Predictors of Quality of Work Life among Workers of the Leather Industry

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Abstract

Objectives: Major aim of this research is toexaminethe determinants of quality of work life among the employees working in leather industries.

Methods: Data are collected from over 430 laborers comprising 237 male and 193 female workers in Vellore through a simple random sampling technique. Age, educational qualification, gender, job description, and monthly income are considered the demographic factors in this study. In contrast, the factors such as job load and responsibilities and work pressure (JR&WP), rewards and recognition (RR), work atmosphere and occupational hazardous (WA&OH), career progression (CP), job insecurity (JI), and constitutional rights from the organization (CRFO) are taken as the influencers of quality of work life in this study.

Results: Collected data were subjected to reliability and validity analysis, one-way ANOVA, Pearson correlations, and multiple regressions.The study found that job description has more correlations, while the monthly income construct has low correlations with quality of work life. The study found that career progression is the most influential, and work pressure & occupational hazards are the least inducing construct on the quality of work life.

Conclusions: The suggestions such as improvement in the career, providing essential rights of the employees in their organization, better rewards and recognition, workers' centric stable work environment, and minimizing occupational hazardous for improving the quality of work life have been provided

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Keywords: Leather industry workers, Quality of Work Life, job load & responsibilities and work pressure, rewards & recognition, work atmosphere & occupational hazards, career progression, job insecurity, and constitutional rights from the organization.

1. Introduction

The leather industry assumes a predominant position in the development of any economy worldwide. Likewise, the leather industries of India have contributed more to the growth and development of the nation. The leather industries in India are located in the places such as Jajmau district of Kanpur, Unnano& Agra regions in Uttar Pradesh, Chennai, Ambur & Ranipet regions of Vellore district in Tamil Nadu and Kolkata region of West Bengal (Meghna, 2016, January 28). Among these places, the cluster of leather industries is located in Kanpur and Vellore. In these places, the Vellore district alone contributes to about 37% of India's total leather products exports (Indian Census, 2011). Since plenty of firms indulged in manufacturing leather products in the Vellore district, the majority of the population residing in the city are employed in these firms for their livelihood.

As stated above, the city's more significant part of the population is employed in leather manufacturing firms. As workers spend most of their daily time at work in such industries for their lives, it is vital to investigate work-life quality among such workers. Studying the work-life quality does not mean exploring the workers' standard of living, but it includes the concept that the standard of living is just a part of it. Hence, it could be stated that work-life quality is the happiness, peace of mind, social prestige, and ultimately the contentment every worker obtains during their ordinary course of work.

Vellore is selected as the study area due to abundant leather industries across the city; more than half of its economy is based on such sectors. Even though the city has numerous advantages, namely as a prominent tourist spot with the places like Vellore Fort, Golden Temple, Yelagiri hills, and alike, as a center for medical tourism with hospitals such as CMC, Apollo KH, Dr.AkbarKausar's hospitals (N.Md. Faiyaz Ahmed, 2017) and even as a commercial center for various businesses like sandalwood exports, the city has gained relative significance mainly because of the existence of a cluster of leather industries and tanneries. Henceforth, for investigating the work-life quality among such workers employed in a bunch of leather firms, Vellore has been considered as a study area.

Quite a lot of work-related variables stimulate the work-life quality of the workers. More accurately, it could be understood that work-related factors decide the work-life quality. The present

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study identifies the constructs inducing work-life quality through extensive literature reviews and an unstructured interview schedule. This study mainly discovers the relationship between the predicting factors and the quality of work life.

Quality of work life in this context refers to the happiness and satisfaction an employee receives from performing his tasks with better quality. Such work-life quality is influenced by a variety of factors likeprofessionalatmosphere, interpersonal relations (S. C. Das, 2013), career progression (B. Shanmugam & R. Ganapathi, 2017), culture prevailing in the organization, compensation policies (Mohammad Baitul Islam, 2012), remuneration (SulbhaWaghmare&Vijaykumar Dhole, 2017), recognition, morale, work security, leadership (Madhu& R Mohan Kumar, 2015) and many more. Since these factors are subject to change from employee to employee depending upon various constructs predicting it, the present study has been undertaken to identify the factors influencing the quality of work life among the workers.

In the present study, the work-related factors have been identified through the extensive review of earlier studies and confirmed through the data obtained from the unstructured interviews using the case studies method. Later, the pilot study is being conducted among the data collected to test the validity of the Questionnaire adopted for examining errors, if any, and to resolve them. Consequent to this concept, the collected data are subjected to data analysis to arrive at the results. Ultimately, suggestions and recommendations to improve the quality of work life of the workers are provided.

Review of Literature

Md. Enamul Haque. *et al.* (2015) explored that the garment workers in Bangladesh moderately agreed with their opinion towards the organizational policies for improving their quality of life. Mohammad Baitul Islam (2012) exposed that the factors such as compensation policy, career growth, and corporate culture are the influencers of work-life quality. Waghmare, S. & Dhole, V. (2017) revealed that professional atmosphere, remuneration, and career advancement predict the quality of work life. Madhu& R Mohan Kumar (2015) found that factors such as job security, job training & development, and leadership predict work-life quality. Shanmugam, B. &Ganapathi, R. (2017) identified that the constructs, namely interpersonal relations and career growth, are the strong influencers of the quality of work life. Darren Van Laar. *et al.* (2007) identified the factors viz-a-viz workplace stress, working conditions, and general welfare as the influencers of work-life quality. Dong-Sheng Tzeng. *et al.* (2009) explored how nurses' age predicts life quality.

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Sayed Mohammad Taghavi. *et al.* (2014) exposed poor professional workplaces; extended working hours and absence of proper training are responsible for the workers' reduced health-related quality of life. Aloys Nyagechi Kiriago & Henry M. Biswa (2013) revealed that improper safety conditions in the workplace and stress are responsible for the reduced work-life quality of the workers. Robert Kraut. *et al.* (1989) discovered that the service council altered their lives through the automated records system. Somoray. *et al.* (2017) revealed that higher levels of emotional stability, conscientiousness, and agreeableness influence the quality of life among mental health workers.

Indumathi, G.S. &Thamil Selvan, R. (2013) exposed that work-life balance, job security, and professional and life management are responsible for work-life quality. Ali Mohammad Mosadeghrad (2014) revealed that the factors such as cooperation & illness of the patients, competency, motivation, and contentment of the provider, and the environmental factors, namely resources, leadership, healthcare system, and management, are influencing the quality of life. Jae-Soon Lee. *et al.* (2016) discovered that factors such as self-esteem, abstinence, self-efficacy, and social capital are vital in predicting aspects of the quality of life among alcoholics in Korea. Katie Hilleson (2010) explored that the factors such as age, mobility, dependence level, and quality of care received affect the quality of life among workers over 50. Morton & Herbert C. (1977) identifies the factors such as compensation, working hours, and work environment as the factors influencing the life quality among the workers.

