

Perceived Quality of Work-Life in relation to Collar Jobs: Blue-Collar & Pink-Collar Workers.

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ABSTRACT

The present study has tried to explore the effect of Collar Jobs in Blue-Collar Workers and Pink-Collar Workers upon perceived QWL among Male and Female employees of Textile Industries. For, this Data was collected on 200 respondents. 100 Blue-Collar Workers and 100 Pink-Collar Workers were further divided into two parts on the basis on their gender is (Pink-C W=100 ;M=50 F=50) and (Blue-C W=100 ; M=50 and F=50). Perceived QWL was assessed using Dhar et al's scale of QWL (2006). Some significant results have found on the basis of M, SD and ANOVAs. The results have indicated that 1 Females were found to report more Proactivity, Work-Life Balance and Human Relations in Work-Life as compared to Males. 2. Blue-Collar Workers were found to report more Proactivity and Work-Life Balance as compared to Pink-Collar Workers.

Key Word: Quality of Work-Life and Collar Jobs

INTRODUCTION

Life is a bundle that contains all the strands together and hence the need to balance work-life with other related issues. QWL refers to the favourableness and unfavourableness of a job environment for the people working in an organization. According to Nykodym et al (1991) "QWL is a process of work organization which enable its members at all levels to actively participate in shaping the organizational environment, methods and outcomes. This value based process is aimed towards the meeting the twin goals of enhanced effectiveness of organizations and improved quality of life at work for employees." So it can be concluded that QWL is concerned with taking care of the higher order needs of employees in addition to their basic needs. The overall climate of work place is adjusted in such a way that it produces more humanized jobs. QWL is viewed as that umbrella under which employees feel fully satisfied with the working environment and extend their wholehearted cooperation and support to the management to

improve productivity & work-environment. QWL enhances the feelings of employees towards their jobs, collages and companies which leads to organizations growth and profitability (Sanjeev et al 2016).

The present study has tried to explore the effect of Job Types on QWL. There are thousand types of jobs in India which includes Blue-Collar, Pink-Collar, White-Collar, Red-Collar, Gold-Collar etc. Every type of job has its own characteristics on the basis of its job requirements and responsibilities assigned on them. The present study has chosen Blue and Pink-Collar Workers and tried to explore their affects upon perceived QWL males and females of both the jobs. A Blue-Collar Worker is someone who performs skilled and unskilled manual labors. Blue-Collar work may involve Manufacturing, Mining, Sanitation, Custodial work, Mechanics, technical installation and many other types of physical works. While Pink Collar Workers are also member of the working class who perform in the service industry. They work in positions such as waiters, retail clerks, salespersons etc. It is a job that is traditionally considered to be women's work. These are also known as a service worker whose labor is related to customer interaction, entertainment, sales in other service oriented works. So it would be interesting to compare the perceived QWL of Blue and Pink Collar workers. The present study also aimed to explore how male and female workers perceive QWL at work.

RESEARCH- METHODOLOGY

OBJECTIVES:

- 1.To identify gender differences on the perception of Quality of Work-Life.
- 2.To identify differences on the perception of QWL among Blue-Collar and Pink-Collar Workers.
- 3.To explore the interaction of Job-Types and Gender on the perceived Quality of Work-Life.

HYPOTHESIS:

- 1.There would be significant gender differences on the perception of QWL on all the dimensions of QWL.
- 2.Blue-Collar Workers & Pink-Collar Workers would differ significantly on the perception of all the Dimensions of QWL.
- 3.The Job-Type (BIPCW) and Gender would interact significantly on all the dimension of perceived QWL.

TOOLS:

Perceived QWL of the respondents was assessed by QWL scale by Dhar, Dhar & Roy(2006). The scale is designed to measure perceived QWL of respondents in 4 dimensions i.e. Proactivity, Work-Life Balance, Human Relations and Learning Organization.

DESIGN:

The design which is used to conceptualize the study and analyze the data is 2x2 factorial design with the two classificatory variables being Collar-Type (Blue and Pink Collar) and Gender (male and females) of the respondents.

POPULATION & SAMPLE:

The sample of the present study consists of 200 employees : 100 Blue-Collar & 100 Pink-Collar Workers who were further divided equally into two groups 100 Blue-Collar Workers, M=50, F=50, 100 Pink-Collar Workers, M=50, F=50. The mean age of the males was 42.5 years and for females it was 39.9 years.

THEORETICAL FRAMEWORK: Variables of the study contains dependent and independent variables. The independent variables are Collar Jobs and Gender and dependent variable being Quality of Work-Life.

PROCEDURE:

The sample was selected using Quota Sampling method. Respondents were contacted at a pre appointed time and date. The data was collected through questionnaires. It appropriately required 15 minutes to complete.

