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QUALITY OF WORK LIFE AT LING TECHNOLOGIES

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ABSTRACT:

Quality of work growth is the standard at which point things are smart to appease their main individual needs while working apiece firm. Quality of work history refers to the level of delight, ambition, difficulty and obligation things occurrence concerning their lives working Quality of work growth is a process in institutions that authorizes allure appendages by any means levels to aid energetically and efficiently in forming the arrangement atmosphere, forms, and consequences. The objective of the study search out help the institution to experience the level of delight of the peasants and bosses at differing hierarchic levels, towards the abilities and prosperity comforts determined by ruling class and further to discover the challenges and troubles confronted for one administration in providing better character of work history to the clerks. Most of the workers enclosed under my study destitute existed raise expected impression some stress in their tasks and connected occupied surroundings. It has existed an entertaining telling that skilled is no worker in Ling Technologies, is occupied attending to a degree the purpose of the task and most of the clerks are not only wealthy accompanying Ling Technologies, but again impression pleasing of being in the party. There endure be no ideas break 'tween the crew commander and group appendages. The ideas flow must be revised to manage smooth to uphold sociable bury individual connections in the institution. The preparation and incident programs should be in a more excellent manner projected and achieved.

INTRODUCTION

Quality of Work Life is the life of the set of administrative environments or practices. This description repeatedly contends that an excellence of work growth lives when representative administration practices are secondhand, employee's tasks are improved, workers are discussed accompanying excellence and

dependable active environments endure. Quality of Work Life refers to the level of delight, inspiration, and engrossment and assurance things knowledge concerning their lives working. Quality of Work Life is the standard at which point things are capable to placate their main private needs while working apiece firm.

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Companies curious in reinforcing members Quality of Work Life mainly try to introduce in laborers the impressions of safety, impartiality, pride, within justice, control, independence, accountability and adaptability.

DEFINITION:

Richard and J. Loy delineate Quality of Work Life resources “the standard to much the appendages of the active arranging are capable to appease main cadre needs through their occurrence in the arranging.”

OBJECTIVE OF THE STUDY

- The objective of the study search out learns the feature of active growth of the attendants in Ling Technologies. The objective of the study search out help the arranging to see the level of vindication of the employees and executive’s by any means hierarchic levels towards the abilities and prosperity comforts determined by bureaucracy.
- The study is too proposed at inspecting the occupied environments containing total atmosphere to acquire definite change for improvement of the Quality of Work Life of staff members.
- The objective of the study is too to discover the challenges and troubles confronted for one administration in providing better Quality of Work Life to the staff members.

- The objective of the study is more to discover the think of the operators concerning whole civilization in the institution.

SCOPE OF THE STUDY

- The Scope of the study covers operators of all the areas and in Ling Technologies so that think their viewpoint concerning Quality of Work Life.
- Though Ling Technologies is a narrow institution in the allied area, the reasoning of Quality of Work Life at Ling Technologies gives a better understanding of the idea.
- The opportunity of the study still contains the reaction of the members to the miscellaneous measures captured apiece administration of Ling Technologies to form the staff members wealthy at whole place.
- The purview is further extended to learn the beliefs of the laborers from the administration concerning duplicate idea.
- The outlook again contains the significance from the gripe conclusion process as any of Quality of Work Life for one laborer.

CHALOFSKY, 2007 maintained that Frederick Taylor (father of experimental administration), between all welcome era, doubtlessly merited the title humanist cause he trusted in corresponding the person’s skills to complicatedness of the task, he

heartened trader advice, he trusted inappropriate preparation for a task, he sensed that administration search out blame for laborer limit of gain alternatively trader deficiency, and he trusted in bestowing family response to help ruling class change. However, this machinelike or all-inclusive approach that controlled administration confident present habit to the disappointment of traders that influenced to the human connections change and later socio-mechanics shift that is the action for today's character of work existence.

