

Factors Affecting Quality of Life among Married Men and Women Leather Industry Workers in Vellore district of Tamil Nadu: A Case Study

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ABSTRACT

Quality of life refers to the happiness a person receives in the form of physical, mental and psychological aspects. Quality of life is influenced by certain variables. Therefore, for examining the causes inducing the quality of life, case studies are conducted. For this purpose, the data were collected from 100 married men and women leather industry workers i.e., 50 each in Vellore district of Tamil Nadu. Fifteen factors namely occupational hazardous & work environment, Employees Health & those of their family members, Dependents care, Children's Education, Conflict arising out of multiple roles, job responsibilities and work pressure, rewards and recognition, career progression, constitutional rights from the organization, family support, spousal career, feelings about job, organizational support, work demands and career aspirations are discovered to be the variables affecting quality of life. Among these constructs, it has been identified that occupational hazardous and work atmosphere is the most inducing factor of quality of life as it is reported by 12 cases. Recommendations like safety management to avoid occupational hazardous has been provided.

Keywords: Quality of life, case studies, Factors affecting quality of life.

INTRODUCTION:

Quality of life is a reflection the personal life situation of every individual. The term quality of life refers to the common well-being of the peoples. The quality of life is identified as a result of many optimistic and destructive personal individual, organizational and social traits of a person. This quality of life varies from person to person as a consequence of various factors inducing it. Considering the quality of life among the leather industry workers, such employees faces very huge crisis with regard to their better quality of life in terms of their health (Sampa Mitra, 1993; Fiorenzo Mignni et al., 2008), happiness and living standard. To discuss about the quality of life of such leather industry workers in India, no studies have been identified with regard it. Hence, in order to fulfil this research gap, this study has been undertaken.

In addition to the above, the main purpose of this study is to identify the factors affecting quality of life among Leather Industry Workers in Vellore district of Tamil Nadu. Since, the research thrust area i.e., quality of life is already empirically investigated by many researchers like Jeffrey H. Greenhaus, Karen M. Collins and Jason D. Shaw (2003); Robert W. Rice, Michael R. Frone and Dean B. McFarlin (1992); Meesook Kim and Kyung-Ho-Cho (2003); Paulina Bohdanowicz and Piotr Zientara (2008); Hassan Narehan, Ma'moor Hairunnisa, Razak A. Norfadzillah and Lapok Freziamella (2014) and many more. But, the case studies on this quality of life is very

limited such as those done by Seyed Mohammad Moghimi, Masoumeh Kazemi and Saied Samiie (2013); and by Kwesi Amponsah-Tawiah, Stavroula Leka, Aditya Jain, David Hollis and Tom Cox (2014), there is an absence of the case studies on the Quality of life of the leather industry workers in Vellore district of Tamil Nadu. Hence, in order to accomplish this gap this research work has been undertaken with the theme of assessing the quality of life among the married men and women leather industry workers in Vellore district of Tamil Nadu.

REVIEW OF LITERATURE:

Jeffrey H. Greenhaus, Karen M. Collins and Jason D. Shaw (2002) identified that there is a significant time balance on both work and family domains are experiencing better quality of life and occupation and personal life steadiness. Normala and Daud (2010) found that there is a significant and constructive association between the quality of work life and organizational commitment among 360 Malaysian employees. Ali Mohamad Mosadeghrad, Ewan Ferlie and Duska Rosenberg (2011) discovered that there is an inverse association between the work pressure and quality of work life. The study also identified that quality of work life is negatively related with the turnover intentions, whereas the job stress has a strong impact on the attrition rates among 740 healthcare employees in Iran.

Jo-Hui Lin, Jehn-Yih Wong and Ching-hua Ho (2013) found that work-leisure conflict is inversely correlated to quality of life, whereas the leisure benefit system contentment is clearly associated with the quality of life. Sonja Drobic, Barbara Beham and Patrick Prag (2010) life satisfaction improves the quality of life among the respondents working in the nine European countries. Hossein Mobaraki et al., (2017) identified that quality of work life has a strongly related with the occupational satisfaction among the 251 Audiologists in Iran. V. Vijay Anand et al., (2018) identified that there is a significant difference between the personal profile of the respondents with that of their quality of work life. In addition to this, the study also identified that there is a significant connotation between the quality of work life and employees' productivity.