Table 1: Recognition of factors leading to quality of work life through an extensive evaluation of earlier literature

Sl.No.	Factors of quality of life	Authors	Paper title
1.	Job load & responsibilities	V.Vijay Anand. *et al.,* (2018)	"Quality of Work Life of Employees in Private Hospital – A Study by Applying Multiple Regression Analysis."
2.	Work pressure	Kiriago, A.N. and Bwisa, H.M. (2013)	"Working Environment Factors Affect Quality of Work Life among Attendants in Petrol Stations in Kitale Town in Kenya."
3.	Work environment	Hasen Narehan *et al.,*(2014)	"The Effect of Quality of Work Life Programs on Quality of Life among employees at multinational companies in Malaysia."

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4.	Occupational hazardous	Barling, J, *et al.,* (2003)	"High-Quality work, Job Satisfaction, and Occupational Injuries."
5.	Rewards and recognition	Rashmi Rai & Shruthi Tripathi (2015)	"A Study on QWL and its effects on Job Performance."
6.	Career Progression	Parsa B., *et al.,*(2014)	"Relationship between quality of work life and career advancement among Iranian Academics."
7.	Constitutional rights from the organization	Tabassum, A. (2012)	"Interrelations between Quality of Work Life Dimensions and Faculty Member Job Satisfaction in the Private Universities of Bangladesh."
8.	Job Insecurity	Cecily ShibiNetto, (2018)	"Job Insecurity, Quality of Work Life, and Turnover Intention of Women Employees in Private Sector Organizations."

Source: Author's compilation using secondary sources of data.

2. Objectives

A central theme of the research study is identifying the relationship between the predicting constructs and the work-life quality among the workers employed in leather firms in Vellore. The supplementary objective is to discover the influence of every influencing factor on the quality of work life. The study also offered suggestions and recommendations to develop their work-life quality.

Before achieving the main aim of this research work, to project the validity of demographic factors taken in this study, their association among predicting aspects and quality of life has been measured.

3. Methods

Sample Setting

Workers employed in leather industries are selected as the samples for the study mainly due to the absence of their participation in the research concentrating on their quality of work life (thrust

area). The lack of such research about the work-life quality of the workers employed in leather industries has paved the way for their selection as the samples for the study.

Sample Region

Vellore city has been considered the sample city since the presence of a cluster of leather firms across the city. So, to take advantage of the leather clusters, the study has been conducted in this city.

Sample Selection Criteria

Data have been collected only from individuals who fulfilled the following criteria, i.e., the respondent is between 20 and 60 years of age and should be married. The married respondent should have at least one dependent child at a younger generation.

Materials adopted for collecting samples.

The materials adopted for the study include the data collection sheet specially designed to conduct unstructured interviews among the respondents. The draft questionnaire was used for the pilot study, and the corrected Questionnaire was used for the final data collection *(Ref. Annexure-I for the final Questionnaire, including the factors and the items).*

Process followed in the study.

Initially, factors affecting the quality of work life are identified through the extensive literature review, and such constructs are finalized using the unstructured interviews done by the case studies method. With the confirmation of the study factors, the pilot study was undertaken using a draft questionnaire to confirm the validity of the Questionnaire. After assessing the validity of the Questionnaire, it has been used as the final instrument for collecting data that are ultimately responsible for the outcomes of the study.

Application of Statistical tools

Statistical tools such as frequency distribution and simple percentage analysis have been used for identifying the predicting factors and the demographic profile, Cronbach alpha's reliability scale for measuring the validity of the Questionnaire adopted for the study, one way ANOVA for the significant association among the demographic profile, determinants and the quality of work life, Pearson correlation for stating the association amid the determinants and the work-life quality and multiple regression analysis for examining the level of influence every predicting factor possess over the work-life quality.

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Unstructured interview schedule for identification of determinants of quality of professional life

Unstructured interviews were conducted among 30 respondents to find the variables influencing their work-life quality. The result of such discussions has been presented below as follows.

Table 2: Frequency distribution of the unstructured interview schedule among 30 cases

Quality of work-life influencers	Frequency	Percentage
Job Insecurity	8	26.67%
Work Atmosphere and Occupational Hazardous	6	20.00%
Job Responsibilities & Occupational Stress	5	16.67%
Rewards & Recognition	4	13.33%
Constitutional Rights from the Organization	4	13.33%
Career Progression	3	10.00%
Total	**30**	**100.00%**

Source: Case studies data compiled and computed by the authors.

The above table 1 shows the results of the unstructured interview schedules among 30 cases. Among the variables found as the work-life quality influencers, job insecurity has been reported by eight respondents *(26.67%),* work atmosphere and occupational hazardous by 6 cases *(20.00%),* job responsibilities and work pressure by five interviewees *(16.67%),* rewards & recognition and legal rights from the company by 4 cases *(13.33%)* each and career progression by 3 cases *(10.00%)* as the influencers of the work-life quality. Findings of the unstructured interview schedule correlate with the results of the determinants through an extensive review of the literature *(Ref. Table 1).*

Factors considered for the study (Demographics, Determinants, and Resulting factor)

Firstly taking the demographic profile of the workers into account, it includes the age of the workers, education, gender, job description, and monthly income. While the influencers of quality of work life are job load & responsibilities and work pressure, rewards & recognition, work atmosphere & occupational hazardous, career progression, job insecurity and constitutional rights from the organization, and lastly, Quality of work life (the outcome variable) has been considered as the factors for this study.

Pilot Study for verifying the instrument (Questionnaire) used for data collection

A pilot study was conducted to check the validity of the Questionnaire. For this purpose, Cronbach's alpha scale of reliability and validity is used.

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Table 3: Cronbach's Alpha scale of reliability and validity analysis

Factors are taken for the study	Mean value of scales if Item eliminated	The variance of Scales if an Item eliminated	Overall Correlation of corrected Items	Square of different Correlation	Cronbach's Alpha
Workload and responsibilities and work pressure	64.0121	59.652	.338	.316	.862
Rewards and recognition	64.4414	56.590	.588	.443	.851
Work Atmosphere and Occupational Hazardous	64.2833	56.687	.570	.423	.852
Career Progression	64.2488	58.931	.315	.423	.865
Job Insecurity	64.3679	59.441	.383	.250	.860
Constitutional rights from the organization	64.3847	54.931	.459	.543	.859
Quality of Work Life	64.2777	60.106	.353	.438	.861

Source: Pilot Questionnaire data compiled and computed by the Investigators.

