaction .....	43
Measurement of Life Satisfaction .....	49
Research Gaps.....	50
CHAPTER-3 .....	51
Research Method and Procedure .....	51
Need of The Study .....	51
Scope of The Study .....	52
Objectives of The Study .....	52
Hypotheses of The Study .....	52
Research Phases .....	53
Research Methodology.....	55
Research Design .....	56
Sample Size determination .....	58

Data Collection .....	59
Tools and Techniques .....	59
Factor Analysis.....	59
Conclusion.....	64
CHAPTER-4 .....	65
Results & Analysis.....	65
Chapter-5 .....	118
Conclusions, Limitations, Implications and Future Study.....	118
Summary of the Results.....	118
Summarizing demographic & psychographic outcomes .....	118
Revisiting the Objectives.....	119
Relationship between Quality of Work Life and Job Satisfaction .....	120
Relationship between Quality of Work Life and Life Satisfaction .....	121
Life on Job Satisfaction and Life Satisfaction of employees.....	121
Impact of Quality of Work Life on Job Satisfaction .....	122
Impact of Quality of Work Life on Life Satisfaction .....	122
Implications of the Study .....	123
Suggestions for the Management .....	123
Suggestions for the Employees .....	124
Suggestions for the SME's department .....	124
Limitations of the study .....	125
Scope for Future Research .....	125

## List of Tables

Table 1: Total no f MSME.....	18
Table 2: Standardized Scale .....	54
Table 3: Construct/Variable .....	54
Table 4:Experiential Survey.....	55
Table 5:Target Population.....	57
Table 6:Sampling Technique .....	58
Table 7: Summary of sampling data .....	58
Table 8: Reliability Score.....	61
Table 9: Research Design .....	63
Table 10:Industry Type .....	65
Table 11:Gender.....	66
Table 12:Experience .....	67
Table 13:Marital Status.....	68
Table 14:Educational Qualification .....	69
Table 15:Functional Areas .....	70
Table 16:KMO and Bartlett's Test .....	71
Table 17:Communalities .....	72
Table 18:Total Variance Explained .....	74
Table 19:Rotated Component Matrix.....	75
Table 20:Reliability Analysis (Construct wise).....	78
Table 21: Adequate and Fair Compensation.....	79
Table 22: Safety and Health Working Conditions .....	80
Table 23: Opportunities to develop skills and capacities .....	81
Table 24: Opportunities of Growth and Security (Section A4).....	82
Table 25 :Social Integration in work Organization .....	83
Table 26: Constitutionalism (Respect to the Laws) within the organization (Section A6) .....	84
Table 27:Work and total life space (Section A7) .....	85
Table 28: Social Relevance of work (Section A8) .....	86
Table 29: Adequate and Fair Compensation (Section (A).....	87
Table 30: Safe and Healthy Working Conditions (Section A2) .....	88
Table 31: Opportunities to develop skills and capacities .....	89
Table 32:Opportunities of Growth and Security (Section A4) .....	90
Table 33:Social Integration in Work Organization .....	91
Table 34:Constitutionalism (Respect to the Laws) within the organization (Section A6) .....	92
Table 35:Work and total life space (Section A7) .....	93
Table 36:Social Relevance of Work (Section A8).....	94
Table 37:Pearson Correlation between Quality of Work Life and Job Satisfaction .....	95
Table 38:Pearson Correlation between Quality of Work Life and Life Satisfaction .....	96
Table 39:Job Satisfaction .....	97
Table 40:Life Satisfaction .....	98
Table 41:Safe and Healthy Working Environment .....	99
Table 42:Job Satisfaction and Life Satisfaction .....	100
Table 43:Job satisfaction (H03) .....	101

Table 44:Life satisfaction (H03) .....	101
Table 45:Job Satisfaction (H04) .....	102
Table 46:Life Satisfaction(H04) .....	103
Table 47:Job satisfaction (H05) .....	104
Table 48:Life Satisfaction (H05) .....	104
Table 49: Job Satisfaction (H06) .....	105
Table 50:Life Satisfaction (H06) .....	105
Table 51:Job Satisfaction (H07) .....	107
Table 52:Life Satisfaction (H07) .....	107
Table 53: Job Satisfaction(H08) .....	108
Table 54: Life Satisfaction(H08) .....	109
Table 55: QWL and overall Job Satisfaction .....	109
Table 56: QWL and life satisfaction .....	111
Table 57: Descriptive Statistics .....	112
Table 58: Model Summary .....	112
Table 59: ANOVA Table.....	113
Table 60: Coefficients .....	113
Table 61: Descriptive Statistics .....	115
Table 62:Model Summary.....	115
Table 63:ANOVA.....	115
Table 64: Coefficients .....	116

## List of Figures

Figure 1 : Walton Model .....	8
Figure 2:Industry Type.....	65
Figure 3:Gender.....	66
Figure 4:Experience .....	68
Figure 5:Marital Status .....	68
Figure 6:Educational Qualification .....	69
Figure 7:Functional Areas .....	70
Figure 8:Scree Plot.....	73
Figure 9:Adequate and Fair Compensation .....	79
Figure 10: Safety and Health Working Conditions .....	80
Figure 11 : Opportunities to develop skills and capacities .....	81
Figure 12: Opportunities of Growth and Security (Section A4) .....	82
Figure 13: Social Integration in work Organization .....	83
Figure 14 : Constitutionalism (Respect to the Laws) within the organization (Section A6) .....	84
Figure 15: Work and total life space (Section A7) .....	85
Figure 16: Social Relevance of work (Section A8) .....	86