Abdulmonem Hamdan Alzalabani (2017) discovered that there is a constructive and significant connection amid the quality of life and work contentment. Mohammad Hossein Nekouei et al., (2013) found that there is a significant association amid the quality of work life and professional contentment among the 436 government employees in Kerman province of Iran. Norizan Baba Rahim and Siti-Rohaida, M.Z. (2015) discovered that career progression has a positive effect on the work gratification and the psychological well-being of the respondents.

RESEARCH GAP:

Since, the number of case studies in the Quality of life are very limited and there are no studies has been found to examine the quality of life of the leather Industry employees in Vellore district of Tamil Nadu through case studies. Henceforth, to reveal the real life influences affecting the quality of life of the leather industry workers, this case study has been undertaken. In addition to this, the comparative study among the married men and women leather industry workers are also very rare. Therefore, this study has been conducted with a view of identifying the constructs affecting the quality of life among the leather industry staffs in Vellore district of Tamil Nadu.

OBJECTIVES OF THE STUDY:

The preliminary and the foremost objective of this research investigation is to ascertain the influences affecting the level of quality of life of the leather industry personnel in Vellore district of Tamil Nadu. Then, the secondary goal is to provide necessary suggestions for improving the quality of life of the respondents.

LIMITATIONS:

The case study has been limited to 100 married men and women leather industry workers in Vellore district of Tamil Nadu. From the study only fifteen factors have been recognized as the influencers of the quality of life. Therefore, if the sample size, sample region, sample professional settings are changed then there may be chances of obtaining different results. Henceforth, then there might be probabilities of getting more predictors of the quality of life.

RESEARCH METHODOLOGY

The cases for the study have been gathered from 100 married leather industry workers consisting of 50 men and 50 women employees in Vellore district of Tamil Nadu. The data collection was done through the simple random sampling technique. The data is collected only from those respondents who satisfies the following

eligibility conditions. The married respondents should be aged within 21 to 59 years and they should have a minimum of one dependent children at the school going age. The self-administered case studies data sheet has been used as an instrument for collecting the data. Since, the majority of the respondents are illiterates, the data has been gathered by the researchers through unstructured interview schedule.

DEFINING QUALITY OF LIFE:

Quality of life refers to the common well-being of the individuals. It includes all the aspects of life such as the personal traits like age, income, wealth, socio-economic status, health of the individuals, family, work, social prestige and environment. World Health Organization (WHO) described the quality of life as the individual workers' viewpoint of their situation in their life with reference to the values and cultures based upon which they lives and as associated with their personal life ambitions. Diener, Suh, Lucas & Smith (1999) identified that quality of life is an evaluation of the individual's several aspects of life such as temperament, act of contentment, consummation with occupational relationships. Clarke, Marshall, Ryff and Rosenthal (2000); and Farquhar (1995); described the term quality of life as the well-being.

DATA ANALYSIS AND INTERPRETATION

Table 1: Demographic Profile of the Respondents

Demographic Factors	Frequency	Percentage
Age of the respondents		
21-30 years	10	10%
31-40 years	28	28%
41-50 years	35	35%
51-59 years	27	27%
TOTAL	100	100%
Education		
Literate	12	12%
Illiterate	59	59%
Semi-literate (School dropout)	29	29%
TOTAL	100	100%
Gender		
Male	50	50%
Female	50	50%
TOTAL	100	100%
Years of Experience		
Upto 5 years	8	8%
Above 5 -10 years	11	11%
Above 10 -15 years	46	46%
Above 15 -20 years	20	20%
Above 20 years	15	15%
TOTAL	100	100%
Income		
Upto Rs. 10,000	52	52%
Rs. 10,001 – Rs. 15,000	32	32%
Rs. 15,001 – Rs. 20,000	6	6%
Above Rs. 20,000	10	10%
TOTAL	100	100%

Source: Primary Data

The above table 1 clearly projects the demographic information of the 100 leather industry workers. Considering the age of the respondents, maximum of 35 respondents are aged from 41 to 50 years and 28 interviewees are aged from 31 to 40 years. 27 interviewees lie within the age group 51 to 59 years and remaining 21 to 30 years aged respondents are 10 in number. Taking into account the educational status of the interviewees, majority of 59 employees are illiterates, 29 respondents were semi-literates i.e., those who

discontinued their studies and went to work and the least 12 employees were literates. As far as the gender of the respondents are considered, 50 employees are men and 50 employees were women.

