

## QUALITY OF WORK LIFE WITH REFERENCE TO LIFE INSURANCE CORPORATION OF INDIA, HYDERABAD

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### Abstract

Any organization's ability to draw in, hire, inspire, and keep its employees is crucial to its success. Organizations nowadays must be more adaptable if they want to be able to grow their workforce and value employee dedication. LIC is a public sector Corporation its HR policies are well framed but due to the entrance of Multi-national As insurance companies it is facing a lot of competition. So, there are challenges to maintain their leadership in life insurance sector. 96% of the respondents have stated that their present compensation is adequate. The management may decide the compensation through agreements with the employees union as a result salaries are fixed for all cadres of employees.

**Key words:** *Work-life balance, work quality, organization*

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### Introduction

Work Quality Has Improved Up until recently, India did not value life as a significant factor because of serious oncoming issues like resource scarcity, environmental dangers, and many types of financial issues. Because of the following factors, the Quality of Work Life Program has gained importance in the workplace:

1. Increase demands at work
2. Loss of long term employee guarantees

3. The need for enhanced work place skills
4. Greater competition for talent
5. Increased women in work fore

**Review of Literature**

According to Onday (2019), the goal of society 5.0 is to make society more prosperous economically and the ultimate goal is to improve the quality of life of the community itself. In society 5.0 it also has an impact on the industry and also makes a complex social order. Quality 36 Irine Noviani Angelia, Triana Noor Edwina DS & Reny Yuniasanti / Sains Humanika 13: 2-3 (2021) (2021), 35-38 of Work Life is an important subject in this article because it shows balance, in order to boost organisational productivity and employee satisfaction, both at work and in personal life. An asset for the business is a satisfied workforce since such workers will work as productively as possible. This is possible using QWL, a notion closely connected to satisfaction. Additionally, QWL reflects employee identification, a sense of ownership and pride in their job, as well as productivity growth for the organisation (Casio, 2016)

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It demonstrates balance in both work and personal life in order to boost company efficiency and employee happiness. An asset for the business is a satisfied workforce since such workers will work as productively as possible. This is possible using QWL, a notion closely connected to satisfaction. Additionally, QWL reflects employee identification, a sense of ownership and pride in their job, as well as productivity growth for the organization (Casio, 2016)

**Analyzing and interacting with data:**

**1. Adequate and fair compensation for a satisfaction of an employee in an office.**

Sl.no	Options	Respondents	Percentage
1	Yes	4	4
2	No	96	96
	Total	100	100

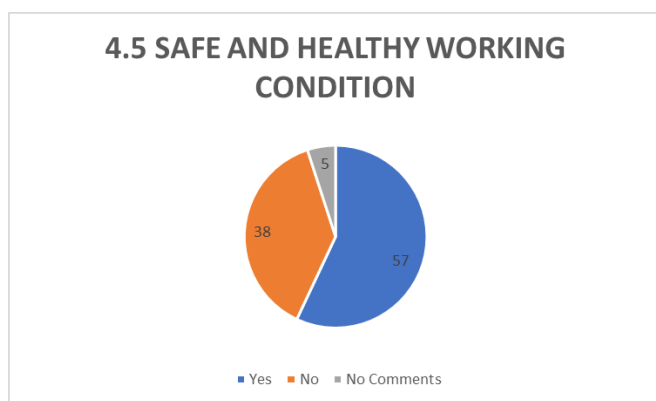


### Interpretation

From the above table is identify that majority of respondent 96% of the respondents have are satisfied salary received by them 4%of respondents are not satisfied salary received by them.

### 2. Safe and healthy working condition

Sl.no	Options	Respondents	Percentage
1	Yes	57	57
2	No	38	38
3	No Comments	5	5
	Total	100	100



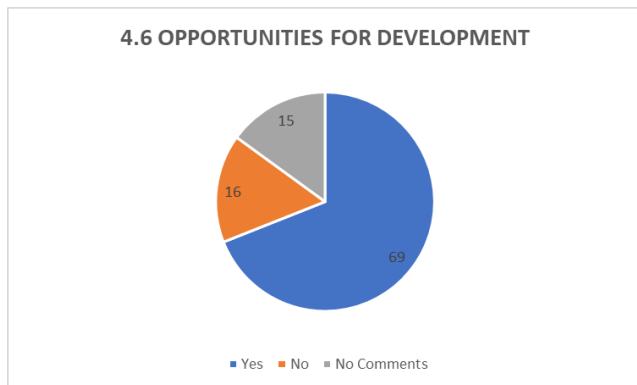
### Interpretation

The majority of respondents (57%) are satisfied with the safe and healthy working conditions at their place of employment, according to the aforementioned table. 38% of respondents' employees express

dissatisfaction with the workplace's safety and working conditions. 5% of respondents claimed to be dissatisfied with the safety and working conditions.