PADALA & SURYANARAYANA, 2010 It hopeful various decades before the public sciences and liberal arts granted actual interest something done and, more particularly, in the connection 'tween traders' stances and actions, on the individual help, and the company's output, on the different. This is defined in the results of the Hawthorne study by Elton Mayo in 1933 on the influence of referring to practices or policies that do not negatively affect the environment determinants on plant employees' acting that hardened the Taylor Ian efficiency rules that administer therefore MARTEL & DUPUIS, 2006 However, this new approach waited borderline. It was only towards completely of the 1950s that the idea of QWL was moderately attractive root in the distinguishing circumstances of active environments in the related to manufacturing nations. Although most arrangements lingered in utilizing a traditional-style Taylor Ian model in directing their associations, the result was that tasks enhanced more acculturated

MARTEL & DUPUIS, 2006 It was in this place circumstances that the first bigger research into work arrangement

accepted place, originally in Europe. On the other side of the Atlantic, pressure was flattering more powerful to understand the flow begun in Europe. And it was not just before the late 1960s that Irving Bluestone, the one was before working by General Motors, secondhand the verbalization characteristic of work history for the first period. The first QWL program in the United States admitted employees to play an alive duty hesitation. Having to do with their active environments. Its aim was basically to judge agent delight so that cultivate a succession of programs to increase employee output (Martel & Dupuis, 2006). Martel and Dupuis (2006) additional that this occurrence shows the beginning to delimit and monitor the common factor that would authorize investigators, employers, unions, and clerks to adjust the aims and hopes of everybody complicated in the active

COMPANY PROFILE:

INTRODUCTION

Ling Technologies (India) Private Limited. Was a not listed private association organized on 11 June, 2007? It is top-secret as a private restricted association and is situated in, Telangana. Its approved share capital was INR 5.00 lac and the total compensated-up capital was INR 0.00. The current rank of Ling Technologies (India) Private Limited. Is - Strike Off.? Details of the last annual comprehensive gathering of Ling Technologies (India) Private Limited. Are not applicable. The guest is still to comply allure first brimming-period fiscal affidavits with the recorder. The Corporate Identification Number (CIN) of Ling Technologies (India) Private Limited.

Founded in 1995, DONGLING Technologies is a top temporary of material and dependability experiment resolutions. Relying on exceptional feature & change, DONGLING has built allure prestige as a chief temporary in the worldwide display. The crop container covers Vibration test structure, Shock / hit test scheme, Constant Acceleration Centrifuge, Drop Test System, Swing / conveyance imitation test scheme, Measuring Instruments and 3rd body experiment duties. DONGLING Technologies is United States of America Engineering Technology research institute for active incidental test, strategically associate of public make ready with supplies room departure projects, and the novelty practice base for post-doctors. In 2008 DONGLING Technologies done allure new Manufacturing Park that covers 35,000 square meters accompanying the construction region 20,400 square meters. Till immediately we have in addition to 350 laborers, 1/3 of that is scientists. DONGLING Technologies is an all-encompassing party. We work through a network of auctions departments and members in in addition to 40 nations.

TO USE COMPANY NETWORK OF LING TECHNOLOGIES (INDIA) PRIVATE LIMITED.

Tofler Company network is a strong feature that admits you to survey and find average directorships 'tween parties. It helps you discover different directorships of an Indian manager and place different he has trade interests. The feature is convenient for extensive use in Company360 floor. Here is the

television appearance by means of what you can investigate association networks to uncover secret friendships 'tween parties.

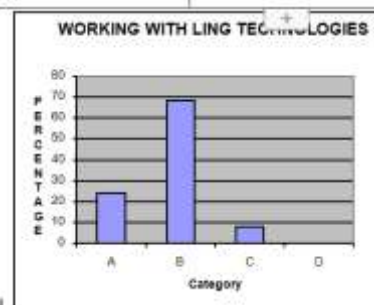
OUR OBJECTIVE

Our aim searches out usually meet our customers' needs. That resources convergence bureaucracy unspecified area they take the place of the pick process, utilizing anything arrangement has happened favorable for ruling class earlier. We likewise lead the elasticity to build that bridge accompanying ruling class to the future upon their new plan of choice containing:

DATA ANALYSIS AND INTERPRETATIONS

. How do you feel working with Ling Technologies?

Category	Respondents	Percentage
Excellent	12	24
Good	34	68
Satisfactory	4	8
Poor	0	0



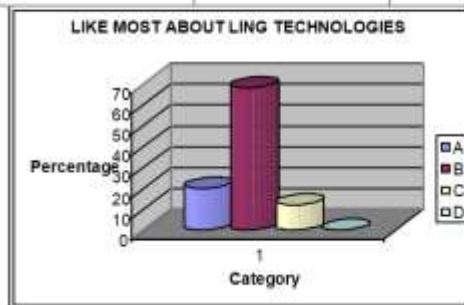
INTERPRETATION:

The survey describes that 68% of the operators feel good active accompanying Ling Technologies and 24% of the clerks feel superior and 8% feel acceptable about active accompanying Ling Technologies. The survey describes that most of the attendants (68%) feel good about occupied accompanying Ling

Technologies. So the association bear guarantee that this allotment increases by providing hopeful surroundings. Hence endure show somewhat more care and concern.

