

Assessing Quality of Life (QoL) among Leather Industry Workers- A Socio-Economic Analysis

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Abstract

The main theme is to ascertain the connection between demographic factors with that of the QoL of the leather business employees. QoL is studied from the aspect of various dimensions of life such as quality of work-life and non-work life. Data for the study was gathered from over 250 leather industry workers employed in various leather-based companies in the leather industrial cluster area i.e., Vellore, Tamil Nadu. It is analyzed through the reliability and KMO & Bartlett's tests for the confirmation of the validity of the instrument. One-way ANOVA is used to measure the connection between the demographics & the QoL. It has been identified that monthly income and number of dependents play a significant role with the QoL, while the age group and experience were significantly related only to the QWL. Suggestions such as the making available the monetary benefits and reducing the family work conflict to improve the QoL of the workers are provided.

Keywords: Quality of Life, Quality of Work Life, Quality of Non-Work Life, Demographics, Leather Industry workers.

Introduction

QOL is the general delight that prevails among every individual in every aspect of their lives. The standard of living is one of the many components of the standard of living of the personnel. This quality of life is influenced by certain demographic factors. Since there are already many studies has been conducted on assessing the relationship between the demographic profile and the quality of life of the employees such as those done by researchers like Karen Herlofson Karlsen *et al.*, (1999) identified that the absence of proper energy is the major factor responsible for the existence of Parkinson's disease and as a result it ends up in the reduced quality of life, while Karimollah Hajian-Tilaki *et al.*, (2017) identified differences among gender i.e., women have reduced health-related quality of life as compared to that of the men and Helen Koch *et al.*, (2007) discovered that the respondents that is the patients aged 44 years are suffering from poor quality of life due to the unexplained complaints in their health conditions; Muhammad Anees *et al.*, 2014 found that the age is the negative influencer of quality of life and

the monthly income is the positive inducer of the quality of life among the hemodialysis patients in Lahore, Pakistan and many more. They all mainly focused on the health-related quality of life of the patients and they failed to study the relationship between the demographic profile and quality of life about all domains of life among the working individuals and to be in more particular, the leather trade employees. So, to achieve the research gap, this work has been carried out.

Review of Literature

Darlene Mara dos Santos Tavares *et al.*, (2013) identified that elderly patients with hypertension are satisfied with their lives and reported that they are having a better quality of life (QOL). Simone De Sio *et al.*, (2017) explored a noteworthy difference among the sexual category concerning the QOL among laborers. Maxwell O. Adibe *et al.*, (2014) revealed that the professional factor of the workers such as work stress affects the QoL of the workers negatively. Eunhee Shin and Heekyung Kim (2015) explored optimistic QOL and life habits among male workers.

Islam, M.Z., *et al.*, (2011) exposed a significant relationship among the demographic profile and QOL of the workers. Tesla Jessil, E. (2018) discovered a moderate level of QOL among the half of the construction workers in Kuniamuthur village of the Coimbatore district. Nestor Gandelman and Giorgina Piani (2013) revealed a significant difference between the personal factors such as the gender, age group, size of the family and spouse with that of the QOL contentment among the workers and non-workers in Uruguay.

Kaliterna Lipovcan, L.J. *et al.*, (2004) discovered that the night shift workers are having a low level of quality of life than the other workers. Jae-hee Kim and Soong-nang Jang (2018) shown that self-efficacy is the most significant construct inducing the QOL among the maritime workers. Aryana Satrya *et al.*, (2017) exposed that the dimensions of the working situations namely rewards, safety work, relationship with the supervisors and promotion are better for the women employees working in companies having proper work programs than those companies not having such proper work programs in Indonesia, which in turn improves the QOL.

Sunshine B. Pedida and Roperto S. Deluna Jr. (2014) exposed that the remittances have a significant consequence on improving the QoL of the workers. MP Sheetal *et al.* (2014) explored that there is a better among the majority of the Anganwadi workers in the Mandya city of Karnataka state. Hassan, Narehan *et al.* (2014) revealed a momentous link among the QWL programs with that of QOL of the workers. Kanwal, H. & Mustafa, N. (2016) found that QOL is higher for normal workers than that of physically disabled workers. Juozas Ruzevicius and Dalia Akranaviciute (2007) explored that the socio-demographic features of the workers have a low impact on the QOL and the measurement of quality of working life. Ragnhild Cederlund, *et al.* (2007) found that the QOL among those Swedish workers with Hand Arm Vibration (HAV) disease is low as compared to that of those workers without any HAV issues. Sarina Muhammad Noor and Mohamad Ali Abdullah (2012) found that work contentment, involvement, and security have a significant connection with that of the QOL of the workers.

