

concept of quality of life. De(1975) 'opined that quality of working life is a major determinant of quality of life. Quality of life includes factors such as income, health, Social relationships and other HR factors led to happiness and fulfillment'. Therefore, this study has been undertaken to analyze the quality work life among women beddi workers.

Evolution Of QWL

The pursuit for improved productivity through human resources has its foundation in the early nineteenth century with F.W.Taylor developing Scientific Management Theory and creating a new awareness regarding human resources. The scientific management was focused on division of labour, hierarchy, close supervision and management principles. These have no doubt brought several benefits to the society. From then onwards continuous research and investigations have been undertaken to understand human behavior at work and the ways to improve their job satisfaction, balanced with the aim of the organizations to work for better productivity with job and employee satisfaction.

One of the earliest uses of the term "Quality of Work Life" is found in the work of Mayo(1960). Walton R.E.(1973) attributed the evolution of quality of work life to various phases in history. Legislation enacted in early 20th century to protect employees from risks inherent in job and to eliminate hazardous working conditions followed by the unionization movement in the 1930s and 1940s were the initial steps. In 1950s and 1960s saw the development of different theories by psychologists proposing a positive relationship between morale and productivity, and the possibility that improved human relations that would lead to enhancement of productivity. Attempts as reforms to acquire equal employment opportunities and job enrichment schemes also were introduced. During 1970s the idea of quality of work life was evolved according to Walton, as a broader concept than the earlier developments, and that includes the values of human needs and aspirations.

An International conference was held at Arden House, New York in 1972. It dealt in detail with the practice and theory of democratization of work place. In this conference the term 'Quality of working life' was introduced, and the International Council for Quality of Working Life(ICQWL) was formed to facilitate research on and action for quality of working life. During 1972 to 1980 the concern for quality of work life gained momentum, and assumed the proportion of a movement. Some of the members of ICQWL wanted to hold another international conference, during the 1980s. In Canada, quality of work life researches were gained attention; and a weekend meeting was organized in Toronto in 1980 to discuss ICQWL's proposal. The first open international conference was organized in Toronto in August 1981 on Quality of work life. A large number of managers, union representatives and academicians attended the conference. Jenkins (1981) observed that the Toronto conference demonstrated that the quality of working life is becoming an important issue of the ongoing organizational reality to enhance the quality of work life of employees.

QWL was first developed in the United States and UK, then spread to Norway, Netherlands, India and Japan (Davis and Trist, 1974). Transition processes, perspectives and practices of QWL vary between countries. For example the concept of QWL is associated with the improvement of working conditions in France, with humanization of work in Germany and with employee protection in eastern European Countries (Huzzard, 2003). North America, Europe and Japan not only consider QWL as a tool of

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efficiency, but also have discussed examined it in terms of democracy and humanization of the working environment (Wyatt and Wah, 2001).

The phrase 'quality of work life' connotes different meanings to different people. Some consider it an industrial democracy or co-determination with increased manager and administrators, the term denotes improvement in the psychological aspects of work to improve productivity. Unions and workers interpret it as more equitable sharing of profits, job security, healthy and congenial working conditions. Still others view it as improving social relationship at workplace through autonomous work groups. Finally, others take a broader view of changing the entire organizational climate by humanizing work, individualizing organizations and changing the structural and managerial systems. Management considers it as a broader view of changing the entire organizational climate by humanizing work, individualizing organizations, and developing the structural and managerial systems.

The quality of working life refers to the relationship between a worker and his environment, adding the human dimension to the technical and economic dimensions within which work is normally

viewed and designed. The concept of quality of working life has been expanded. To the initial criteria, additions of elements like job satisfaction, social support, control and influence, interpersonal relationships and other such variables has been made. The criteria are not quality by themselves but they assess how much any one of the criteria would be enough for a definition of quality. The severity of the need to increase the quality of working life is only beginning to become apparent, but signs are clear.

Definitions Of QWL

Taylor (1973) defined quality of working life as “the phenomenological experience of people at work”, referring primarily to the quality of working life from the point of view of the individual employee.

Beinum (1974) provides a very useful working definition of the quality of working life. According to him, it is ‘the quality of the content of the relationship between man and his task’.

According to Boisvert (1977), “QWL is a set of beneficial consequences of working life for the individual, the organization and society”.

According to the American Society of Training and Development (1979), “Quality of work life is a process of work organization which enables its members at all levels to participate in shaping the organization’s environment, aimed at meeting the twin goals of enhanced effectiveness of the organization and improved quality of work life for employees”.

According to Harrison (1985) defined the quality of working life as ‘a process of joint decision making, collaboration and building mutual respect between management and employees’. It is concerned with increasing labour management co-operation to solve the problems, improving organizational performance and employee satisfaction.

Robbins (1989) defines QWL as “a process by which an organization responds to employee needs by developing mechanisms to allow them to share fully in making the decisions that design their lives at work”.

