

WORK ENVIRONMENT: IT'S IMPACT ON QUALITY OF WORK LIFE AMONG THE FAIR PRICE SHOPEMPLOYEES IN NAGAPATTINAM

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Abstract

Aim: the paper aims to explore the extensive literature work environment in quality of work life among the fair price shop in study area.

Sampling: The researcher is choosing a random model the researcher.

Analysis: This study analyses the various dimensions of the employees' work environment in quality of work life in Nagapattinam.

Finding: It highlights the there is a noteworthy means significant variance occurs among nature travel of the employees and their opinion with regards to the work environment in quality of work life.

Summary: The present study is an attempt to study the work environment in quality of work life among the fair price shopemployees in Nagapattinam. The suggestions of the present study are to minimize the problem of stress and improve the overall efficiency of employees in the work spot.

Keywords: FPS, Work Environment,Quality of Work Life

Introduction

Quality of Work life is becoming an increasingly popular concept in recent times. It is basically tells about themethods in which an organization can ensure the holistic well-being of an employee instead of just focusing on work related aspects. Good and concord work environment is very important to provide high employee productivity in their work. People are struggling with work life balance so there is a need to provide good environment to the employees. The environment is workers immediate surrounding which he influences for his existence. Wrongful exploitation introduces hazards that make the environments unsafe and hinder the productivity rate of the worker.A public distribution shop, commonly known as a fair price shop (FPS), is an element of India's public system established by the Indian government that provides meals to the underprivileged at a reduced price. Ration stores and public distribution shops, as they are known locally, primarily offer wheat, rice, and sugar at a lower-than-market price known as Issue Price. Other vital goods may be sold as well. A ration card is required to purchase products. These shops are run with the help of the federal and state governments around the country. These stores provide things that are significantly less expensive yet of ordinary quality. Ration shops may now be found in most towns, villages, and cities. India has 478,000 stores, making it the world's biggest distribution network.

Public Distribution System in Tamil Nadu

Tamil Nadu has a universal PDS, under which all households have access to ration shop food, including 20 kg of rice each month. In several other states, the Targeted PDS was only available to households living below the poverty line (BPL). BPL listings in those states are far from flawless; first, they include far too few homes, and second, they contain numerous exclusion mistakes. As a result, the Targeted PDS does not provide early food security. However, the impact is now especially strong in states where the PDS is well-functioning, confirming previous findings that the PDS is now a key source of economic security for poor people in many states. However, the state of Tamil Nadu continued to use the previous universal PDS scheme. AAY family receives 35 kilograms of rice, while the remainder of the families receives 20 kilograms of rice through Civil Supplies and Co-operative.

Importance of the Study

The importance of the study is to find work environment in quality of work lifeof the employees in the Nagapattinam.

This study helps to understand the following:

- Working condition of the employees
- The effect of work environment to the employees.

Statement of the Problem

Through this study the employee will get to know how work environment its impact on quality of work life and performance. A well designed office signals the values and objectives of the organization and the use of design in office interior communicates an organization values and identity. Employee’s morale is often interrelated when it comes to productivity in the work environment. It is therefore important to find out the impact of working environment on employees’ performance.The researcher has made an attempt to study thework environment in quality of work life among the fair price shopemployees in Nagapattinam.

Objectives of the Study

1. To analyses the work environment in quality of work life of employees relating to fair price shop in the study area.

Hypothesis

1. There is no significant different between demographic variables andwork environment in quality of work life of employees.

Research Methodology

This Section exhibits the methodology which includes the collection of data, sampling design, fieldwork and the framework of analysis.

Data Collection

In this study both primary and secondary data were used as methods of data collection. Primary data are those data which have been collected for the first time such as questionnaire while secondary data are those data that has been collected by someone else such as Journals and websites etc.

Sampling Design

The researcher visited the respective office premises of the fair price shops in Nagapattinam. The only alternative available for the researcher was to meet the respondents when they come out of the office. With hard difficulty the researcher could persuade 500 employees from different fair price shopsto get the required information within the scheduled time frame.Thus, the researcher is considering the proportionate stratified random sampling.

Period of the Study

The study is confined from the year 2021-to 2022

Frame Work of Analysis

The information collected from the sample respondents were tabulated for analysis. Simple tables were prepared for understanding the general profile of the respondents. The data have been analyzed by using various statistical tools likesimple percentage analysis, descriptive analysis and analysis of variance (ANOVA).

**TABLE 1
 Demographic Factors of Employees**

Age-wise of the Respondent		
Variable	Frequency	Percentage
Below – 20	150	30
20 to 30	80	16
30 to 40	110	22
Above 40	160	32
Total	500	100.0
Gender wise of the Respondents		
Variable	Frequency	Percentage
Male	485	97
Female	15	3
Total	500	100.0
Marital Status of the Respondents		
Variable	Frequency	Percentage
Married	325	74.6
Unmarried	127	25.4
Other	22	4.4
Total	500	100.0
educational of the Respondents		
Variable	Frequency	Percentage

SSLC	247	49.4
HSC	133	23.6
Graduate	120	24.
Total	500	100.0
Monthly Income of the Respondents		
Variable	Frequency	Percentage
Below Rs.5000	120	24
Rs.5001-10000	128	25.6
Rs.10001-15000	218	43.6
Rs.15001-20000	34	6.8
Total	500	100.0

Source: PrimaryData

The important age group among the respondents is 30 percent of respondents below 20 years, 16 percent of respondents belong to the 20 to 30 years, 22 percent of respondents are belong to the 30 to 40 years, and 32 percent of respondents belong to the below 40 years. Hence, the majority of respondents' age group is above 40 years.