Defining QOL

QoL is the evaluation of workers' various facets of life such as gratification, persona and appropriate work relations and associations (Diener *et al.*, 1999). Certain researchers namely Clarke *et al.*, (2000) described QoL as the well-being of the workers. WHO described QoL as every individual's thoughts about the different matters, values, and standards in connection with the professional goals. Through these definitions as framed by several authors and researchers, the QoL could be concluded that it is the fulfillment an individual receives from all his life features.

Research Gap

Plenty of researches are done on the leather industry workers such as those done by researchers like Subodh Kumar Rastogi *et al.*, (2008), Muhammad Junaid *et al.*, (2017) and many more. To be more particular, the QoL of such leather industry workers are studied by the authors such as Indri Hapsari Susilowati *et al.*, (2017), but they all failed to investigate about the relationship between the demographic factors with that of the QoL of such leather industry workers.

Purposes of the study

The major theme of the investigation is to find the relationship amid the demographics with QoL of the workers. The secondary objective is to provide necessary suggestions to improve this relationship and also to raise the QoL of the study respondents i.e., the leather industry workers.

Limitations of the study

As the study is limited with the constructs such as demographics like age of the workers, gender, experience (in years), income and number of dependents and the organizational constructs i.e., QoL types such as the work-life (QWL) and non-work life (QNL) with a total sample size of 250 married male and female leather business labors in Vellore, the study projects these results. When samples are extended with furthermore demographic and organizational factors along with the change in the sample setting and region, there are more chances of obtaining different results.

Research Methodology**Methods**

Data for the study has been collected through the simple random sampling technique of data collection. The simple random sampling technique due to its advantage of obtaining the cost-effective and the main benefit of the more probabilities of selecting every member of the target population as the sample for the study.

Eligibility conditions for sample selection

The data for the study has been gathered from only those respondents who are married and satisfy certain eligibility conditions such as they should be aged between 20-60 years of age and the employees should have at least a single child at school-going age.

Sample size and materials of data collection

Data has been collected from 250 the laborers employed in various leather products manufacturing units in Vellore. The data for the study has been collected through the self-administered and structured questionnaire.

Factors considered for the study

The constructs that are considered for the study include the demographic factors such as age, gender, work experience, income levels and the number of dependents and the organizational constructs includes quality of life which can be studied through the quality of work-life (QWL) and quality of non-work life (QNWL).

Tools used for the data analysis

Collected data are analyzed using descriptive statistics, reliability and validity analysis to check the validity of the questionnaire used for the study and one-way ANOVA is applied to check the relationship between the demographics and the QoL of the workers.

Relationship between the demographics and QoL of the workers

Age of the workers, gender, experience, income, and the number of dependents are the demographic constructs for the study. All the demographic variables of leather unit employees have a mixed relationship with that of the QoL of the workers. Firstly, considering the age of the employees, it is considered to be a most significant determinant of the QoL of the workers (Bernadine Cimpirch, *et al.*, 2002, Vladan Peric *et al.*, 2015). In some cases, the age could not determine the QoL of the employees (Areej El-Jawahri, *et al.*, 2014). Since, most of the studies in measuring the link between the age group and the QoL are connected with the health-related QoL like those done by the Eunkyong Hong (2015), Louis S. Matza *et al.*, (2004) and many more, there is an absence of studying the general QoL of the workers. Henceforth, to achieve this research gap, the following hypothesis has been framed.

H_a¹: Age of the workers has a significant relationship with that of the QWL and QNWL.

Such age group in this study has been studied through different ranges such as 20-30 years, 31-40 years, 41-50 years & 51-60 years. The data is obtained via a self-administered questionnaire.