Table 2 above describes the alpha's reliability analysis. Considering the alpha's influencers of the quality of work life, .862 coefficients is the alpha value for job load and responsibilities & work pressure variable, .851 coefficients are the alpha value for the rewards and recognition, work atmosphere &occupational hazardous factor has .852 coefficients' alpha value, career progression has .865 coefficients as an alpha value. The job insecurity has .860 alpha, and lastly, the constitutional rights from the organization for the employees have .859 coefficients as an alpha value. .861 coefficients are the alpha value for the work-life quality.

The findings show that the Questionnaire adopted for the study is reliable and valid and could be adopted for further analysis. The Questionnaire is considered consistent because the alpha value for all the study variables lies above 0.7, which is acceptable reliability on the alpha scale. So, for this purpose, the instrument is considered to be valid.

Sample Size

A total of 760 questionnaires were distributed among the leather industry workers, and a total of 554 have been returned, with a return response rate of 72.89%. Among those 554

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questionnaires, only 430 were finalized upon completing the Questionnaire and furnishing requisite information. Hence, the study's sample size is 430, with a response rate of 56.58%.

Period of data collection

The study reviews were collected during February and March 2018. Later, unstructured interviews were conducted from April to June 2018; a pilot study was collected from July to September 2018, and the final samples were collected from October 2018 to March 2019.

Limitations of the study

The results were obtained from this study through the application of specific research tools such as Pearson correlation and multiple regressions from the leather industry workers of the Vellore district, with a sample size restricted to 430 respondents. The study also laid down certain restrictions in selecting the samples required for performing the research work. So, if there is a change in either all or a part of these criteria, for instance, the difference in sample size alone leads to a change in the study's findings.

4. Results

Demographic features of the respondents

The respondents' demographic characteristics, consisting of ten personal factors, have been further subdivided into various sub-divisions. The age group of the workers is classified into 21 to 25 years, 26 to 30 years, 31 to 35 years, 36 to 40 years, 41 to 45 years, 46 to 50 years, 51 to 55 years, and 56 to 60 years, educational qualification of the employees have been categorized into illiterates, primary schooling level, high school level, higher secondary level, and graduation and above and gender has the standard classification of male and female. The workers' occupation includes two significant types: office and factory employees. The office employees include jobs such as managers, HR, HR assistant, designer, and Accountant, and under the factory workers division, it consists of the job titles such as stitching operator, operators, pasting, helper, attaching, replacement, brushing, rubbing, posting, checking, line supervisors, quality in charges, fetching operators, folding, skewing, fusing, novving (fantail), store keeping, dyeing, leather as altering, packing runner, production manager, assorter, part-time worker and others such as production incharge, roughing, cutting, coolie and alike.

Considering the per month income of the workers, it is divided into up to Rs. 5,000, Rs. 5,001 to Rs. 10,000, Rs. 10,001 to Rs. 15,000, Rs. 15,001 to Rs. 20,000, Rs. 20,001 to

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Rs. 25,000 and above Rs. 25,000 and the working hours in a day has been divided into up to 8 hours, above 8-9 hours, above 9-10 hours, above 10-11 hours and 12 hours.

Table 4: Frequency distribution of the demographic profile among 430 respondents

Personal Factors	Frequency	Percentage
Age		
21 to 25 years	90	20.90%
26 to 30 years	107	24.90%
31 to 35 years	68	15.80%
36 to 40 years	84	19.50%
41 to 45 years	29	6.70%
46 to 50 years	29	6.70%
51 to 55 years	19	4.40%
56 to 60 years	4	0.90%
Total	**430**	**100.00%**
Education of the workers		
Illiterates	20	4.70%
$1^{st} – 5^{th}$ standard (Primary schooling)	16	3.70%
$6^{th} – 10^{th}$ standard (High school level)	186	43.30%
$11^{th} – 12^{th}$ standard (Higher secondary level)	75	17.40%
Graduate & above	133	30.90%
Total	**430**	**100.00%**
Gender		
Male	237	55.10%
Female	193	44.90%
Total	**430**	**100.00%**
Occupation		
Office Employees	97	22.60%
Factory Employees		
Stitching operator	10	2.30%
Operators	34	7.90%
Pasting	16	3.70%
Helper	108	25.10%
Attaching	5	1.20%

Others	47	10.90%
Replacement	1	0.20%
Brushing	9	2.10%
Rubbing	6	1.40%
Posting	1	0.20%
Checking	10	2.30%
Line Supervisors	50	11.60%
Quality Incharge	8	1.90%
Fetching Operator	1	0.20%
Folding	2	0.50%
Skewing	5	1.20%
Fusing	2	0.50%
Novving (fantail)	2	0.50%
Store Keeping	4	0.90%
Dyeing	4	0.90%
Leather salter	1	0.20%
Packing runner	2	0.50%
Production manager	4	0.90%
Assorter	1	0.20%
Part-time worker	1	0.20%
Total	**430**	**100.00%**
Monthly Income		
Up to Rs. 5,000 per month	20	4.70%
Rs. 5,001 – Rs. 10,000 per month	348	80.90%
Rs. 10,001 – Rs. 15,000 per month	37	8.60%
Rs. 15,001 – Rs. 20,000 per month	19	4.40%
Rs. 20,001 – Rs. 25,000 per month	5	1.20%
Above Rs. 25,000 per month	1	0.20%
Total	**430**	**100.00%**

Source: Prime demographic data compiled and computed by the researchers.

The above table clearly describes the frequency distribution for the demographic profile among 430 workers. Considering the age of the workers, 90 workers (20.9%) are aged 21-25 years of age, 107 professionals (24.9%) are aged 26-30 years of age, 68 individuals (15.8%) are aged 31-

35 years of age, 84 respondents (19.5%) are aged between 36-40 years of age, 29 interviewees (6.7%) are aged between 41-45 years of age, 29 workers (6.7%) are aged between 46-50 years of age, 19 professionals (4.4%) are aged between 51-55 years of age and the remaining four workers (0.9%) are aged between 56-60 years of age. Taking into account the education of the workers, 20 employees (4.7%) are illiterates, 16 workers (3.7%) revealed their educational status as the primary school level, i.e., 1st standard to 5th standard, and 186 respondents (43.3%) stated high school as their educational qualification, i.e., 6th to 10th standard, 75 workers (17.4%) highlighted higher secondary schooling (from 11th to 12th standard) as their level of education and 133 interviewees (30.9%) inferred that they have completed their graduation and above. Regarding the gender of the workers, 237 working individuals (55.1%) are male, and the remaining 193 professionals (44.9%) are female workers.

