



CERTIFICATE

This is to certify the project work entitled
“QUALITY OF WORKLIFE”

Is done by

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As a part of their Curriculum in the Department of Commerce

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ANNEXURE -1

DECLARATION

I here by declare that the project entitled "QUALITY OF WORKLIFE" is an original work done by me and has been submitted to the Department of Commerce Osmania University, Hyderabad in partial fulfilment for the award of the Degree of Bachelor of Commerce (Computer Applications).

This report has not been submitted anywhere else for award of any other degree or diploma or certificate.

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Signature of the student

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ABSTRACT

The aim of this study was to determine the level and relationship between qualities of work life (QWL) with career-related variables. The sample consists of 475 executives from the electrical and electronics industry in the free trade zones in Malaysia for both the multinational corporations (MNCs) and the small-medium industries (SMIs). The selection of respondents using stratified random sampling technique involves a complete list of industrial firms registered with Malaysian Industrial Development Authority (MIDA). Construct validity and discriminate validity were conducted on the instruments. Three exogenous variables were studied. The result indicates that the three exogenous variables are significant: career satisfaction, career achievement and career balance with 63% of the variance in QWL. The respondents appeared to be satisfied in respect to the level of QWL (49.5%), career achievement (70.3%), career satisfaction (63.8%), but less so for career balance (36.6%). These findings contribute to an understanding of ways by top management in attempts to attain a career fit between the needs of the employees and the needs of the organization. The role QWL plays in organizations is an understudied issue. The present study opens an avenue for more studies in this direction.

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CONCLUSIONS

After conducting an intense study on quality of work life in **Heritage Foods (India) Limited**, the following conclusions are derived. Organization should focus on the benefit that are aimed to words self improvement of the employees. Organization need to maintain the appropriate balance of work. Opportunity for career growth should improve. Benefits provided by the organization are very good to satisfy the employee personal needs. Teamwork in the organization is very good. Organization should focus on the training sessions in order to motivate the employees. Organization need to provide scope for the employee development. There is no discrimination at work place. The relationship with superior at workplace is good. On the whole the quality of work life good.