As far as genders of employees are considered, there are general differences between the levels of QoL among the workers (Ana Cristina Viana Campos *et al.*, 2014). This relationship is even mediated by the depression (Tore Bonsaksen, 2012). As most of the studies such as those conducted by Corinna Bisegger *et al.*, 2005, Mariat Hagedoorn *et al.*, 2000 and Francesc Orfila,

et al., 2006, reported that the QoL of the women is much adverse as compared to that of the male peers. So, there may be even chances of male workers having low QoL as compared to that of the women. Henceforth, to check the level of QoL among either of the genders, the following hypothesis has been framed.

H₀²: Gender has no positive association with the QWL and the QNWL of the workers.

The gender of the workers in the research has been divided into the most common classification i.e., male and female and the data have been gathered via a structured questionnaire.

Taking into account, the work experience in terms of years, the years of experience predicts the QoL of the workers (Surendran Venkatraman *et al.*, 2018 and Simon Easton, *et al.*, 2013). But, in some cases, the work experience has no connection with the QoL of the employees (Mehri Kalhor, *et al.*, 2018). As this clearly describes that the association among the QoL and the professional experience are subject to change as per the circumstances depending upon many reasons, the following hypothesis has been framed to verify the type of relationship amid the study respondents.

H_a³: There is no significant affiliation among the work experience and the QOL of the respondents.

Work experience in terms of years has been categorized into different ranges such as up to 1 year, above 1-5 years, greater than 5-10 years and more than 10 years. This professional experience data has been collected through a well-designed instrument.

The income of the employees determines their QoL. The different ranges of income predict the QoL of the professionals. Higher-income of the workers improves the QoL of the employees (Joelma Maria Costa & Lidya Tolstenko Nogueira, 2013). As the number of research works done by authors such as Hung Wong (2005), Violeta Pukeliene and Viktorija Starkauskiene (2011) and Teemu Kautonen *et al.*, (2017) has failed to assess this relationship among the leather industry workers. Since, this relationship among the QoL and the income is subject to change, i.e., even as the negative association amid them, and for this purpose, to identify the nature of the connection between the income and the QoL of the respondents among the leather industry workers, the following hypothesis has been framed.

H₀⁴: Income levels of the employees are not optimistically linked with the QoL of the employees.

Income groups on the study have been categorized into various ranges such as those earning a monthly income of up to Rs. 5,000, Rs. 5,001 – Rs. 10,000 and above Rs. 10,000 through a structured questionnaire.

Dependents are that individual who relies on the bread winners for the gratification of their basic livelihood wants and demands. Family dependents play a major determination in the QoL of the income earners of the family. Care responsibility of the earning individuals in the

families significantly induces the QoL of the workers (Emiliano Rodriguez-Sanchez, *et al.*, 2011). Such care towards the family dependents negatively influences the QoL of the employees (Montserrat Puig, *et al.*, 2015, Karla Ferraz dos Anjos *et al.*, 2015). As all the studies focus on the caregiving responsibilities of the workers alone, instead of also investigating the number of dependents, this study has interrogated about the number of dependents as well as their care taken from the income earners with that of the QoL of the beard winners and for this purpose, the below-mentioned hypothesis has been framed.

H_a⁵: The number of dependents has an affirmative correlation with the QoL.

The categories of the number of dependents in this study are No dependents, 1-2 dependent(s), 3-4 dependents and above 4 dependents. Similar to all other demographic constructs, this number of dependents information has been collected over the questionnaire.

Data Analysis and Interpretation

Table 1: Cronbach's Alpha scale of reliability and validity analysis

Factors	Scale Mean	Scale variance	Total Correlation	Cronbach's alpha
Quality of Work Life	125.8988	82.295	.814	.790
Quality of Non-Work Life	126.0504	79.174	.902	.782

Source: Primary data

The above table describes the Cronbach's alpha scale of reliability and validity analysis among 250 cases. QWL has a Cronbach's alpha value of .790 and the QNWL has a Cronbach's alpha value of .782 coefficients. .805 is the Cronbach's alpha value of reliability and the validity analysis. The Cronbach's alpha value is within acceptable reliability i.e., between the 0.7, among the 250 cases. Henceforth, the instrument with 20 items adopted for the study is considered to be reliable and valid and could be used for further study.

