

A STUDY ON QUALITY OF WORK LIFE AND ITS IMPACT ON EMPLOYEES PERFORMANCE IN ANCILLARY UNITS IN TIRUCHIRAPPALLI DISTRICT

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ABSTRACT

Quality of working life as satisfaction of these key needs through resources, activities, and outcomes stemming from participation in the workplace needs. Defining quality of working life have included theoretical approaches, lists of identified factors, correlational analyses, with opinions varying as to whether such definitions and explanations can be both global, or need to be specific to each work setting. The distinction made between job satisfaction and dissatisfaction in quality of working life reflects the influence of job satisfaction theories. Herzberg in his study “Hygiene factors” and “Motivator factors” to distinguish between the separate causes of job satisfaction and job dissatisfaction. It has been suggested that Motivator factors are intrinsic to the job, that is; job content, the work itself, responsibility and advancement. The Hygiene factors or dissatisfaction-avoidance factors include aspects of the job environment such as interpersonal relationships, salary, working conditions and security. Of these latter, the most common cause of job dissatisfaction can be company policy and administration, whilst achievement can be the greatest source of extreme satisfaction.

KEYWORDS: Job Satisfaction, Motivators Factors, Hygiene Factors, Workplace Needs