Heskett, Sasser, Schlesinger (1997) define QWL “as the feelings that employees have about their jobs, co-workers and organization in general that act as a catalyst resulting in the organizations” growth and profitability. A positive feeling towards their job reflects that the employees are happy doing work and a satisfying work environment increases productivity. This definition indicates that the satisfying work environment is one of the factors responsible for better quality of work life.

Lau, Wong, Chan and Law (2001) defined “Quality of work life as the favorable working conditions that support and enhance satisfaction by providing employees with rewards, job security and career growth opportunities. Directly this definition reflects that an employee who is satisfied with rewards may be satisfied with the job security and may be possibly enjoying the career growth opportunity available in the organization for personal as well as professional growth”.

QWL is defined by Islam and Seingthai (2009) as “the favorable condition and environment of employees benefit, employees’ welfare and management attitudes towards operational workers as well as employees in general”.

According to Carlson (1978) stated that “quality of work life essentially an individual concept and as such it may vary from person to person”. Thus, Seashore (1975) pointed out that “much of the research on the assumption that it is the individual’s own personal satisfaction or dissatisfaction that defines the quality of his/her work rather than any objective criteria”.

Majority of the above definitions conceptualizes the quality of work life as satisfaction towards the job, working environment, salary, rewards, and job security and growth opportunity. Therefore the quality of work life can be defined as the extent to which an employee is satisfied with personal and working needs through participation in the work place while achieving the goals of the organization.

Models of Quality of Work Life

Martel and Dupuis (2006) listed four theoretical models for linking quality of work life and quality of life.

The transfer model: “Job satisfaction affects other areas of life. Consequently certain spheres of work life are positively correlated with other spheres outside work”(Georges and Brief 1990).

The compensation model: “when a person is not satisfied at work, they will try to correct this situation through stimulating activities outside work”. A negative relationship is expected between quality of life and quality of work life (Rousseau 1978, Staines 1980).

The segmentation model: “Life at work and life outside work are not related (Georges and Brief 1990)”.

The accommodation model: “voluntarily reducing one’s investment is one sphere of activity in order to more adequately responds to the demands of another (Lamber 1990)”.

None of the above models are universally accepted (Loscocco and Roschelle 1991). However, they all emphasize the subjective perceptions of individuals as the link between the two areas. The models are criticized because of their lack of precision. This criticism and the confusion created by the use of quality of work life components to mitigate the weakness of current definitions have limited the amount of research on the topic.

COMPONENTS OF QWL IN THE VIEW OF DIFFERENT RESEARCHERS

QWL is a concept consisting of a large number of inter-related elements (Rethinam and Ismail, 2008). Potential QWL related elements would form a long list. The following table shows that, elements which are studied or considered for defining QWL (source, Duyan et al 2013).

Components of QWL in the view of different researchers

Name of the authors	C o m p o n e n t s o f Q W L
Walton (1975)	“Acceptable compensation, safe and healthy working conditions, incentives/opportunity to use and develop human capacities, opportunity for continued growth and security, social integration in the work organization, constitutionalism in the work organization, work and family space and social relevance of work life”.
Monga and Maggu (1981)	“Decision making authority, growth and development, job security, organizational prestige, feeling of worthwhile accomplishment, pay and allowances, promotional avenues, and recognition and appreciation”.
Ghosh and Kalra (1982)	“Involvement in work, employee commitment in job, opportunities to use one’s capacities, job security, compensation of work, safe and healthy working conditions, financial management, social working environment, employer relation with employees, work organization, adequate financial compensation, employee involvement in the job, absence of conflict of interest, stability of organization in the work”.
Stein (1983)	“Authority or being independent, Being recognized and prized, Belongings Progression and development, External reward”.
Levine, Taylor and Davis (1984)	“Respect from supervisor and trust on employee’s capability, change of work, challenge of the work, future development opportunity arising from the current work, self esteem, scope of impacted work and life beyond work itself and contribution towards society from the work”.
Mirvis and Lawler (1984)	“Safe work environment, equitable wages, equal employment opportunities and opportunities for advancement”.
Baba and Pompili (2002)	“Poor working environments, resident aggression, workload, inability to deliver quality of care preferred, balance of work and family, shift work, lack of involvement in decision making, professional isolation, lack of recognition, poor relationships with supervisors, role conflict and lack of opportunity to learn new skills”.
European foundation for the improvement of living conditions (2002)	“Quality of work life includes job satisfaction, job involvement, motivation, productivity, health, safety and well-being, job security, competency development and balance between professional and personal life”

INTRODUCTION TO BEEDI WORKERS:

In India beedi making is an age old industry and one of the largest job providers for women in the unorganized sector. women constitute a very high percentage of labour force in the beedi industry. Beedi rolling is one of the most popular amongst unorganized industries specially in some parts of the country. The most of the beedi making work is carried out in the rural and semi-urban areas where it is one of the major sources of livelihood for many families.

-LEGISLATIONS APPLICABLE TO BEEDI WORKERS:

Over the years, many efforts have been made by the government to improve the working and living conditions of workers and their families involved in the beedi industry. The acts implemented to improve the welfare of beedi workers include:

1. Beedi and cigar workers (conditions of employment) act, 1946.
2. The beedi workers welfare fund act, 1976.
3. The beedi workers welfare cess act, 1976.
4. The minimum wages act, 1948.
5. The employees provident fund and miscellaneous provisions act, 1952.
6. The employees state insurance act, 1948.