Table 2: KMO & Bartlett's test

Group	Leather Industry workers
KMO Measure of Sampling Adequacy	.873
Bartlett's Test of Sphericity (Approx. Chi-Square) Sig.	79.597.000

Source: Primary data

KMO and Bartlett's test of Sphericity results is displayed in table 2. All the study factors that are assessed in this research work are multi-dimensional. For this purpose, the confirmatory factor analysis has been applied with a view of evaluating the validity of the scale taken for the leather industry workers (Table 2). KMO and Bartlett's Test of Sphericity is identified to be highly significant since the KMO value is .873 and the p-value is .000 among the interviewees. As the KMO values are greater than the 0.60 as suggested by the researchers Tabachnick and Fidell, 2001. The scales adopted for measuring the QOL of the leather industry workers has been accepted. After obtaining the confirmation of the consistency of the questionnaire via the

Cronbach's alpha scale of reliability and the validity and the validation of the scale adopted for the study through the KMO & Bartlett's test, the instrument developed for the study has been considered to be highly accepted for the study and used for the further process of the research work.

Table 3: Mean & SD of the study items

Sl.No.	Statements	Mean	SD
1. Quality of Work Life (QWL)			
1.	Work responsibilities adversely affect my mental health conditions.	6.6000	.80160
2.	Reduction in work-life quality is caused due to extreme work pressure.	6.4400	.78028
3.	The absence of suitable benefits from work affects my work life quality adversely.	6.6760	.60372
4.	Occupational hazardous distresses my work.	5.7960	.85164
5.	The negative occupational environment stimulates my work outcomes.	5.9040	.79075
6.	Deprived career progression affects me mentally.	6.0160	1.07535
7.	Job insecurity affects my concentration on the work.	5.7680	1.06145
8.	Absence of the proper rights from the organization, I planned to quit the job.	5.8594	.93774
9.	Reduced organizational support is the main reason for reduced work life.	5.9680	1.16809
10.	Poor quality of professional life is caused because of the work to family conflict.	5.6880	1.12236
2. Quality of Non-Work Life (QNWL)			
11.	Family support is the essence of my non-work-life quality.	5.8320	1.06221
12.	Demands of the family are easily met by the employment of my life partner.	5.9600	1.04440
13.	Dependents care is the major reason for the absence of personal happiness.	5.8520	1.06708
14.	Health is adversely affected due to the professional hazards.	5.9040	1.11163
15.	Expenditure concerning the education of the children distresses my life quality.	5.8960	1.06287
16.	The presence of financial benefits makes me look after my dependents easily.	5.8200	1.09563
17.	Poor health conditions of dependents affect my work concentration.	5.9317	1.11051
18.	Rotational working hours lowers life quality.	6.0120	1.01191
19.	Dependents of the family are supportive in achieving the family's needs.	6.0160	1.02172
20.	Quality of non-work life is lessened by family-work conflict.	6.0160	1.02172

Source: Primary data

Mean and SD of the variables considered for the study are provided in the above table. QWL has around 6.0713 mean and among the QWL items, QWL3 i.e., the lack of appropriate benefits induces the QWL adversely at 6.6760 mean, then QWL1=6.6000 mean, QWL2=6.4400 mean, QWL6=6.0160 mean, QWL9=5.9680 mean, QWL5=5.9040 mean, QWL8=5.8594 mean, QWL4=5.7960 mean, QWL7=5.7680 mean and lastly, by the QWL10=5.6880 mean (Refer table 2 for the items used for measurement). 5.9241 mean value for the QNWL and among the items namely family dependents (QNWL19) and the family work conflict (QNWL20) induces the QNWL at 6.0120 mean each, then followed by it, QNWL18=6.0120 mean, QNWL12=5.9600 mean, QNWL17=5.9317 mean, QNWL14=5.9040 mean, QNWL15=5.8960 mean, QNWL13=5.8520 mean, QNWL11=5.8320 mean and QNWL16=5.8200 (Refer table 2 for the QNWL items).