Occupation/job descriptions of employees are considered; 97 laborers (22.6%) were office employees. The office work includes the jobs such as managers, HR, HR assistants, designers, and Accountants. In the above table, apart from the office workers, the rest are factory workers under this category of the job description. Ten employees (2.3%) are working as stitching operators, 34 professionals (7.9%) are operators in the factory, 16 workers (3.7%) are performing the pasting type of work, 108 working individuals (25.1%) are helpers in the manufacturing plant, and five respondents (1.2%) are into the attaching section. Forty-seven employees (10.9%) reported doing other types of work such as production incharge, roughing, cutting, and coolie. One employee (0.2%) is doing a replacement type of work, nine workers (2.1%) are involved in the brushing job, six respondents (1.4%) are performing a rubbing job, and one employee (0.2%) was involved in the posting profession. Ten workers (2.3%) are doing checking jobs, 50 workers (11.6%) are line supervisors, eight employees (1.9%) are performing their work as a quality supervisor, and one employee (0.2%) is doing work as a fetching operator. 2 workers (0.5%) are employed as folding workers, 5 (1.2%) are involved in skewing outcome, two workers (0.5%) are doing fusing job, and two respondents (0.5%) are engaged in doing Novving (fantail) job. Four respondents (0.9%) are doing store keeping jobs, four interviewees (0.9%) are performing dyeing work, one worker (0.2%) is working as a packing runner, and two workers (0.5%) reported that they are working as production managers and four interviewees (0.9%) are involved in working as Assorter. One employee (0.2%) is working as a part-time employee.

As far as the monthly income of the workers is considered, 20 professionals (4.7%) are earning a monthly payment of above Rs. 5,000 per month, 348 workers (80.9%) are earning an income from Rs. 5,001 to Rs. 10,000 per month and 37 respondents (8.6%) were making a monthly

income from Rs. 10,001 to Rs. 15,000. 19 professionals (4.4%) are earning a monthly income between Rs. 15,001 to Rs. 20,000, 5 workers (1.2%) are making a monthly income among Rs. Twenty thousand one to Rs. 25,000, and the remaining employee (0.2%) earned a monthly payment of more than Rs. 25,000.

Descriptive statistics for determinants and the quality of work life

The collected data are analyzed using descriptive statistics to identify the responses recorded for each Item and find out the most driving Item of every factor. The results of the descriptive statistics about every Item and for every aspect are provided below.

Table 5: Means and standard deviations for study factors

Study constructs	Means	Standard deviations
Job responsibilities & work pressure	4.9712	.79843
Rewards & Recognition	4.5419	.81436
Work atmosphere and occupational hazardous	4.7000	.82612
Career progression	4.7344	.95458
Job insecurity	4.6153	.75333
Constitutional rights from the organization	4.5986	1.19099
Quality of work life	4.7056	.70408

Source: Computed by the author

The above table describes the means and standard deviation for the study factors. Job responsibilities and work pressure (JR&WP) has over 4.9712 mean with the mean scores of items such as JR&WP1=5.3302; JR&WP2=5.1535; JR&WP3=4.5116; JR&WP4=5.0977 and JR&WP5=4.7628, rewards and recognition (RR) has a mean score of 4.5419 means with the mean scores for items like RR1=4.0605; RR2=4.0558; RR3=4.7767; RR4=4.7837 and RR5=5.0326, the work atmosphere and occupational hazardous (WA&OH) has a mean value of 4.7000 mean with the mean scores of the items such as WA&OH1=4.3977; WA&OH2=1.11242; WA&OH3=4.8651; WA&OH4=4.6465 and WA&OH5=4.6419, the career progression (CP) consists of 4.7344 mean with its mean items such as CP1=4.4628; CP2=4.8116; CP3=4.6860; CP4=4.9744 and CP5=4.7372, the job insecurity (JI) factor has over 4.6153 means with the mean scores like JI1=4.8349l; JI2=4.6674; JI3=3.8860; JI4=4.6488 and JI5=5.0395, the constitutional rights from the organization (CRFO) factor has over 4.5986 mean with the mean scores of the items like CRFO1=4.2349; CRFO2=4.9326; CRFO3=4.8136; CRFO4=4.3930 and CRFO5=4.6163 and the quality of professional/work life consists of 4.7056 means with the mean scores of the items like

QWL1=5.1791; QWL2=5.0558; QWL3=4.8837; QWL4=4.9372; QWL5=4.4070; QWL6=4.8163; QWL7=4.2302; QWL8=4.5907; QWL9=4.7977 and QWL10=4.1581 *(Ref. Annexure-I for questionnaire items)*. The results of table 5 are clearly described below in the form of diagrammatic representation as follows.

Figure 1: Means and Standard deviations among the study factors
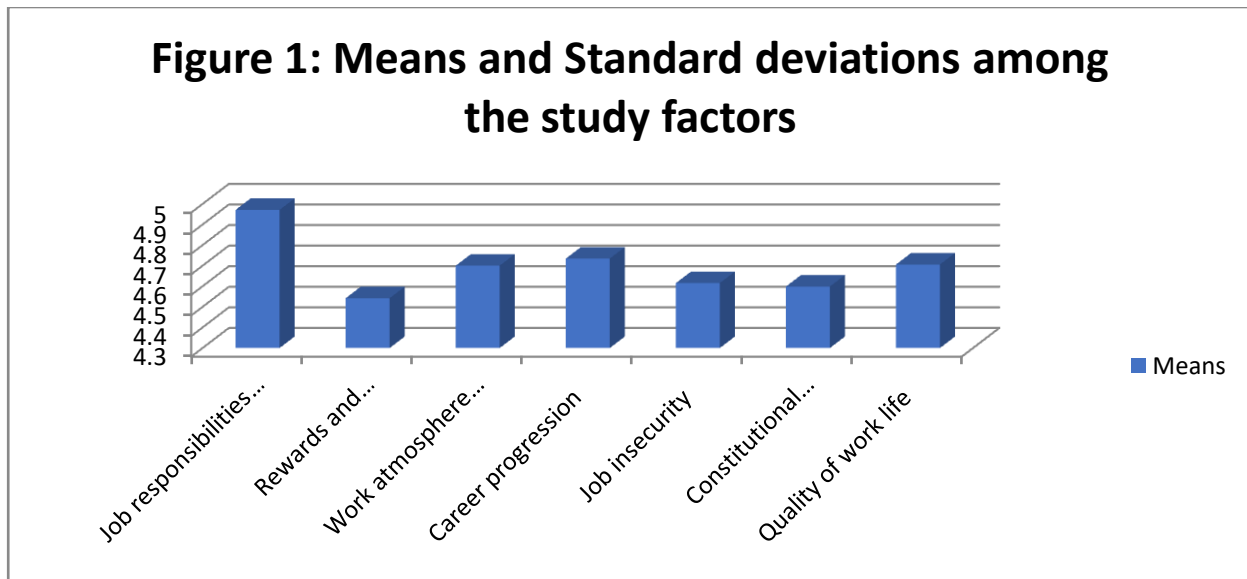
Association among demographics, determinants, and quality of work life

Association among the demographic factors, determinants, and quality of work life has been examined in this part through the implementation of the one-way ANOVA. The results of such analysis have been presented below as follows.