Concerned about the years of experience, the majority of 46 workers are having experience of above 10 to 15 years, followed by it, 20 respondents are having experience from above 15 to 20 years and then 15 interviewees are experienced from above 20 years. 11 employees reported that they have experience from above 5 to 10 years and 8 respondents are having experience upto 5 years. Taking into account the monthly income of the respondents, highest number of 52 workers reported that they are earning income upto Rs. 10,000, then followed by it 32 workers are earning income from Rs. 10,001 to Rs. 15,000, then 10 employees reported that they earn a monthly income of above Rs. 20,000 and lastly, 6 interviewees reported that they earn income from Rs. 15,001 to Rs. 20,000.

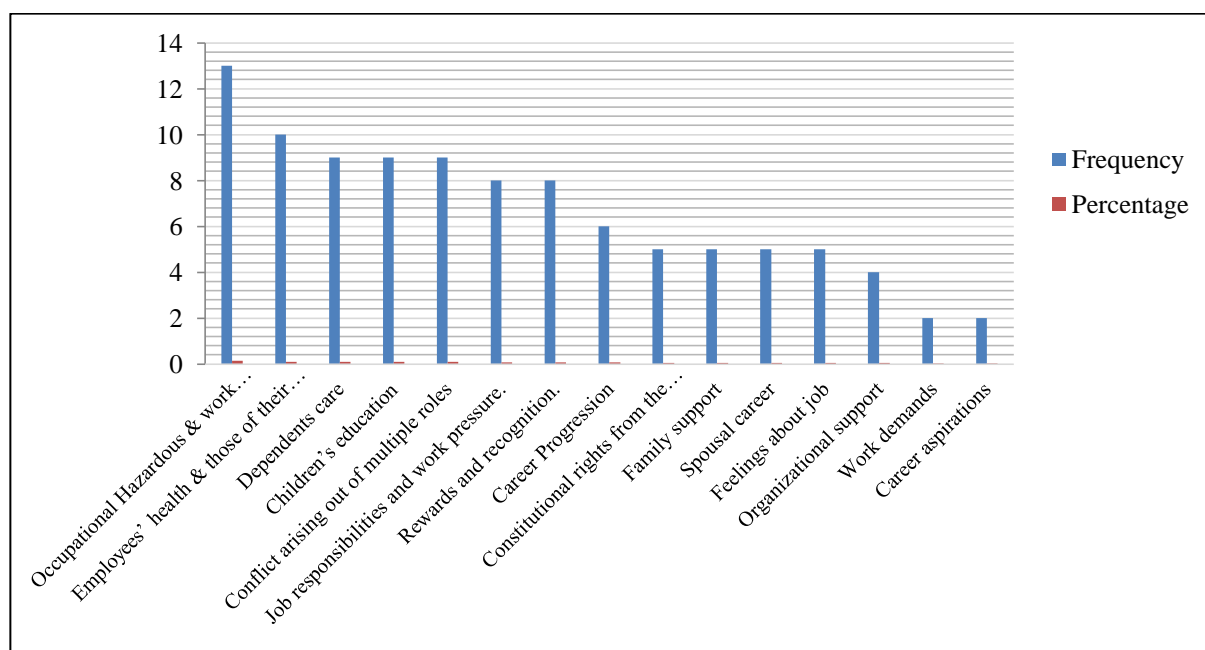
DATA ANALYSIS AND INTERPRETATION

Table 2: Frequency distribution and simple percentage analysis of factors inducing Quality of life

Sl.No.	Factors inducing Quality of Life	Frequency	Percentage
1.	Occupational Hazardous & work environment	13	13%
2.	Employees' health & those of their family members	10	10%
3.	Dependents care	9	9%
4.	Children's education	9	9%
5.	Conflict arising out of multiple roles	9	9%
6.	Job responsibilities and work pressure.	8	8%
7.	Rewards and recognition.	8	8%
8.	Career Progression	6	6%
9.	Constitutional rights from the organization.	5	5%
10.	Family support	5	5%
11.	Spousal career	5	5%
12.	Feelings about job	4	5%
13.	Organizational support	4	4%
14.	Work demands	3	2%
15.	Career aspirations	2	2%
TOTAL		100	100%

Source: Primary Data

Chart1: Clustered Column Chart Projecting the Frequency Distribution of factors inducing quality of life among 100 cases