Table 4: Frequency of the personal profile of the workers

Demographics	Frequency	Percentage
Age group		
20-30 years	15	6.00%
31-40 years	50	20.00%
41-50 years	115	46.00%
51-60 years	70	28.00%
Total	250	100.00%
Gender		
Male	165	66.00%
Female	85	34.00%
Total	250	100.00%
Work Experience		
Up to 1 year	17	6.80%
Above 1-5 years	47	18.80%
Above 5-10 years	147	58.80%
Above 10 years	39	15.60%
Total	250	100.00%
Monthly Income		
Up to Rs.5,000	15	6.00%
Rs. 5,001 – Rs. 10,000	170	68.00%
Above Rs. 10,000	65	26.00%
Total	250	100.00%
Number of Dependents		
No Dependents	9	3.60%
1-2 dependents	11	4.40%
3-4 dependents	27	10.80%
Above 4 dependents	203	81.20%
Total	250	100.00%

Source: Primary data

The above table projects the frequency distribution for the demographic profile of the workers. Considering the workers' age group, 15 employees (6.0%) are aged from 20-30 years of age, 50 workers (20.0%) are within 31-40 years of age, 115 professionals (46.0%) are aged from 41-50 years of age and 70 workforces (28.0%) are aged above 50 years. Taking into consideration, the gender, 165 professionals (66.0%) are male and the remaining 85 interviewees (34.0%) are female. Work experience of the employees are considered, 17 labors (6.8%) are experienced up to 1 year, 47 employees (18.8%) are experienced above 1-5 years, 147 professionals (58.8%) are experienced from above 5-10 years and 39 interviewees (15.6%) are experienced more than 10 years. Concerned with the monthly income of the workers, 15 employees (6.0%) are earning income up to Rs. 5,000 per month, 170 workers (68.0%) are earning a regular income within Rs. 5,001 – Rs. 10,000 per month and the remaining 65 professionals (26.0%) are receiving an annual income of above Rs. 10,000 per month. Taking into consideration the number of dependents, 9 workers (3.6%) are having no dependents, 11 professionals (4.4%) are having 1-2 dependents, 27 employees (10.8%) are having 3-4 dependents and 203 respondents (81.2%) are having above 4 dependents.

H_a^1 : Age of the workers has a significant relationship with that of the QWL and QNWL.

Table 5: One-way ANOVA for the significant relationship among the age group with that of the QWL and QNWL

Factors	Age group				F value	P-value
	20-30 years	31-40 years	41-50 years	Above 50 years		
Quality of Work Life	5.9533 ^b (.56044)	6.1767 ^a (.36516)	6.0330 ^b (.41754)	6.0843 ^b (.39144)	3.825	.011*
Quality of Non-Work Life	6.0067 ^a (.43006)	6.0424 ^a (.60287)	5.8965 ^a (.50366)	5.8671 ^a (.63855)	1.893	.131

Source: Primary data

* Significant at 5% level.

Different alphabets among the age group denote significant at a 5% level using the DMRT test.

The above table projects the one-way ANOVA for the significant relationship among the age group with that of the QWL and QNWL. P-value (.011) of QWL is lesser than 0.05, the alternative hypothesis is supported at a 5% level and it has been inferred that the age group has a significant relationship with the QWL of the workers. Since the p-value of QNWL (.131) is not lower than 0.05, the alternative hypothesis is disallowed at 5% significance. Henceforth, it could be inferred that the age group has no significant relationship with that of the QNWL of the workers at a 5% level of significance. Based upon the DMRT test, it has been discovered that the workers aged 31-40 years have a significant relationship with that of those below 31 years and above 40 years, but there is no such significant relationship among the workers aged 20-30 years

and from 41-60 years at 5% significance as regards the QWL. It has also been revealed that, no significant variance among the workers with different ages and QNWL at a 5% level of significance.

H_0^2 : Gender has no positive association with the QWL and the QNWL of the workers.

Table 6: One-way ANOVA for the positive association among gender, QWL, and QNWL.

Factors	Gender		F value	p-value
	Male	Female		
Quality of Work Life	6.0735 (.42016)	6.0671 (.39892)	1.569	.212
Quality of Non-Work Life	5.9583 (.54366)	5.8576 (.59289)	.000	.984

Source: Primary data

Note: DMRT test could not be performed since there are only two sub-groups in the gender.

The above table describes the one-way ANOVA for the positive association among the gender with that of the QWL and QNWL of the respondents. As the p values of QWL (.212) and QNWL (.984) are superior to 0.05, the null hypothesis is supported at a 5% level. So, it could be inferred that the sexual category has no positive association with QWL and QNWL of labors at 5% significance.

H_a^3 : There is a significant affiliation among the work experience and the QOL of the respondents.