STATISTICAL- TOOLS:

The data was analyzed using Mean, SD & ANOVAs.

RESULTS & ANALYSIS:

Keeping in view the objective of the present study the data was analyzed and the details of which is given as under:

Table-1: Mean and SD on all the dimensions of perceived Quality of Work- Life (QWL) across Collar Jobs (Blue and Pink Collar).

Dimensions of QWL	Blue Collar Workers		Pink Collar Workers		Total	
	Mean	SD	Mean	SD	Mean	SD
1.Proactivity						
Males	59.22	13.35	55.27	11.29	59.24	12.32
Females	53.09	14.04	50.39	9.65	51.89	11.84
Total	56.18	13.69	52.88	10.47		
2.Work-lifeBalance						
Males	58.65	15.54	58.06	10.76	58.35	13.15
Females	56.23	11.68	47.94	11.45	52.08	11.56
Total	57.44	13.61	53.00	11.09		
3.Human-Relations						
Males	22.64	5.91	22.92	4.35	22.78	5.13
Females	21.88	5.87	18.69	4.92	20.27	5.39
Total	22.26	5.89	20.81	4.63		
4.Learning Organization						
Males	19.53	4.91	18.62	4.67	19.07	4.79
Females	19.01	4.36	18.01	4.97	18.51	4.66
Total	19.27	4.63	18.31	4.82		
5. Total QWL						
Males	156.01	18.46	150.89	18.68	153.45	19.57
Females	147.92	19.74	136.55	17.21	142.25	18.47
Total	151.96	19.10	143.72	17.84		

Table-2: F-ratio on different dimensions of QWL

Dimensions of QWL	Main Effects of Collar Type(CT)	Main Effects of Gender	Interaction Effect of CTxG
1.Proactivity	5.60**	5.39**	0.19
2.Work-Life Bal.	4.91**	4.16**	3.89
3.Human- Relat.	2.92	4.34**	0.11
4.Learning Org	0.51	2.12	1.12
5.Total QWL	1.99	3.21*	0.95

*Significant at .01 Level,

** Significant at .05 Level

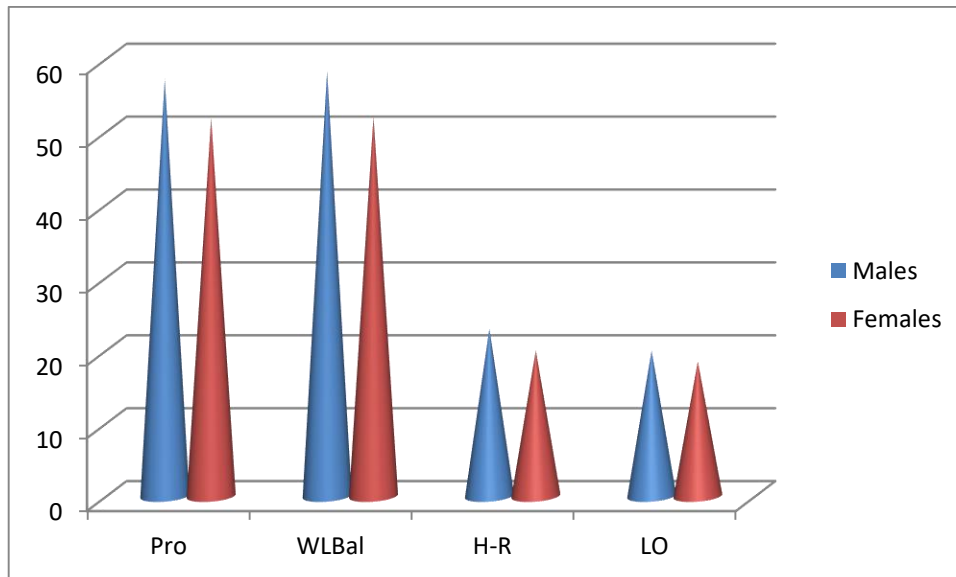
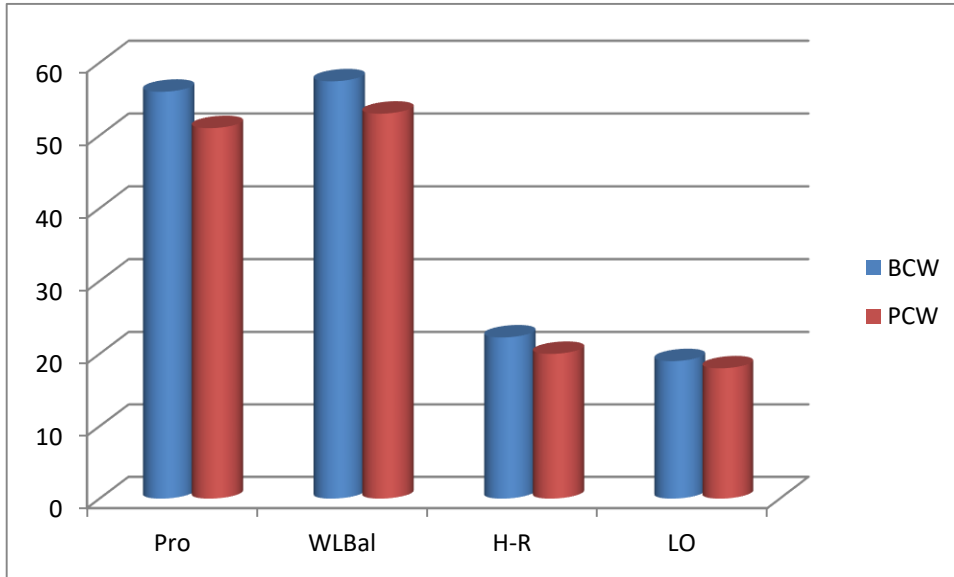
Figure-1: Mean on all the dimensions of QWL for Males and Females