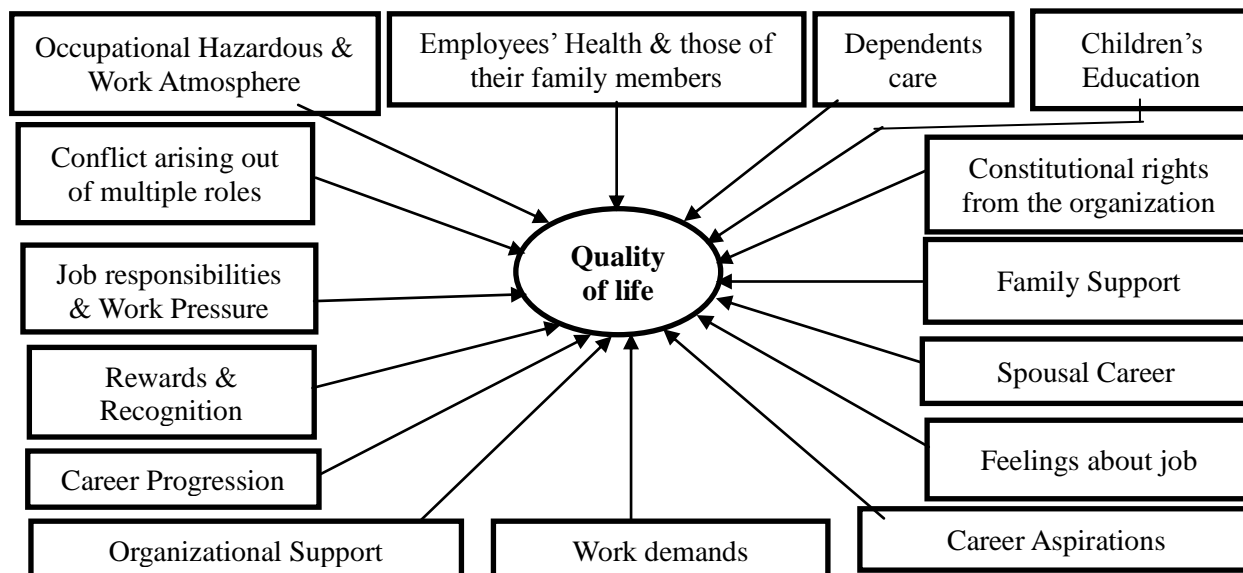
The above table and the chart projects the factors affecting the quality of life among the 100 cases i.e., leather industry workers in Vellore district of Tamil Nadu. In spite of the several factors influencing the quality of life of any individual, only 15 constructs were reported as the same by the respondents of the study and those factors are occupational hazardous & work environment, Employees Health & those of their family members, Dependents care, Children's Education, Conflict arising out of multiple roles, job responsibilities and work pressure, rewards and recognition, career progression, constitutional rights from the organization, family support, spousal career, feelings about job, organizational support, work demands and career aspirations.

Out of the above specified constructs, occupational hazardous and work environment influences the quality of life of the higher number of respondents as it is reported by 13 interviewees, employees' health and those of their family members affects the quality of life of 10 leather industry workers and 9 interviewees each stated the factors such as dependents care, children's education and conflict arising out of multiple roles as the major constructs affecting their quality of life. The factors namely job responsibilities and work pressure and rewards and recognition affects the quality of life among workers i.e., 8 respondents each. Followed by these, 6 employees reported career progression as the main influencer of their quality of life. Constitutional rights, spousal career and family support all these factors affect the quality of life of 15 respondents collectively i.e., 5 respondents for each factor. Feelings about job influences the quality of life of 4 respondents 4 workers highlighted that organizational support induces their quality of life, 3 employees reported that work demands and lastly, 2 interviewees reported that career aspirations as their major factors responsible for their quality of life.

DESCRIPTIVE ANALYSIS:

Depending upon the data obtained from the 100 cases, the interviewees reported the following as the constructs influencing their quality of life. Such factors were presented below in the form of diagrammatic representation for a better understanding.

Figure 1: Diagrammatic illustration of Factors inducing Quality of Life



These constructs are considered as to be the influencers of the quality of life as an outcome of the data collected from the 100 cases. To have better understanding of these factors, they have to be studied and examined in detail. Henceforth, it becomes quintessential to study about the influence of these aspects on the quality of life of the respondents.

Occupational Hazardous & Work Atmosphere:

The term Occupational hazardous in this context, talks about the adverse effects caused to the employees with regard to their physical and mental health due to their occupation in the leather industry. Whereas work atmosphere talks about the organizational conditions in which the employees does their work. The occupational hazardous has a bad impact on the quality of life of the employees (Julian Barlig et al.,2003; Loretta G. Platts et al.,2013; and Pariajat Borgohain ,2013;). Whereas the work atmosphere has a direct and significant consequence on the quality of life (Hassan, Narehan et al., 2014; and Shine David et al.,2015;).