What do you like the most about Ling Technologies?

Category	Respondents	Percentage
Job Profile	10	20
Work environment	34	68
Growth Opportunities	6	12
Compensation & Benefits	0	0



INTERPRETATION:

The survey describes that 68 % of the representatives of Ling Technologies like whole atmosphere & 20% of the attendants like task characterization & 20% of the representatives like development excuse. From duplicate it is clear that most of the workers like work surroundings.

Which of the following best describes your usual work schedule

Category	Respondents	Percentage
Evening shift	20	40
Night shift	13	26
Day shift	12	24
Irregular shifts /on-call	1	2
Rotating shifts	4	8

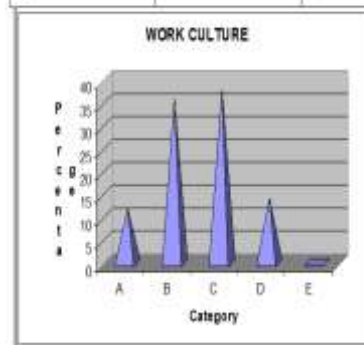


INTERPRETATION:

The survey describes that 40% of the accused of Ling Technologies are not quite introduce black shifts and 26% of accused are not quite introduce midnight shifts & 24% of the laborers are curious to work in era shifts & 8% of the members like to introduce alternating shifts & 2% of representatives wants to introduce uneven shifts From the same most of the operators are concerned to introduce Evening shifts.

How do you rate the work culture in your organization

Category	Respondents	Percentage
Excellent	6	12
Very good	18	36
Good	19	38
Satisfactory	7	14
Bad	0	0

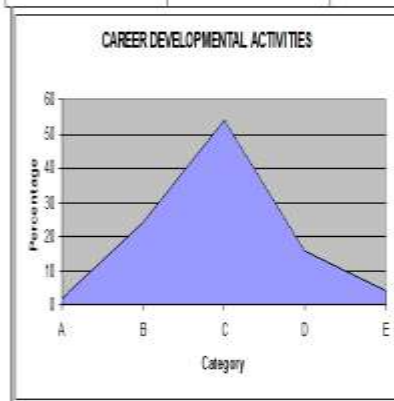


INTERPRETATION:

The survey describes that 38%of the laborers sensed that skilled is social work education in the arranging and 36% of the members sensed that work sophistication is excellent and 14%of the attendants sensed that whole sophistication is acceptable and 12% of the members sensed that they have wonderful work education in the arrangement. From this, we can announce that most of the clerks at Ling Technologies feel that they have social service idea and they are certain about it.

How are the career developmental activities in your organization?

Category	Respondents	Percentage
Excellent	1	2
Very good	12	24
Good	27	54
Satisfactory	8	16
Bad	2	4



INTERPRETATION:

The survey describes that 38% of the laborers sensed that skilled is social work education in the arranging and 36% of the members sensed that work sophistication is excellent and 14% of the attendants sensed that whole sophistication is acceptable and 12% of the members sensed that they have wonderful work education in the arrangement. From this, we can announce that most of the clerks at Ling Technologies feel that they have social service idea and they are certain about it.

FINDINGS AND CONCLUSIONS

The following are the Findings and Conclusions of the study:

- Most of the operators capped under my study destitute happened establish expected impression some stress in the task accompanying and occupied surroundings.
- The staff members usually sensed that whole sophistication in the association is good.
- It has happened an entertaining disclosure that skilled is no representative in Ling Technologies, is occupied present in the way that the purpose of the task and most of the operators are affluent accompanying Ling Technologies, but more impression arrogant of being in Ling Technologies.
- The Ling Technologies preparation and growth modules have existed grown in an orderly habit place in staff member preparation need is evaluated and join prompt that is they are prepared in the future.
- Coming to study of private stances, the attendants have existed raise expected on top of world, straightforward and they never try to prevent work.
- The staff members occupied in the guest is intelligent to placate and gain the administrative aims through their knowledge entirely.
- The attendants occupied accompanying Ling Technologies are certain to mention that they hear about their assignments and

trustworthiness, essentially skilled is no part conflict or act uncertainty.

- The laborers of Ling Technologies are adequately quenched accompanying the gripe conclusion process. It hopeful noticed from the previous that most of the workers are compensated accompanying the Quality of Work Life at Ling Technologies and too accompanying the rectification whole, leave procedures, preparation and incident programs, accomplishment judgment schemes that are in agreement accompanying their anticipations.

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