



**EMPLOYEES' PERCEPTION TOWARDS QUALITY OF WORK LIFE IN  
NEYVELI LIGNITE CORPORATION LIMITED, NEYVELI**

**P. GNANAVEL\*; Dr. K. THAMIZHSELVAN \*\***

\* Assistant Professor of Commerce,  
Directorate of Distance Education,  
Annamalai University, Annamalai Nagar - 608 002, Tamilnadu.

\*\* Assistant Professor of Commerce,  
Directorate of Distance Education,  
Annamalai University, Annamalai Nagar - 608 002, Tamilnadu.

**ABSTRACT**

*The success of any organization depends to a large extent upon the developed human resources. Today, organizations operate in an environment characterized by technological changes, which in turn, affect employment opportunities, skill requirement, management policies, strategies and style, expectations and aspirations of employees as well as the physical working conditions. People conceive of quality of work life as a set of methods, such as autonomous work groups, job enrichment and high involvement aimed at boosting the satisfaction and productivity of workers. In this context, the researcher has made an attempt to study the quality of work life of employees in the Neyveli Lignite Corporation. By adopting stratified random sampling, 506 respondents were selected by using Tippet's random number table. For this study, the employees were categorized into executives, supervisory staff and workmen. The primary data were collected from 506 employees with the help of questionnaires. In order to study the attitude of employees, chi square test, analysis of variance, student t test, co-efficient of variation, multiple discriminant function analysis, multiple regression analysis, and percentage analysis are employed. The study reveals that no significant association is found among the satisfaction level of the respondents belonging to different genders, age groups, educational status, salary groups, cadres, length of service, and place of work they belong to towards quality of work life of employees in NLC. To ensure a positive outcome, attention to the factors identified in the suggested framework is important for improved quality of work life.*