Figure-2: Mean and all dimensions of QWL across Collar Types

Pro-Proactivity

WLBal-Work Life Balance

H-R-Human Relations

LO-Learning Organization

BCW-Blue-Collar Workers

PCW-Pink-Collar Workers

1.GENDER DIFFERENCES ON PERCEPTION OF QWL:

As it is clear from the inspection of Table-2 that significant gender differences were found on few dimensions of perceived QWL and they are Proactivity, Work-Life Balance and Human Relations and Overall QWL. It is clear from the inspection of Table-1 that females were found to report more overall QWL than males. Females also reported more Proactivity, Work-Life Balance and Human- Relations at work as it is also clear from the inspection of Figure-1. No other dimensions of QWL were found to be significant. These results partially support the first hypothesis of the study stating that there would be significant gender differences on the perception of QWL on all the dimensions of QWL.

These findings stand are supported by the findings of Ganesh & Ganesh (2014), who concluded that females were found to report more QWL than males. While the findings of Larsen (2008), stand in contrast with the findings of the present study who reported that men were more influenced than women by the quality of job dimensions in their retirement planning. Women in the present studu were found to report more Proactivity is also supported by the study of Gupta and Srivastava(2018) who also reported more proactivity among women in perception of organizational effectiveness.

2.PERCEIVED QWL ACROSS COLLAR-JOBS (PINK & BLUE COLLAR):

As it is clear from the inspection of Table-2 that effect of collar jobs was found to be significant on few dimensions of QWL. It is clear from the inspection of Table-1 that Blue collar workers and Pink Collar workers differed significantly on two dimensions of QWL i.e. Proactivity and Work-Life balance. It is clear from Table-1 that as compared to Pink Collar workers, Blue collar workers had reported more Proactivity and work life balance (Figure-2). No other dimensions of the QWL were found to be significant across collar-jobs. These reports partially support the second hypothesis stating that Blue-Collar Workers & Pink-Collar Workers would differ significantly on the perception of all the Dimensions of QWL.

Since Blue Collar Workers primarily work in field so they need more proactivity and power to make decision more promptly than their counterparts Pink Collar workers. Who primarily work in office setting and are more engaged in indoor activities. Proactivity refers to anticipatory action that employees take to impact themselves and/or their environment (Grant & Ashford, 2008). Blue collar workers because of their nature of job might often take various types of proactions such as implementing ideas and solving problems (Parker, et al, 2006) and taking charge (Morrison & Phelps, 1999). Blue collar workers were also found to report more Human relations at work than Pink collar workers. The reason may be attributed to the same cause i.e. nature of job. Since they are the field workers, they are supposed to interact with many different types of people than Pink collar workers who basically work indoor.

As it is clear from the inspection of Table-2 that No interaction effects of Gender and Collar Jobs were found to be significant. These results reject the third hypothesis of the study stating that the Collar- Job and Gender would interact significantly on all the dimension of perceived QWL.

CONCLUSION:

The results of the present study have suggested that Collar Jobs significantly affected the perceived QWL and significant gender differences were found on the perceived QWL. Many companies find that paying attention to the needs of employees can benefit the company in terms of productivity, employee loyalty and company reputation. Workers who are healthy and over stressed are more efficient at work. Managers seek to reduce job dissatisfaction at all organizational levels including their own. The results of the present study may enlighten the policy makers and entrepreneurs to change in the working environment of the employees. Since the job requirements of different types of Collar job workers are different so they need different QWL at work. So the employers have to change the QWL according to the nature of job of the workers only then they would be able to get maximum gain from their employees.

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