

**RELATIONSHIP OF DEMOGRAPHIC PROFILE AND QUALITY OF WORK LIFE OF  
REGISTERED CONSTRUCTION WORKERS IN TIRUNELVELI DISTRICT**

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**Abstract:**

Quality of Work Life (QWL) is balancing between personal and work life which ensures construction productivity and workers job satisfaction. This research focuses on the relationship between QWL and demographic characteristics of registered construction workers. The dimensions of QWL used as work load, family life, wage policy, colleagues & supervisors career growth & working conditions. Data gathered from the 16 taluks over 592 workers and ANOVA one way used for the data analysis. The result showed there is no significant relationship between the QWL and the six demographic profile variables in Tirunelveli District. But the other 14 variables are not accepted and rejected. Therefore the 14 variables are more influencing the QWL of the registered construction workers in the study area.

**Key words:** Quality of Work Life, demographic variables, registered construction workers.

**Introduction:**

The construction industry is one of the oldest industries in India, which employs a large number of workers of poor economic status (**Dhar 2014**). Quality of Work Life is the favorable conditions and environments of a workplace. QWL among factory workers will lead to better wellbeing of the workers and the society. The management's appreciation of the employees with high commitment and positive work attitude would contribute greatly to firm's success and would create support for the workers quality of work life (**Sarina Muhamad Noor and Adli Abdullah, 2012**). The QWL affects the satisfaction level of the workers. There is a high level of satisfaction among the workers regarding the QWL in the organization where adequate income and fair compensation, safe and healthy working conditions, constitutionalism in work organization and social relevance of work exist (**Gupta and Sharma 2011**). **Barkha Gupta (2015)** stated that people can deliver their best potential if the QWL is improved and satisfactory. **Mehrotra and Khandelwal (2015)** examined the demographic variables such as gender and salary play a vital role in the study of QWL on the employees and investigated that whether there is any relationship and association existing between gender and salary or not. **Alireza Bolhari et.al., (2011)** investigated that the relationship between the QWL and demographic characteristics among the Employees. The result of the same study revealed that there is no significant relation between gender and QWL, but relationships between QWL and age, work experience and income were found. The QWL among registered construction workers is the research gap that needs to be addressed. Hence, this research is concentrated to study the relationship between demographic variables and QWL of registered construction workers in Triunelveli district.

**Objectives:**

To analyze the relationship between demographic profile and quality of work life of the registered construction workers in Tirunelveli district.

**Hypothesis:**

**H<sub>0</sub>:** There is no significant relationship between the Quality of Work Life and the demographic profile variables in Tirunelveli District.

**Methodology:**

Researcher has adopted “Krejcie & Morgan sample method for the determination of sample size given by Krejcie, R.V. and Morgan, D.W (1970). According to Morgan sample determination, the recommended sample size for the confidence level of 99% and a margin of error (degree of accuracy) of 0.05% would be 594. Therefore the present study consisted of 594 registered construction workers as sample. These 594 samples were chosen based on stratified random sampling method.

**Data collection:**

This study is analytical and descriptive in nature, which includes both primary and secondary data. The primary data were collected by the researcher through well structured and existing research findings. The secondary data are collected from census report 2011, statistical handbook of Tirunelveli district 2018, articles, books etc.

**Analysis and Result of the Study:****Table: 1.1 – One-Way ANOVA for Demographic Profile and Quality of Work Life**

<b>Demographic Profile</b>	<b>Work Load</b>	<b>Family Life</b>	<b>Wage Policy</b>	<b>Colleagues &amp; Supervisors relationship</b>	<b>Career Growth &amp; Working Conditions</b>	<b>Overall</b>
Gender	0.177	0.009*	0.433	0.548	0.331	0.202
Marital Status	0.006*	0.055*	0.510	0.446	0.055*	0.200
Age	0.000*	0.000*	0.022*	0.209	0.071	0.050*
Qualification	0.035*	0.178	0.064	0.204	0.047*	0.105
Religion	0.372	0.003*	0.188	0.058	0.002*	0.081
Type of Family	0.406	0.553	0.619	0.352	0.239	0.434
Type of House	0.069	0.022*	0.204	0.230	0.001*	0.110
Residential Place	0.365	0.287	0.180	0.011*	0.175	0.203
Residential Status of Accommodation	0.165	0.004*	0.233	0.115	0.008*	0.105
Occupation	0.000*	0.000*	0.165	0.003*	0.000*	0.033*
Experiences	0.027*	0.109	0.032*	0.048*	0.016*	0.046*
Agreement of work	0.237	0.322	0.033*	0.134	0.519	0.249
Nature of Employment	0.000*	0.051	0.165	0.142	0.000*	0.072
Reason for Migration	0.000*	0.001*	0.283	0.336	0.177	0.159
Nature of Job	0.000*	0.000*	0.004*	0.000*	0.016*	0.004*
Income	0.000*	0.219	0.016*	0.290	0.004*	0.106
Expenditure	0.000*	0.044*	0.003*	0.102	0.000*	0.030*
Savings	0.236	0.115	0.136	0.179	0.015*	0.136
Debt	0.036*	0.035*	0.010*	0.018*	0.005*	0.021*

Source: Field survey

\*Significant value

To test the relationship between demographic profile and quality of work life One-way ANOVA test has been employed. For this purpose the hypothesis also framed.

H0: There is no significant relationship between the Quality of Work Life and the demographic profile variables in Tirunelveli District.

The following demographic profile variables like gender, marital status, age, qualification, religion, type of family, type of house, residential place,, residential status of accommodation, occupation, experiences, working under any contractor, nature of employment, reason for migration, nature of job, income, expenditure, savings and debt are tested. The One-way ANOVA result reveals that among the 20 variables only six variables are statistically significant at 5% level. Therefore the second hypothesis namely there is no significant relationship between the Quality of Work Life and the demographic profile variables in Tirunelveli District” is valid only six factors like age, occupation, experience, nature of job, expenditure and debt. Hence there is no significant relationship between the Quality of Work Life and the six demographic profile variables in Tirunelveli District. But the other 14 variables are not accepted and rejected. Therefore the 14 variables are more influencing the Quality of Work Life of the construction industry workers in the study area.

### **Conclusion:**

The study reveals that the demographic profile of construction industry workers and quality of work life in Tirunelveli district has relationship with many socio-economic variables. Hence the One-way ANOVA test has been employed and the result shows that, six factors like age, occupation, experience, nature of job, expenditure and debt. Hence there is no significant relationship between the Quality of Work Life and the six demographic profile variables in Tirunelveli District. The remaining 14 variables are more influencing the Quality of Work Life of the construction industry workers in the study area.

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