Table 7: One-way ANOVA for the significant affiliation among the work experience and QOL of the workers

Factors	Work Experience				F value	p-value
	Up to 1 year	Above 1-5 years	Above 5-10 years	Above 10 years		
Quality of Work Life	5.8902 ^a (.61132)	6.0085 ^{ab} (.50983)	6.1354 ^b (.34079)	5.9846 ^{ab} (.39037)	3.304	.021 [*]
Quality of Non-Work Life	6.0412 ^a (.42435)	5.9170 ^a (.61761)	5.9206 ^a (.54679)	5.8949 ^a (.61171)	.283	.837

Source: Primary data

* indicates significant at 5% level.

Different alphabets among the work experience indicate significant at 5% level using DMRT.

Table 7 shows the ANOVA for the significant affiliation among the work experience and the QOL of the workers. A p-value of QWL (.021) is inferior to .05, the alternative hypothesis is supported at a 5% level and it could be stated, work experience is significantly affiliated with the QWL of the leather industry workers. As the p-value of QNWL (.837) is greater than 0.05, the alternative hypothesis is disallowed at a 5% level and it is concluded, work experience is not

significantly affiliated with the QNWL of the leather industry workers at 5% level. Depending on the DMRT, it has been found that the workers experienced from above 1-5 years and above 10 years are having a significant difference with those experienced up to 1 year and those experienced from above 5-10 years, but there is no significant difference among those having above 1-5 years of experience with that of above 10 years experienced workers with regard to the QWL of the respondents at 5% level of significance. It has also been identified that the workers with different experience ranges have no significant difference with that of the QNWL of the interviewees at a 5% level.

H₀⁴: Income levels of the employees are not optimistically linked with the QoL of the employees.

Table 8: One-way ANOVA for the optimistic link between the Income levels and QOL

Factors	Monthly Income levels			F value	p-value
	Upto Rs.5,000	Rs.5,001-Rs.10,000	Above Rs.10,000		
Quality of work-life	5.8667 ^a	6.7059 ^{ab}	6.4762 ^{ab}	6.207	.000 ^{**}
Quality of non-work life	5.6000 ^a	6.5412 ^b	6.3333 ^{ab}	7.616	.000 ^{**}

Source: Primary data,** indicates significant at 1% level.

Different alphabets among the monthly income include significant at a 5% level.

Table 8 shows the one-way ANOVA for an optimistic link between the income levels and the QOL of the workers. Since, the p values i.e., 0.000 of QWL and QNWL are lower than 0.01, the null hypothesis is disallowed at 1% significance. Henceforth, it has been inferred, an optimistic link amid the income levels and the QOL of the workers at a 1% level of significance. Based on DMRT, it has been identified that the workers who are earning up to Rs. 5,000 per month has no significant difference with that of those earning income above Rs. 5,000 per month, but it has also been discovered, no significant difference amid those workers earning income from Rs. 5,001 – Rs. 10,000 per month to that of those making above Rs. 10,000 per month concerning the QWL of the workers at a 5% level of significance. It has also been found that, a noteworthy difference among the labors earning pay from up to Rs. 5,000 with that of those earning income from Rs. 5,001-Rs. 10,000 and with those above Rs. 10,000 per month concerning the QNWL of the leather industry workers at a 5% level.

H_a⁵: The number of dependents has an affirmative correlation with the QoL.

Table 9: One-way ANOVA for the affirmative correlation with the QOL of the workers

Study factors	Number of Dependents				F value	p-value
	No dependents	1-2 dependents	3-4 dependents	Above 4 dependents		
Quality of Work Life	5.7444	6.0303	6.1519	6.0767	9.393	.000 ^{**}
Quality of Non-Work Life	6.0778	6.1909	5.9481	5.8976	9.826	.000 ^{**}

Source: Primary data

** indicates significant at 1% level.

Note: DMRT test could not be performed since there are only two cases.

The above table describes the one-way ANOVA for the affirmative correlation with the QOL of the workers. Since the p values (.000) are lower than that of the QWL and QNWL, the alternative hypothesis is supported at 1% significance. Henceforth, it could be stated, the number of dependents has an affirmative correlation with the QOL of the workers at 1% significance.