Age, determinants, and quality of work/professional life

Considering the demographic factors of the research study, workers' age plays a significant role in determining their work-life quality. Studies found that age significantly affects the work-life quality (Alireza Bolhari. *et al.,* 2011; Shoeb Ahmad, 2017). Since these findings are subject to change among every working individual and to test the same in the present study, the age of the workers has been added up as a demographic variable for the study. The following hypothesis has been framed to test the relationship between age, determinants, and quality of work life.

Hypothesis I: Age possesses no significant association with determinants and the quality of work life

Table 6: One-way ANOVA for the significant link between predictors and work-life quality

Study Variables	Total of squares	Degree of	Squares of	F	Sig.

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			freedom	Mean Values		
Job responsibilities and work pressure	Among groups	8.791	7	1.256	2.002	.054
	Inside groups	264.691	422	.627		
	Total values	273.482	429			
Rewards and recognition	Among groups	26.746	7	3.821	6.255	.000**
	Inside groups	257.760	422	.611		
	Total values	284.507	429			
Work atmosphere and occupational hazardous	Among groups	5.458	7	.780	1.145	.334
	Inside groups	287.322	422	.681		
	Total Values	292.780	429			
Career Progression	Among groups	12.890	7	1.841	2.056	.047*
	Inside groups	378.021	422	.896		
	Total Values	390.911	429			
Job Insecurity	Among groups	6.520	7	.931	1.659	.117
	Inside groups	236.938	422	.561		
	Total Values	243.459	429			
Constitutional rights from the organization	Among groups	52.442	7	7.492	5.685	.000**
	Inside groups	556.077	422	1.318		
	Total Values	608.519	429			
Quality of work life	Among groups	2.908	7	.415	.836	.558
	Inside groups	209.759	422	.497		
	Total Values	212.667	429			

Source: Field data

Note: 1. ** is 1% significance.

2. * is 5% significance.

Table 6 describes one-way ANOVA for the significant link among the age group, predicting factors, and work-life quality. The p values of the factors such as rewards and recognition (.000) and constitutional rights from the organization (.000) are lesser than .001; the hypothesis is discarded at 1%. So, it is inferred that age groups have a significant relationship with rewards and recognition and the organization's constitutional rights. Since the p-value, i.e., .047 of career progression, is lesser than .005, the hypothesis is eliminated at 5%. So, it could be revealed that career progression is significantly allied with age group. As the p values of the factors like job

responsibilities and work pressure (.054), work atmosphere and occupational hazardous (.334), professional insecurity (.117), and work-life quality factor (.558) are not lesser than .005, the hypothesis is supported at 5%. Therefore, it could be stated age group possesses no significant relationship with job responsibilities and work pressure, work atmosphere and occupational hazards, job insecurity, and quality of work life.

Educational qualification, determinants, and quality of work life

The following demographic factor considered for the study is the educational qualification. Education possesses no significant association with work-life quality (R. Jothi& S. Johnmanohar, 2010). As these findings change among every worker, to test this relationship in the current study, education is considered in the study's demographics. To test this relationship, the following hypothesis has been framed.

Hypothesis II: Educational qualification, determinants, and work-life quality are significantly allied with one another

Table 7: One-way ANOVA for the significant association among education, determinants, and work-life quality factor

Study constructs		Total of squares	Degrees of freedom	Squares of mean Values	F	Sig.
Job responsibilities and professional pressure	Among groups	2.109	4	.527	.826	.509
	Inside groups	271.373	425	.639		
	Total Values	273.482	429			
Rewards and recognition	Among groups	6.914	4	1.728	2.646	.033*
	Inside groups	277.593	425	.653		
	Total Values	284.507	429			
Work atmosphere and occupational hazardous	Among groups	10.281	4	2.570	3.867	.004**
	Inside groups	282.499	425	.665		
	Total Values	292.780	429			
Career Progression	Among groups	5.381	4	1.345	1.483	.206
	Inside groups	385.530	425	.907		
	Total Values	390.911	429			
Job Insecurity	Among groups	7.581	4	1.895	3.415	.009**
	Inside groups	235.878	425	.555		

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	Total Values	243.459	429			
Constitutional rights from the business organization	Among groups	18.003	4	4.501	3.239	.012[*]
	Inside groups	590.516	425	1.389		
	Total Values	608.519	429			
Quality of professional life	Among groups	12.082	4	3.020	6.400	.000[**]
	Inside groups	200.585	425	.472		
	Total Values	212.667	429			

Source: Field data

Note: 1. ** is 1% significance.

2. * is 5% significance.

Table 7 clearly describes one-way ANOVA for the significant affiliation among the education, determinants, and quality of professional life. Job responsibilities, occupational pressure, and career progression have p values of around .509 and .206, respectively. As such p values are not lesser than .005, the hypothesis is rejected at the 5% level. So, it could be stated that educational qualification has no significant association with professional responsibilities & occupational stress, and career succession. As the p values of the factors like work atmosphere and occupational hazards (.004), professional insecurity (.009), and work-life quality (.000) are lower than .001, the alternate hypothesis is accepted at 1% significance. So, it could be concluded that work atmosphere and occupational hazards, job insecurity, and quality of professional life are significantly connected with the educational qualification of the workers. The p-value of constitutional rights from the organization (.012) is lesser than .005, the hypothesis is acknowledged at 5%, and it could be stated that constitutional rights from an organization have a significant bond with education.

Gender, determinants & quality of work life

Gender is the next factor considered for the study, and the studies show that gender significantly differed with work-life quality, i.e., between men and women (Derya Kara, 2012; Jen Schoepke. *et al.,* 2004). Gender significantly affects work-life quality (Neeta N. Lad, 2016). Since these findings vary from study to study, gender is a factor in the current investigation. The hypothesis is framed regarding testing the relationship between gender, determinants, and work-life quality.

