

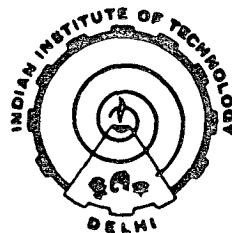
**FACTORS RELATED TO
QUALITY OF WORK LIFE OF
MANAGERS IN INDIAN INDUSTRY**

By

NAVAL KARRIR

Department of Humanities and Social Sciences

***THESIS SUBMITTED
IN FULFILMENT OF THE REQUIREMENTS
FOR THE DEGREE OF
DOCTOR OF PHILOSOPHY***



to the

INDIAN INSTITUTE OF TECHNOLOGY, DELHI

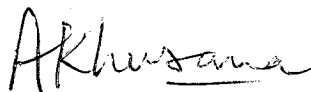
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CERTIFICATE

This is to certify that the thesis entitled, "FACTORS RELATED TO QUALITY OF WORKLIFE OF MANAGERS IN INDIAN INDUSTRY" being submitted by NAVAL KARRIR 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.

Naval Karrir has worked under my guidance and supervision and has fulfilled the requirements for the submission of this thesis, which to my 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.



(AMULYA KHURANA)

Supervisor

Department of Humanities and Social Sciences
Indian Institute of Technology,
Hauz Khas, New Delhi-110016
(INDIA)

DEDICATED TO MY PARENTS

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Naval Karrir

ABSTRACT

The present study, based on the theories of motivation, has been carried out to investigate factors related to quality of work life of managers in Indian industry.

A set of twelve factors : nine of them classified as background and three as motivational variables were examined in relation to two measures of quality of work life, that are, feelings and conditions. Taking into account these variables and their expected relationship with quality of worklife, nine hypotheses were developed and a conceptual model was proposed.

The data was collected from managers selected by stratified sampling method, using a set of five questionnaires. The sample consisted of 491 managers from three sectors of industry (Public=182; Private=143; cooperative=166) belonging to 30 organizations (Public=12; private=9; Cooperative=9) at three levels of managerial heirarchy (top, middle and lower level) with respect to their size (small, medium and large). Various univariate bivariate and multivariate statistical techniques were used to analyse the data.

Results showed significant correlations of quality of worklife with some of the background variables (educational qualification, native/migrant status, income level, managerial level and size of organization) and with all the

motivational variables. Managers, from public sector, from small size organizations and at top level of management had better quality of worklife than their counterparts. Managers who were more involved in their job and work, and experienced more job satisfaction than others exhibited higher quality of worklife. Also educational qualification, size of organization, job satisfaction and job involvement have emerged as significant predictors of quality of worklife.

Finally, the implications of the study have been summarized and suggestions for further research have been made.

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