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Chief - In - Editor

Dr. C. SUBATHRA

ASSISTANT PROFESSOR IN COMMERCE
PIONEER KUMARASWAMY COLLEGE

AFFILIATED TO MANONMANIAM SUNDARANAR UNIVERSITY
NAGERCOIL - 629 003

Editor

Dr. R. MAYAKKANNAN

ASSISTANT PROFESSOR IN COMMERCE
SRI SANKARA ARTS & SCIENCE COLLEGE
(AUTONOMOUS)
ENATHUR, TAMIL NADU 631561

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JOB INVOLVED WOMEN EMPLOYEES AND THEIR QUALITY OF WORK LIFE

SWAPNA. R

Assistant Professor of Commerce
P.M.Govt.College, Chalakudy

Abstract

The study was undertaken to understand the impact of selected profile variables on the perception of Job Involvement (JI) and Quality of Work Life (QWL) among the women employees working in the Information Technology (IT) sector of Kochi and to determine whether there is significant relationship between the two constructs. Quality of work life has been identified as a prominent factor leading to significant impact on Job involvement of employees across various industries. The study included a sample of 513 women employees in the city of Kochi in Kerala and is descriptive in nature following a quantitative design which is non experimental. The study which examined QWL and JI among the women IT professionals employed in the IT field of Kochi revealed a significant relationship between Quality of work life and Job involvement. The findings of the study could enhance employee involvement and introduction of work life policies so as to improve employee wellbeing and productivity in IT organisations.

Key words: Job Involvement (JI), Quality of work life(QWL), IT sector, IT professionals.

Introduction

Organisational Psychology deals with various means of enhancing productivity through employee motivation and wellness. All efforts of management towards motivation needs to foster the spirit of Job involvement or Employee engagement in employees because a job involved employee aids in furthering the organizational objectives.

Job involvement or employee engagement is a concept that is generally viewed as managing discretionary effort, that is, when employees have choices, they will act in a way that furthers their organization's interests. An engaged employee is a person who is fully involved in, and enthusiastic about, his or her work. Quality of work life (QWL) refers to the favorableness or unfavorableness of a job environment for the people working in an organization and there are previous researches which have linked Job involvement with Quality of work life stating that job involvement results in enhancing QWL. Job involved employees are likely to believe in the work ethic, to exhibit high growth needs, and to enjoy participation in decision making. As a result, they seldom absent, are willing to work long hours and they will attempt to be high performers (Newstrom and Davis, 1997). On the other hand, a person with a lot of job involvement will derive intrinsic satisfaction from the job itself and will want to learn more and more about how to perform the job effectively. As the relationship of involvement in the Job and Quality of work life has not been properly explored, the study seeks to understand the perception of Job Involvement and Quality of work life and whether QWL contributes towards enhancing Job involvement and resultant commitment among women employees in the IT sector of Kochi.

Review of Literature

Mishra and Gupta (1995) investigated the predicting effect of motivation, alienation and job involvement