Hypothesis III: Gender has no significant connection with that of the determinants and the work-life quality

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Table 8: One-way ANOVA for significant association among gender, predicting factors, and work-life quality

Study constructs		Total of squares	Degree of freedom	Squares of Mean	F	Sig.
Job responsibilities and occupational pressure	Among groups	1.214	1	1.214	1.909	.168
	Inside groups	272.268	428	.636		
	Total Values	273.482	429			
Rewards and recognition	Among groups	33.641	1	33.641	57.395	.000**
	Inside groups	250.865	428	.586		
	Total Values	284.507	429			
Work atmosphere and occupational hazardous	Among groups	34.409	1	34.409	57.000	.000**
	Inside groups	258.371	428	.604		
	Total Values	292.780	429			
Career Progression	Among groups	18.916	1	18.916	21.764	.000**
	Inside groups	371.995	428	.869		
	Total Values	390.911	429			
Job Insecurity	Among groups	16.298	1	16.298	30.708	.000**
	Inside groups	227.161	428	.531		
	Total Values	243.459	429			
Constitutional rights from the business	Among groups	27.687	1	27.687	20.402	.000**
	Inside groups	580.832	428	1.357		
	Total Values	608.519	429			
Quality of occupational life	Among groups	1.474	1	1.474	2.988	.085
	Inside groups	211.192	428	.493		
	Total Values	212.667	429			

Source: Field data

Note: 1. ** is 1% significance.

Table 8 describes one-way ANOVA for the significant liaison among gender, influencing factors, and quality of occupational life. The p-value of the factors such as rewards & recognition (.000), work atmosphere and occupational hazards (.000), career progression (.000), job insecurity (.000), and constitutional rights from the organization are lesser than .001; the hypothesis is discarded at 1%. So, it is inferred that variables such as rewards & recognition, work atmosphere,

occupational hazards, career progression, job insecurity, and constitutional rights from the organization have a significant association with the gender of the workers. As the p values of the job responsibilities and occupational pressure, and work-life quality are not lesser than .005, the hypothesis is acknowledged at 5%. So, it could be highlighted gender has no significant relationship with job responsibilities and work pressure (.168) and quality of work life (.085) at a 5% significance level.

Job description, determinants, and quality of occupational life

The job description is the next demographic factor taken for the study after the factors mentioned above. Since no studies have considered the job description as the demographic factor in the quality of work-life research, this study attempts to include it as one of the socio-economic factors. The following hypothesis has been formed to measure the connection between occupational description, determinants, and work-life quality.

Hypothesis IV: There is a significant bond between the job description, determinants, and quality of occupational life

Table 9: One-way ANOVA for the significant association among the job description, determinants, and quality of work life

Study variables		Total of squares	Degree of freedom	Squares of Mean	F	Sig.
Job responsibilities and occupational pressure	Among groups	25.565	24	1.065	1.740	.017*
	Inside groups	247.918	405	.612		
	Total Values	273.482	429			
Rewards and recognition	Among groups	70.580	24	2.941	5.567	.000**
	Inside groups	213.927	405	.528		
	Total Values	284.507	429			
Work atmosphere and occupational hazardous	Among groups	67.694	24	2.821	5.075	.000**
	Inside groups	225.086	405	.556		
	Total Values	292.780	429			
Career Progression	Among groups	36.786	24	1.533	1.753	.016*
	Inside groups	354.125	405	.874		
	Total Values	390.911	429			
Job Insecurity	Among groups	15.766	24	.657	1.168	.267

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	Inside groups	227.693	405	.562		
	Total Values	243.459	429			
Constitutional rights from the organization	Among groups	126.108	24	5.255	4.411	.000**
	Inside groups	482.411	405	1.191		
	Total Values	608.519	429			
Quality of professional life	Among groups	15.119	24	.630	1.291	.164
	Inside groups	197.548	405	.488		
	Total Values	212.667	429			

Source: Field data

Note: 1. ** is 1% significance.

2. * is 5% significance.

Table 9 shows a one-way ANOVA for the significant association between job description, determinants, and work-life quality. P values of occupational responsibilities and work pressure (.017) and career progression (.016) are lesser than .005; the alternate hypothesis is acknowledged at 5%. So, it could be highlighted that professional responsibilities, occupational pressure, and career advancement are significantly associated with the job description of the workers. As the p values of the factors, namely, rewards and recognition (.000), work atmosphere and occupational hazards (.000), and constitutional rights from the organization (.000), are lesser than .001, the alternate hypothesis is acknowledged at 1%. So, it could be revealed rewards and recognition, work atmosphere, occupational hazards, and constitutional rights from the organization are significantly allied with the job description of the workers at a 1% level of significance. Since the p values of the constructs, namely job insecurity (.267) and work-life quality (.164), are not lesser than .005, the alternative hypothesis is discarded at 5%. Henceforth, it is inferred job description has no significant bong with that of the factors like job insecurity and work-life quality at 5%.

Per Month income, determinants, and work-life quality

Income is the next factor taken up as the demographic factor for the study, and it is significantly associated with the quality of work life (M. Arthy& M. Nandhini., 2016). As this finding changes among every worker, income has been taken up as one of the socio-economic constructs to test this relationship in the present study. For the purpose of trying this relationship more systematically, the following hypothesis has been framed.

Hypothesis V: Monthly income, determinants, and Work-life quality were not significantly connected

Table 10: One-way ANOVA for the significant association among the monthly payment, determinants, and quality of work life

Study variables		Sum of squares	df	Mean square	F	Sig.
Job responsibilities and occupational pressure	Among groups	7.136	5	1.427	2.272	.047[*]
	Inside groups	266.347	424	.628		
	Total Values	273.482	429			
Rewards and recognition	Among groups	3.885	5	.777	1.174	.321
	Inside groups	280.622	424	.662		
	Total Values	284.507	429			
Work atmosphere and occupational hazardous	Among groups	9.008	5	1.802	2.692	.021[*]
	Inside groups	283.772	424	.669		
	Total Values	292.780	429			
Career Progression	Among groups	3.953	5	.791	.866	.504
	Inside groups	386.957	424	.913		
	Total Values	390.911	429			
Job Insecurity	Among groups	5.829	5	1.166	2.080	.067
	Inside groups	237.630	424	.560		
	Total Values	243.459	429			
Constitutional rights from the organization	Among groups	2.101	5	.420	.294	.916
	Inside groups	606.419	424	1.430		
	Total Values	608.519	429			
Quality of work life	Among groups	4.452	5	.890	1.813	.109
	Inside groups	208.215	424	.491		
	Total Values	212.667	429			

Source: Field data

Note: 1. * is significant at 5%.