Table 10: Correlations between the QWL and QNWL among the workers

Study factors		QWL	QNWL
Pearson Correlation			
Quality of Work Life	Pearson Correlation	1	.524**
	Significance		.000
Quality of Non-Work Life	Pearson Correlation	.524**	1
	Significance	.000	
Kendall's tau_b			
Quality of Work Life	Correlation Coefficient	1.000	.378**
	Significance		.000
Quality of Non-Work life	Correlation Coefficient	.378**	1
	Significance	.000	
Spearman's rho			
Quality of Work Life	Correlation Coefficient	1.000	.490**
	Significance		.000
Quality of Non-Work Life	Correlation Coefficient	.490**	1.000
	Significance	.000	

Source: Primary data

** indicates significant at 1% level of significance.

Table 10 describes the different types of correlations that exist between the QWL and QNWL of the study. Initially, the Pearson Correlation is conducted among the different dimensions of the QoL of the study and according to it, there exists, a moderate optimistic association among the QWL & QNWL of the workers at .524 coefficients & significant at 1% level. Considering Kendall's Correlation, there exists .378 coefficients i.e., a weaker and optimistic intercorrelation among the QWL and QNWL at a 1% significant level. As far as the Spearman's rho correlation is considered, a weaker and affirmative relationship presents between the QWL and QNWL of the leather industry workers at 1% significance.

Discussions and Suggestions

The study found that the age group and the years of experience have a significant relationship with the QWL of the respondents at a 1% level of significance. The study also found that the personal construct such as monthly income and the number of dependents has a significant association with the QWL and QNWL of the leather industry workers. The study also revealed that gender has no role to play with the QoL of the workers and the constructs like age group and the experience are significantly connected with the QNWL of the employees. It is also revealed that there is a significant and positive association among the different dimensions of the QoL i.e., QWL and QNWL. The study also found that QWL is adversely affected by the absence of the appropriate benefits of the workers. While, on the other hand, the QNWL of the respondents, it harmfully affecting the family-work conflict and the family dependents.

The normal benefits that are mandatory to the leather industry workers as per the Indian laws of the employees should be made available to them. It ultimately vests with the top authorities of the organization and the company management. The mandatory benefits include the admissible wages, fringe benefits such as bonuses, incentives, allowances like house rent allowance, children education allowances, retirement benefits such as provident fund and insurance. On the other hand, these benefits also consist of the presence of proper safety and precautionary measures as they are dealing with chemicals and heavy machinery. If these policies are failed to comply with, on the part of the organization, the responsibility falls on the shoulders of the government officials. They could have made these policies easily available to the leather industry workers through inspections at regular intervals without any prior intimation to the concern. By doing so, the real-time scenario of the leather industry workers in their organization could be easily identified and their problems could be rectified as soon as possible.

The number of dependents demands more care responsibilities from the wage earners of the family i.e., the leather industry workers in this context. So, their concentration towards the work reduces and even their absence from the work rises. In such cases, the family work conflict arises. As a result, their QNWL reduces. This problem could be met out only by the organization as well as the employees and their families. As the workers are working for an average of more than 10 hours in a day, it could be reduced to 9 hours a day by the organization. While, the respondents could plan well in advance the needs and demands of their dependents and by doing so, they could easily achieve the family demands without disturbing their profession to some extent. The family dependents should also meet some of their easily achieving needs and demands by themselves without distressing the workers. Hence, through the reduced working hours, proper planning in advance of their needs and meeting their demands by the dependents themselves make the employees have a reduced family-work conflict.

Availability of the mandatory organizational benefits to the employees improves the QOL of the workers and the QNWL is enhanced through the reduction in the family work conflict and the timely meeting of the family demands. Over and done with these measures, QoL as a whole of the leather industry workers upsurge easily. Enriched life quality of the professionals brings happiness in the home and such happiness, in turn, leads to peace and

harmony in the nation. This better QoL of the workers improves the more commitment towards the profession by the employees. Such organizational commitment paves the way for better productivity and also on organizational productivity as a whole. Improvement in the performance of the business raises the growth of the economy.

Scope for further research

Present research deals only with those workers employed in leather units of Vellore region alone, it would be better if the leather industries of all over India are covered as a whole. By doing so, the entire and clear picture of the QoL of the leather industry workers in the whole country could be easily ascertained. This will also be helpful for all the stakeholders, to frame necessary policies towards the upliftment of the life quality among the leather industry workers.

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