THE BEEDI AND CIGAR WORKERS (CONDITIONS OF EMPLOYMENT) ACT 1966

The main objective of this act is to provide for the welfare of the workers in beedi and cigar establishments and to regulate the conditions of their work and for matters connected therewith. The salient features of the act are as follows:

- Provisions for licensing of establishments for manufacturing beedies.
- Annual renewal of licenses.
- Appointment of authorities as chief inspector and inspectors under the act.
- Powers to be given to the inspectors.
- Maintenance of standards of cleanliness.
- Proper lighting and ventilation.
- Avoidance of overcrowding at work place.
- Supply of drinking water.
- First aid facilities at the work site.

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- Prohibition of employment of children.

THE BEEDI WELFARE FUND ACT, 1976

The beedi workers welfare fund (BWWF) is an important measure legislate by the government for the benefit of the beedi workers. It is administered through the labour welfare organization, headed by director general, labour welfare, ministry of labour.

The salient features of act:

- The improvement of public health and sanitation, the prevention of disease and the provision and improvement of medical facilities.
- The provision and improvement of water supply and facilities for wasting.
- The provision and improvement of educational facilities.
- The provision and improvement of housing and recreational facilities including standards of living, nutrition and amelioration of social conditions.
- The provision of family welfare including family planning and education and services.
- The provision and improvement of such other welfare measures and facilities as may be prescribed.
- To grant loan or subsidies to a state government, a local authority or an employer in aid of any scheme approved by the central government for the purpose connected with the welfare of persons engaged in beedi establishments.

BEEDI WORKERS WELFARE CESS ACT, 1976

The main objective of the beedi workers welfare cess act 1976 has enacted for the levy and collection of cess, a duty of excise on manufacturing beedi. It was introduced by the central government to collect an excise duty on tobacco and beedies to create a corpus for the benefit of beedi workers.

THE MINIMUM WAGES ACT, 1948

The main objective of the act is to fix minimum rates of wages in certain employee notified. This legislation is also intended to achieve the object of rendering social justice to the workers employed in industries mentioned in the schedule to the act and notified such other establishments from time to time in the matter of application of this act.

The minimum wages act, 1948 allows the state government to fix and revise minimum wage rate for beedi rolling. Because of the differences in standards of living and economies in different geographical locations the minimum wages fixed for beedi workers vary greatly.

The basic features of the minimum wages act are:

- It provides for a basic rate of wage along with variable dearness allowance as far as practicable as well as computation of cash value of concessions or essential supplies provided by the employer to his worker.
- It provides for the procedure to be followed for fixing of minimum wages either by appointing or sub-committees to hold enquires and advise it in respect of such revision.
- It provides for the setting up of advisory boards at the state level and at central level.
- It provides for fixing hours for a normal working day.
- It provides for overtime wages.
- It provides for maintenance of registers and records.
- It provides for appointment of inspectors and laid down their functions.
- It provides for the manner dealing with claims.
- It provides for penalties for offences.

THE EMPLOYEES STATE INSURANCE ACT, 1948

The employees state insurance act, 1948 applies to factories and specified establishment. The scheme is financed by contributions from employer and employees and 1/8th of the expenditure on medical care subject to ceiling is borne by the state government concerned. The ESI scheme is extended to new areas only after the state governments who are statutorily responsible for providing medical care to the beneficiaries, create necessary infrastructure such as clinics and arrange hospital facilities in areas with viable labour concentration. Home based workers are not entitled to this scheme.

EMPLOYEE PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1952

The employees provident fund and miscellaneous provisions act, 1952 has been extended to the beedi workers in 1977, this notification was challenged the supreme court the final judgment in 1986

confirms the status of a home worker as an employee and stated that although there is no direct supervision by the manufacturer there is a form of supervision and control.

Conclusion

To protect the interest of the beedi workers more particularly in the unorganized sector various social security legislations have been enacted. The aim of labour legislations is to protect labourers with a view to provide humane treatment welfare. Well being and security to make the work force more efficient and productive. This in turn also protects the interest of industry to have industrial peace. Human development insists that everyone should enjoy a minimum level of security.

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Online Teaching in Higher Education in India

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Introduction:

Traditionally students went in search of *Guru* (Teacher) for their education. *Temples* and *Maths* were the centre of education. Teacher and students stayed together in a gurukul system of education. Time has changed and so the way of giving education also changed. Because education had become formalized and institutionalized, some students, owing to many reasons, were not able to attend the school and colleges. Probably the working for the survival of the family is the major reason. Hence distance education or open schooling and universities came into existence. "First Open University in India started in 1982; and the National Open University of India was established in 1985. Many states started open universities and distance learning centers. In Karnataka we have Karnataka State Open University (KSOU) Mysore and many other universities have distance learning centers. Some universities call them as correspondence courses. This is helping the lakhs of people who are unable to get regular education due to one or the other