Table 10 projects one-way ANOVA for the significant association among monthly income, determinants, and work-life quality. P values of constructs like occupational responsibilities and work pressure (.047) and work atmosphere and occupational hazardous (.021) are lower than .005; the hypothesis is discarded at 5% significance. So, it is further revealed that job responsibilities,

work pressure, work atmosphere, and occupational hazards are significantly related to the monthly income of the workers at a 5% level. Since the p values like rewards and recognition (.321), career progression (.504), job insecurity (.067), constitutional rights from the organization (.916), and quality of work life (.109) are not lesser than .005, the null hypothesis is acknowledged at 5% significance. So, it is highlighted that monthly income has no significant relationship with factors such as rewards & recognition, career advancement, job insecurity, constitutional rights from the business, and work-life quality at 5%.

As already stated in the study objectives, before attaining the goals of the research investigation, it is essential to examine the association between demographics and the determinants and work-life quality to assess the validity of selecting the demographic variables for this study. Through the analysis, it has been identified that among the five demographic factors, the job description has a significant relationship with all the determinant factors. It is not essential for the quality of life construct. Gender has a significant association with the five determinants, namely rewards and recognition, work atmosphere and occupational hazards, career progression, job insecurity, and constitutional rights from the business. It is not significantly related to occupational responsibilities and professional pressure, and the work-life quality construct and education are allied considerably with rewards and recognition, work atmosphere and occupational hazards, constitutional rights from the organization, and work-life quality by leaving the remaining factors as insignificant. Age is significantly allied with only the factors like rewards & recognition, career advancement, and constitutional rights from the business by having a negligible association with the rest of the factors.

On the other hand, the monthly income construct is significantly associated only with job responsibilities and work pressure and with work atmosphere and occupational hazards. It has an insignificant relationship with other factors. From these results, it has been sorted out that job description has more influence over the determinants and the work-life quality. In contrast, monthly income has the most negligible effect on the predicting factors and the quality of work life.

Through these findings, as mentioned above, it is evident that all the demographic factors considered for the study are at least influencing two determinant factors which in turn have a direct effect on the resulting factor, i.e., the quality of work life. So, it could be concluded that the demographic factors considered for the study are highly valid and correlates with the determinants and work-life quality.

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Association between influencers and the quality of occupational life

Considering the influencers of quality of life, the study has seven influencers: professional load & responsibilities and occupational stress, rewards & recognition, work atmosphere & occupational hazards, career progression, job insecurity, and the organization's constitutional rights. The following hypothesis has been framed to measure the rapport amongst the predicting constructs and the work-life quality.

Common Hypothesis: All the influencing factors, such as occupational responsibilities and pressure, rewards and recognition, work atmosphere and occupational hazards, career progression, job insecurity, and constitutional rights from the organization, have a significant relationship with the quality of work life.

Table 11: Pearson correlation for assessing the relationship between the influencers and the work-life quality

Variables		Pearson correlation coefficients
Occupational load and responsibilities and work pressure	Pearson correlation	238[**]
	Significant	.000
	N	430
Rewards and recognition	Pearson correlation	.101[*]
	Significant	.036
	N	430
Work Atmosphere and Occupational Hazardous	Pearson correlation	.151[**]
	Significant	.002
	N	430
Career Progression	Pearson correlation	.170[**]
	Significant	.000
	N	430
Job Insecurity	Pearson correlation	.273[**]
	Significant	.000
	N	430
Constitutional rights from the organization	Pearson correlation	.189[**]
	Significant	.000
	N	430

Source: Key data collected and computed by the researchers for assessing the relationship

Among influencers and quality of life.

Note: 1. ** Correlation is significant at a 1% level of significance

2. * Correlation is significant at a 5% level of significance

The above table shows the Pearson correlation between the affiliation amid influencers and the work-life quality. The interpretation of the above analysis has been presented in a systematic manner. For better understanding, the above-mentioned hypothesis has been elaborated and divided into six for measuring the relationship between the six predicting factors and work-life quality.

Job load and responsibilities and occupational pressure, and work-life quality

Firstly, taking into account the job load & responsibilities and work pressure, the term job load and duties in this context refers to the quantum of tasks every working individual has to perform in their day-to-day work, and the work pressure is nothing but the stress associated with completing the job.It has been found that the workload is highly correlated with work-life quality (V. Vijay Anand. *et al.,* 2018). In some cases, it has also been found that the generation mediated the bond between workload and work-life quality (Sue Ling Lai. *et al.,* 2011).On the other hand, it has been found that work pressure, i.e., job-related stress, is negatively connected with work-life quality (Mensah, J.& Amponsah-Tawiah, K., 2014; Bolhari. A.*et al.,* 2012). It is also a significant alliance between work stress and work-life quality (K.P.Mani. *et al.,* 2014). Since these findings are related to the leather industry workers of India, for testing the same association in the present research work, this job load and responsibilities & work pressure factor have been undertaken. The hypothesis framed for analyzing such a relationship is presented below as follows.

Hypothesis VI: There is no significant affiliationbetween job load and responsibilities and professional pressure with that the work-life quality

Job load, responsibilities & work pressure is weakly and optimistically associated with the work-life quality at .238 coefficients. The P value, i.e., .000 is lower than 0.001; the hypothesis is discarded at 1%. Henceforth, it could be stated, no significant relationship between occupational load and responsibilities & work pressure with that the work-life quality.

Rewards and recognition and work-life quality

Rewards & recognition are the second influencing factor of the quality of work life. Rewards and recognition include those monetary benefits such as salary, bonuses, incentives, allowances, non-monetary benefits such as coupons, reimbursement of expenses incurred for

medical purposes, children's education and transport, and recognitions such as promotion and appreciation. Past studies have clearly stated that rewards and recognition improve the work performance of working individuals (Rashmi Rai and Shruthi Tripathi, 2015) and enhance work-life quality (Ng'ang' Esther Muthoni & Kepha Ombui, 2013). As this finding is subject to change from study to study and to test the same relationship, the rewards and recognition factor has been considered in this study. For this purpose, the following hypothesis has been framed.

Hypothesis VII: Rewards and recognition has a significant association with the quality of work life

The rewards and recognition are weakly but optimistically associated with the quality of work life at .101 coefficients. The p-value (.036) is less than .005, so the hypothesis is supported. So, it is inferred that rewards and recognition are significantly associated with professional life quality.