Employees' Health and those of their family members:

Health of the employees and those of their family members plays a significant role in defining the quality of life of the respondents. Proper health and well-being of the employees has a significant affirmative association with that of their quality of life (Nilgun, 2017; Mohi-Adden Yahya Al-Qutop and Hussein Harrim, 2011;) and on the other hand, absence of such health and ill-being of the workers has an inverse consequence on the quality of life of the respondents (Maxwell O. Adibe et al., 2014; and Hira Kanwal and Nazia Mustafa, 2016).

Dependents care:

The term dependents refer to those family relations who depends upon the wage earners for the fulfillment of their needs. In other words, those persons who depends upon the income earners for their livelihood are better called as dependents. The dependents care has a strong influence on determining the quality of life of the employees. Quality of life is affected adversely due to the presence of high number of dependents (Jyothi J. Nigade and Sarang S. Bhola, 2016; Mohammed J. Almalki, Gerry FitzGerald and Michele Clark, 2012; and Maxwell O Adibe et al., 2014;).

Children's Education:

Children's education has a critical impact on the quality of life of the respondents. The respondents have to look after their children's educational expenditure such as tuition fees, uniforms, books and other related stationary items and at the same time, has to spend the quality time with them in order to make them progress in their education. Children's education has a negative impact on the quality of life of the personnel (Hazel Melanie Ramos, Felix Francis and Reuben Varughese Philipp, 2015; and Mohammed J. Almalki, Gerry FitzGerald, Michele Clark, 2012).

Conflict arising out of the multiple roles:

Multiple roles conflict is the encounter arises as a result of the clash amid the several roles of the individual such as employee, various roles at home and at society. This multiple roles conflict plays a flexible role on predicting the quality of life of the individuals. That is, higher the level of role conflict, lower will be the quality of life and vice versa. Conflict has a undesirable influence on the quality of life of the employees (Samsinar Md-Sidin, Murali Sambasivam and Izhairi Ismail, 2010; and Robert W. Rice, Michael R. Frone and Dean B. McFarlin, 1992).

Job responsibilities & Work Pressure:

Job responsibilities refers to the duties and accountabilities that are assigned to the employees with regard to their work and work pressure describes the stress associated with the job of the respondents. There is a higher level of correlation amid the work load and responsibilities and with that of the quality of life (V. Vijay Anand et al., 2018). Quality of life is inversely related with the quality of life of the working individuals (Justice Mensahand Kwesi Amponsah-Tawiah, 2014; Alireza Bolhari et al., 2012;).

Rewards and Recognition:

Employees' rewards such as salary, bonus, incentives and other monetary and non-monetary benefits and recognition such as adding more responsibilities to them by providing them more powers and appreciation has a stronger sense of association amongst the quality of life. These rewards and recognition is the strong influencer and has a strong association with that of the quality of life of the employees (Devappa Renuka Swamy et al., 2015; Ng'ang'a Esther Muthoni and Kepha Ombui, 2013;).

Career Progression:

Career Progression is considered to be the major ambition for every employee. But, as far as the majority of the respondents of our study are considered, their main aim is to earn more only for their basic needs of their life and maintaining their family. Quality of life has a positive relationship with that of the career advancement (Bita Parsa et al., 2014; Zulkarnain Amin, 2013;). It is the role of the organization to lay emphasis on the career advancement which in turn leads to a better quality of life (V. Geetha et al., 2010).

Constitutional rights from the organization:

Constitutionalisation is considered as the one of the magnitudes of the quality of life. The constitutional rights of the employees in an organization refers to the basic requirements that should be provided for the betterment of the employees i.e., employees welfare. Such rights include the rights with regard to the pay, health and safety

and other measures with regard to their family members. The higher constitutional rights expand the quality of life of the respondents, which in turn leads to better work life equilibrium (Jyothi J. Nigade, Sarang S. Bhola, 2016 and Djanet Boukhemkhem 2015;).

Family Support:

The support received from the family members plays a significant part in the determination of the quality of life of the working professionals. Such support from the family members in each and every tasks undertaken enhances the quality of life of the workers. Family support is completely and significantly related with the quality of life of the professionals (J.A. Summers et al., 2005 and P.S Samuel et al., 2012;).

