

PERCEPTION OF QUALITY OF WORKING LIFE AND THE
RELATED FACTORS - A STUDY OF WOMEN WORKERS
IN CONSTRUCTION INDUSTRY

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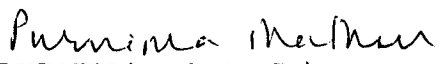
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CERTIFICATE

This is to certify that the thesis entitled, "PERCEPTION OF QUALITY OF WORKING LIFE AND THE RELATED FACTORS - A STUDY OF WOMEN WORKERS IN CONSTRUCTION INDUSTRY" being submitted by Mr. Ravindra Nath Mathur to the INDIAN INSTITUTE OF TECHNOLOGY, DELHI for the award of the degree of Doctor of Philosophy, is a record of bonafide research work carried out by him. Mr. Ravindra Nath Mathur has worked under our guidance and supervision and has fulfilled the requirements for the submission of this thesis, which to our knowledge has reached the requisite standard.

The results contained in this thesis have not been submitted, in part or in full, to any other University or Institute for the award of any degree or diploma.


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ABSTRACT

The present investigation was planned to study quality of working life (QWL) among women workers in the unorganised construction industry and an attempt was made to relate QWL with background variables, work-related variables, general awareness, attitude towards education, performance level and need fulfilment.

The measuring instruments for the aforesaid variables were either developed or modified versions were adopted, based on informal interviews with women workers. 220 women construction workers were selected randomly, from 22 different construction sites in five zones of Delhi for face to face interview. The performance level was assessed by 22 immediate supervisors. Appropriate uni, bi and multivariate statistical techniques were used for data analysis. Looking to the paucity of data and relevant research evidences, seven null hypotheses were framed for all the variables under investigation.

Hypothesis I which stated no relation existed between background variables with QWL, was largely accepted as none of the variables predicted QWL, however, migration category, educational status and per-capita family income were found related to QWL.

Hypothesis II stated that no relationship existed between work-related variables and QWL, was also accepted as only one variable i.e. willingness to become skilled worker, was found to predict QWL, however,

this variable and cooperation from co-workers were found related to QWL.

Hypothesis III which stated that no relationship existed between QWL and living conditions variables was accepted as none of the variables were either predictive or related to QWL.

Hypothesis IV stated that general awareness was not related to QWL was accepted as it was neither found predictive or related to QWL. However, high and low QWL groups significantly differed each other.

Hypothesis V indicated that attitude towards education was not related to QWL, was found true. Attitude towards education was neither predictive or related to QWL. The high and low QWL groups did not differ significantly.

Hypothesis VI ~~showed~~ no relationship of QWL with performance level dimensions was rejected as all the fourteen variables were found significantly related and physical strength, perfection in work, understand the job and overcoming problems independently were found as predictor variables of QWL.

Hypothesis VII stated that need fulfilment was not related to QWL, was also rejected as all the five needs, i.e. basic, security, belonging, esteem and self actualization needs were significantly related to QWL, first four needs were also found predictive of QWL.

On the basis of the findings, implications of the study were discussed and further suggestions for research made.

CONTENTS

Page.

Acknowledgement		
Abstract		
List of Tables		
List of Figures		
List of Photographs.		
CHAPTER - I	INTRODUCTION	---
		1 - 7
CHAPTER - II	REVIEW OF LITERATURE AND -- DEVELOPMENT OF HYPOTHESES	9 - 47
CHAPTER - III	WOMEN WORKERS AND --- CONSTRUCTION INDUSTRY	49 - 108
	<u>PART I</u>	
	WOMENS' ROLES, RIGHTS AND --- PARTICIPATION IN ECONOMIC ACTIVITIES	49 - 82
	<u>PART II</u>	
	SALIENT FEATURES OF --- CONSTRUCTION INDUSTRY	83 - 108
CHAPTER - IV	THEORETICAL ORIENTATION	---
		110 - 122
CHAPTER - V	METHODOLOGY	---
		124 - 144

	Page

CHAPTER VI	RESULTS AND DISCUSSION -- 146 - 193
- Analysis of Selected Background Variables and their Relationship with QWL.	146-163
- Analysis of Selected Work-related Variables and their Relationship with QWL.	163-177
- Relationship of Selected Living Condition Variables with QWL.	177-180
- Relationship of General Awareness with QWL.	180-181
- Relationship of Attitude Towards Education with QWL.	181-183
- Analysis of Performance Levels and their Relationship with QWL.	183-188
- Relationship of Need Fulfilment with QWL.	188-193
CHAPTER VII	IMPLICATIONS AND LIMITATIONS OF THE STUDY AND SUGGESTIONS FOR FURTHER RESEARCH. 195 - 200
REFERENCES	
APPENDIX - I	
APPENDIX - II	