### 3. Opportunities and development

Sl.no	Options	Respondents	Percentage
1	Yes	69	69
2	No	16	16
3	No Comments	15	15
	Total	100	100

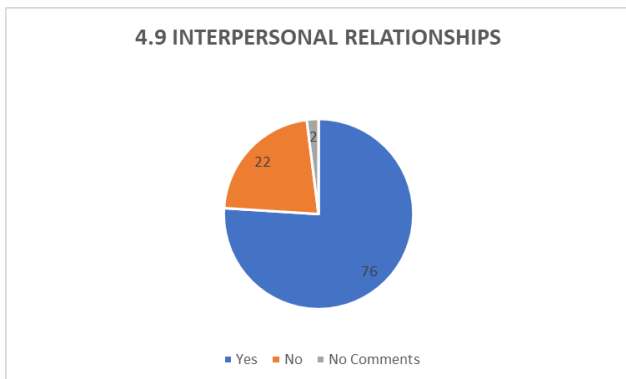


### Interpretation

From the above table is identify that majority of respondent 69% are not satisfied with the opportunity for development 16%of the respondents has they are dis satisfied in organization 15%were not sure

### 4. Interpersonal relationships with in office

Sl.no	Options	Respondents	Percentage
1	Yes	76	76
2	No	22	22
3	No Comments	2	2
	Total	100	100

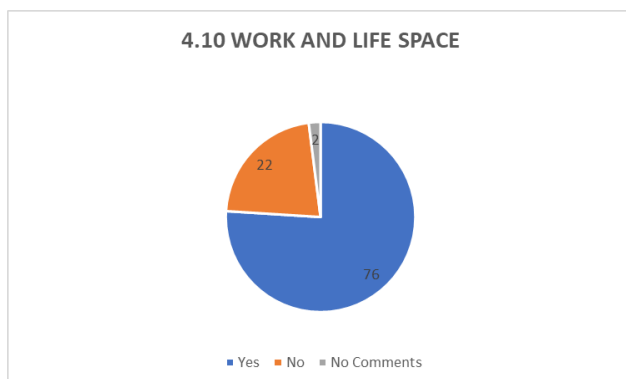


### Interpretation

From the above table is identify that majority of respondent 76% of the respondents have stated that there cordial interpersonal relationships inthe organization. 22% of the respondents have stated that there is no cordial relationship in the organization. 2% of the respondents have stated that they are not sure.

### 5. Work and life space

Sl.no	Options	Respondents	Percentage
1	Yes	45	76
2	No	44	22
3	No Comments	11	2
	Total	100	100

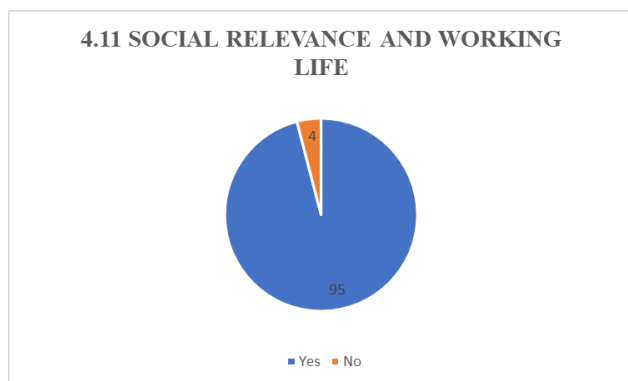


### Interpretation

From the above table is identify that majority of respondents 44% of the respondents have stated that there is no work and life space in the organization. 45% of the respondents have stated that there is work and life space in the. 11% of the respondents have stated that they organization are not sure.

#### 6. Social relevance and working life

Sl.no	Options	Respondents	Percentage
1	Yes	95	95
2	No	4	4
	Total	100	100

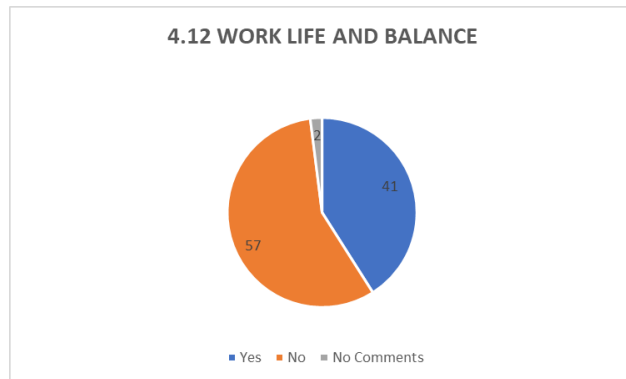


### Interpretation

From the above table is identify that majority of respondents 95% of the respondents have stated that there is social relevance and working life i.e.,their job gives them a status in the society. 5% of the respondents have stated that there is no social relevance and working life i.e.,their job does not give them a status in the society.

#### 6.Work life and balance

Sl.no	Options	Respondents	Percentage
1	Yes	41	41
2	No	57	57
3	No Comments	2	2
	Total	100	100



## Interpretation

From the above table is identify that majority of respondents 41% of the people are responds have stated that they have work life and balance. And 57% of the responds have stated that they have no work life balance. And 2% of the respondents have stated that they are not sure in work life balance

## Findings & suggestions

- There is adequate compensation for the employees of LIC
- The highest Majority experiences job security
- Majority of the respondents i.e., 97% stated that they experience job security.
- There is Social Relevance and Working Life
- 95% of the employees agree with the social relevance and working life i.e., their workhe suggestions are given in two dimensions one from the side of management and the other from the side of the employee

## Conclusion

Work Life balance today has become a highly debated topic employees, employers and academicians. Work life balance is more of an art than a science and there are no set rules and guidelines for achieving the same. A lot of unpredictable factors beyond the individuals control will affect his ability to achieve some sort of work life balance. The best an individual can do is to have priorities in work and life and proceed accordingly. This is a highly personal issue.

The Researcher cannot suggest major changes are Life Insurance Corporation. Human Resource Management policies but has offered some suggestions for guiding the employees to achieve some degree of work life balance. This will motivate the employees to put in their best performance at work.

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