Spousal Career:

Spousal career is very much essential for meeting the expenditure of the family. The financial assistance from spouse would be helpful for the meeting the expenses such as groceries, meeting the children's education, their health related aspects and in the fulfillment of the needs of the dependents. Henceforth, the spousal career plays a positive role in improving the quality of life of the employees.

Feelings about job:

Employees feelings about work has a strong effect on the quality of life of the workforces. The feelings about work consists of both the positive as well as the negative feelings about the work. Positive feelings about work leads to the rise in the quality of life of the respondents, whereas the negative thoughts about the job ends up in the poor quality of life among the working professionals.

Organizational Support:

The support an employee receives from the organization for the purpose of the well-being of those employees has a huge influence on the quality of life of the workforces. Such support includes the assistance in forms of financial benefits such as allowances for various personal expenses such as dearness allowance, transport allowance, healthcare allowance, children education allowance and many more, bonus and incentives. It also includes the non-monetary benefits such as providing the tuition fees of the employees either partly or fully, providing frequent medical camps to the employees and their dependents on the office campus and similar other benefits. Better organizational support leads to the improved quality of life of the personnel and vice versa.

Work demands:

The demands of the work play a critical part in the prediction of the quality of life of the working employees. Such demands of the work require the employees to work over time during seasonal and production times, to travel for official work and to work on the shifts. Therefore, higher the work demands, lower would be the quality of life of the workforces. But the surprising fact is that the quality of life would be positive even when there are more work demands and this would be applicable only for those individuals who look forward for a challenging career.

Career aspirations:

The career ambitions of the employees plays a major role in the forecast of the quality of life of the respondents. If the employees are very much ambitious on the current profession, it would be formed as a base for their work and they will work hard. As a result, their quality of life improves. If the employees are uninterested with their job, it becomes quite hard for them to perform their job and this leads to the poor quality of life of the workers.

RESULTS:

The study projected that occupational hazardous and the work atmosphere is the highest influencing factor of the quality of life of the 100 cases. Considering all the variables influencing the quality of life, apart from the constructs namely feelings about job, organizational support, work demands and career aspirations are reported only by less than 5 respondents. Henceforth, considering the number of interviewees and the significance of the factors affecting quality of life, the constructs namely occupational hazardous & work environment, Employees Health & those of their family members, Dependents care, Children's Education, Conflict arising out of multiple roles, job responsibilities and work pressure, rewards and recognition, career progression, constitutional rights from the organization, family support and spousal career.

SUGGESTIONS AND RECOMMENDATIONS:

Since, the occupational hazardous and work atmosphere affects the quality of life of the workers negatively as reported by the majority of 13 respondents and considering the sample setting of the respondents, it becomes quintessential to focus on the quality of life of the respondents. This occupational hazardous and the poor work atmosphere could be overcome through the better safety management. This safety management ensures the employees to be safer in the workplace.

It is the sole responsibility of the organization to check whether the employees are safer from all types of occupational hazards. Henceforth, should ensure such safety management through laying down certain rules and regulations. Firstly, the employer should examine all the technological equipment and other machinery responsible for causing accidents and other kind of risks in the workplace and such machineries should be repaired or newly purchased immediately in order to avoid such future accidents. Secondly, in order to avoid the noise arising out of the machinery, the organization should provide the necessary protective gear to all the employees and the proper training should be imparted to them. So, that they can prevent themselves from such noise and better avoid the hearing deficiency issues. Thirdly, as the working conditions is the significant predictor of the employees' productivity, it is the accountability of the organization to aid the personnel in ensuring proper working conditions. Since majority of the leather industry workers are working under frequent changing temperatures, it would affect their well-being both physically and mentally. Therefore, the organization must provide safety gears to the employees in order to help their employees for preventing themselves from such poor work conditions. Lastly, frequent inspections and conducting mock drills at regular intervals should be conducted by the organization. The company management should look after all the machineries once in two months and should conduct mock drills to the employees. So, that they could easily escape during the emergencies like fire accidents.

Through these above mentioned steps, the employees could safeguard themselves from the occupational hazardous and poor work environment. When once the occupational hazardous are reduced and the work environment is also favorable it would help the leather industry workers to have a better quality of life. As soon as the quality of their life improves the employees' life satisfaction arises. As a result, there would be peace and harmony in the nation.

SCOPE FOR FURTHER RESEARCH:

As this study talks only about the case study of the 100 leather industry workers i.e., 50 male and 50 female industry workers in the Vellore district of Tamil Nadu with just 15 influencers of the quality of life. For identifying the results more statistically and significantly, the study could be done more empirically by adopting more sample size.

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