



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107

An Autonomous Institution

Accredited by NBA – AICTE and Accredited by NAAC – UGC with ‘A’ Grade

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA314- HUMAN RESOURCE PLANNING

II YEAR /IV SEMESTER

Unit : 2 Organizational Workforce

Quality for Work Life

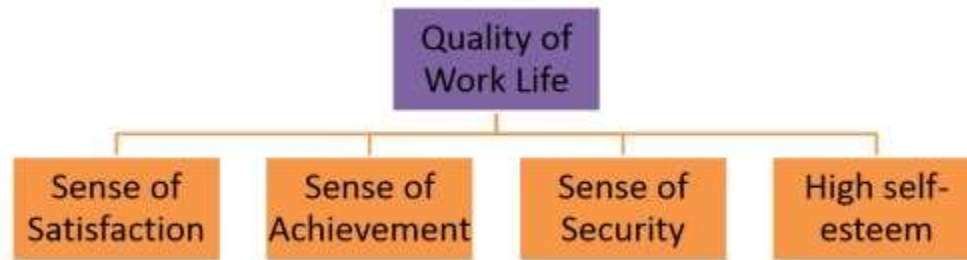


Quality of Work Life (QWL)

- Quality of work life (QWL) refers to the favourableness or unfavourableness of a job environment for the people working in an organisation.









Characteristics of QWL

1. Attitude of the Employee
2. Fair Compensation and Job Security
3. Personal and Career Growth Opportunities
4. Balance between Personal and Professional Life
5. Nature of Job
6. Level of Stress
7. Risk and Reward
8. Participative Style of Leadership
9. Career Prospects



Major Issues

- i) Pay – Employees must be properly remunerated and equity must be maintained during reward management.
- (ii) Benefits – Employer needs to look at providing benefits due, to the employees. For example, profit share, Bonus, performance incentives
- (iii) Security – Employees need to have permanent tenure which should be properly and effectively managed by the employer.
- (iv) Work Schedules – Work schedules need to be prepared with the participation of employees. During preparation of these schedules,
- v) Occupational Stress – Occupational stress is a matter of concern, as the individuals suffering from this cannot enjoy their work.
- vi) Empowerment – Employees needed to be given scope to participate in the decision-making process, particularly on matters which affect their interests.
- vii)Recognition and Social Integration – Recognizing individual and group achievements brings a sense of belongingness among employees.
- viii) Social Aspect of Life – The work should not negatively affect the life of workers.



RECAP

QUESTIONS???

THANK YOU