In total, a maximum of 97 per cent of the respondents are male, whereas the remaining 15 per cent are female respondents. The analysis shows the higher dominance of male respondents in the present study.

In the marital status of the respondents the married constitute 74.6 and the rest of them are unmarried consisting 25.4 per cent of the total. This analysis reveals the dominance of the group of married among the respondents.

Regarding the important educational qualifications of the respondents 49.4 per cent are SSLC level, 23.6 per cent HSC level and 24 per cent graduation level. This analysis reveals the dominance of the group of SSLC level among the respondents.

The monthly salary among the respondents is above Rs.5000 of which constitutes 24 per cent, salary of Rs.5001 to Rs.10, 000 constitutes 30.8 per cent, salary in the category of Rs.10,001 to 15,000 constitutes 6.8 per cent and salary in the category of Rs.15,001 to 20,000 constitutes 6.88 per cent respectively. Hence, the majority of respondent's salary in Rs. 10001-15000.

TABLE 2
One Way ANOVA for Marital Category and Work Environment in Quality of Work Life of Employees Relating to Fair Price Shop

Variables	Marital Category	N	Mean	S.D.	F Value	Sig.
Poor ventilation air quality	Married	327	3.79	1.34	7.047	0.001*
	Unmarried	153	3.75	1.12		
	Others (Divorce, Widow, Single, etc.,)	20	2.80	1.26		
	Total	500	3.73	1.29		
Ergonomic problems	Married	325	3.46	1.31	1.750	0.175
	Unmarried	153	3.23	1.17		
	Others(Divorce, Widow, Single, etc.,)	22	3.28	1.24		
	Total	500	3.38	1.27		
Health and safety (heavy crowd, toxic products)	Married	325	3.95	1.16	3.785	0.023*
	Unmarried	153	4.12	1.07		
	Others(Divorce, Widow, Single, etc.,)	22	3.48	1.12		
	Total	500	3.98	1.14		
Storage distribution and	Married	325	3.80	1.26	4.894	0.008*
	Unmarried	153	4.15	1.07		
	Others(Divorce, Widow, Single, etc.,)	22	3.72	0.74		
	Total	500	3.91	1.20		

Source: Computed from primary data

Table 2 shows the F value of the respective variables in the work environment in quality of work life (7.047, 3.785 and 4.894) poor ventilation air quality, health and safety (heavy crowd, toxic products) and storage and distribution are significant at five per cent level. There is a difference between marital statuses with

work environment in quality of work life. Hence, the null hypothesis is rejected. However, the F values of 1.750 for Ergonomic problems has not found significant. Therefore, the null hypothesis is accepted. Thus, it is concluded from the analysis that the married or unmarried and others (Divorce, Widow) employees who are employed in the chosen FDF have shown work environment in quality of work life in married employees better than the unmarried others (Divorce and Widow) employees.

MAJOR FINDINGS

1. Out of 500 respondents, 97.00 per cent of the respondents are in the category of male respondents.
2. It is clear that most of the respondents, 30 per cent fall under the age group of above 40 years of age respondents.
3. It is found that 49.4 per cent are SSLC.
4. The majority of the employees, 74.6 per cent are married.
5. The 38.5 percent of respondent's monthly salary in Rs.10001-15000.
6. ANOVA results found that F value of marital status and work environment in quality of work life such as, poor ventilation air quality, health and safety (heavy crowd, toxic products) and storage and distribution are significant.

SUGGESTIONS

1. Inferior quality goods should not be distributed to the general public.
2. Accurate electronic weighing machine must be given to FPS and ration shops by the government.
3. To avoid over crowd, token system (or) time slot may be allotted to consumers.
4. Goods should not be sold in open market (or) neighboring States for which Government officials have to take necessary steps, thereby shortage of goods at fair price shops may be avoided.
5. The inventory level of goods and goods to be distributed are to be displayed in the notice board.
6. Employees of PDS shops have to initiate necessary step for ordering necessary
7. Goods in advance, when stock level reaches minimum level so that there would.

CONCLUSION

Working environment plays a vital role in motivating employees to perform their assigned job. Since money is not a sufficient motivator in encouraging the workplace performance required in today's competitive business environment. Nonetheless, employees face a variety of issues, including overcrowding at fair price shops. Hence, the present study is an attempt to study the work environment in quality of work life of employees relating to fair price shops in the study area. The suggestions of the present study are to minimize the problem of stress and improve the overall efficiency of employees in the work spot.

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