The occupational atmosphere and occupational hazardous and work-life quality

Thirdly, work atmosphere and occupational hazards are considered to influence the quality of work life. The work atmosphere is the environment under which the worker operates his daily work. On the other hand, occupational hazards are the injuries and other harmfulness incurred in the workers' daily work. Such a work atmosphere (if positive) would be positively related to work-life quality (Hassan, N.*et al.,* 2014; David, S.*et al.,* 2015). Occupational hazards negatively affect working individuals' quality of occupational life (Loretta G. Platts. *et al.,* 2013). As these findings tend to vary among various situations, to assess the same relationship in this study, the work atmosphere and occupational hazards have been added up as the variable for the study. For examining the same, the following hypothesis has been framed.

Hypothesis VIII: Work Atmosphere & Occupational Hazardous and work-life quality are not significantly linked with one another

Work atmosphere and occupational hazards are weak and, at the same time, constructively connected with the professional life quality at .151 coefficients. .002 coefficient is the p-value, which is lower than the .001, which denotes that the hypothesis is discarded at 1%. Therefore, it is stated that the work atmosphere & occupational hazards, and work-life quality are significantly linked at a 1% significance level.

Career progression and quality of work life

Career progression is the fourth stimulatingconstruct of professional work-life quality. Career progression is the level of succession every individual could attain in their career. Earlier studies revealed that career development is optimistically allied with the professional quality of life (Parsa., B.,*et al.,* 2014; Amin, Z., 2013). As these findings are subject to change from worker to worker, from setting to setting, from geographical place to place, and for various other factors, namely gender, marital status, and alike, career progression is considered as the influencing factor in this study for investigating such results in the present situation. For this purpose, the following hypothesis has been framed.

Hypothesis IX: There is a significant affiliation between career progression and work-life quality

0.170 coefficients are the Pearson correlation coefficients for the affiliationbetween career progression and work-life quality. This coefficient shows a weak and optimisticassociation between career progression and work-life quality. As the p-value of .000 is lesser than .001, the alternate hypothesis is accepted at 1%. Hence, it could be inferred, a significant affiliation between career progression and work-life quality.

Occupational insecurity and work-life quality

The fifth factor in this series is job insecurity. Job insecurity refers to the uncertainty the workers experience concerning continuing with the current profession, and it also includes the fear of losing the job due to a variety of reasons, namely the poor performance of the firms, hiring new talents by firing the existing resources, and the firm has become insolvent. Job insecurity is inversely allied with work-life quality, i.e., higher job insecurity and lesser quality of work life (Cecily ShibiNetto, 2018). Since these findings are subject to change among every working individual, professional insecurity is measured as the predicting construct of this study. The following hypothesis has been framed for examining the same relationship in this present study.

Hypothesis X: Job insecurity and the quality of work life is not significantly allied with one another

The Pearson correlation betweenprofessional insecurity and the quality of occupational life is .273 coefficients. This coefficient shows a weak but positive relationship between them. As the p-value, i.e., .000 is lesser than .001, the null hypothesis is discarded at 1%. So, it could be inferred that professional insecurity and work-life quality are significantly allied.

Constitutional rights from the business and work-life quality

The sixth inducing factor of the quality of work life in this study is the Constitutional rights of the business. Such rights refer to the fundamental rights each employee requires to get their welfare as stated by the law and framed by the constitution of India. The study identified a significant association between constitutionalization and social capital; in turn, this social capital and work-life quality are significantly associated with one another (Hojjat Taheri Goodarzi. *et al.,* 2013). Since these findings tend to change among every individual, the constitutional rights of the business are measured as the determinant of the quality of life. The following hypothesis has been framed to interrogate the same relationship in this study.

Hypothesis XI: Constitutional rights from the business and the work-life quality are significantly associated with one another.

.189 coefficients explain the weaker and a positive relationship between the constitutional rights of the organization and the quality of work life. P value (.000) is lower than .001; the alternate hypothesis is accepted at 1%. So, it could be inferred that the organization's constitutional rights and work-life quality are significantly allied with one another.

Influence of determinants on the work-life quality

The degree of influence the determinants such as job load and responsibilities & work pressure, rewards and recognition, work atmosphere and occupational hazardous, career progression, job insecurity, and constitutional rights from the organization possess over the work-life quality (i.e., the resulting factor) have been identified through the multiple regression analysis as provided below in table 6.

Table 12: Multiple Regression Analysis among the 430 leather industry interviewees

Variables	Unstandardized Coefficients	SE of B	Standardized Coefficient	t	P
Quality of work life (dependent factor)	2.004	.250		8.013	.000[**]
Job load and responsibilities & work pressure (X1)	.118	.039	.134	3.061	.002[**]
Rewards and recognition (X2)	-.082	.042	-.094	-1.929	.054
Work Atmosphere and occupational hazardous (X3)	-.092	.041	-.108	-2.246	.025[*]
Career progression (X4)	.113	.035	.153	3.196	.001[**]

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Job insecurity (X5)	.084	.039	.090	2.141	.033[*]
Constitutional rights from the organization (X6)	-.006	.032	-.010	-.182	.856

Source: Primary data showing the influence of determinants over work-life quality gathered and
Computed by authors.

Note: 1. ** is 1% significant.
2. * is 5% significant.

Table 12 denotes the multiple regressions for the influencing variables and the quality of occupational life. The factors such as job load & responsibilities and occupational pressure (X1), rewards and recognition (X2), work atmosphere and occupational hazardous (X3), career progression (X4), job insecurity (X5), and constitutional rights from the organization (X6) are the influencers of the study and quality of professional life is the dependent factor. .661 coefficients are the R-value, and .437 is the R square value, which shows the relationship between the predicting factors and the outcome variables. Based on the unstandardized coefficients, the multiple regression equation that would be formed is

$$Y=.118X1-.082X2-.092X3+.113X4+.084X5-.006X6$$

From the above equation, it is found that the quality of professional life rises by .118 coefficients, for each and every single unit downfall in the job responsibilities and the work pressure at a 5% significance level. Secondly, the quality of work life reduces by .082 coefficients, for every unit falls in the rewards and recognition. It has also been identified that it is insignificant at the 5% level. When the work atmosphere & the occupational hazards are more, the quality of professional life reduces by .092 coefficients, which is significant at 5%. If the progression in the career is higher, then the quality of the work-life goes up by .113 coefficients at 5%. Fifthly, the job insecurity is lower, then the quality of work life improves by .084 coefficients at a 5% level of significance and lastly, on the other hand, if the constitutional rights, which are an adequate necessity for the workers in an organization, falls, then the quality of work life also decreases by .006 coefficients, and it is insignificant at 5% level.

Based on the standardized coefficients, it has been found that career progression is the utmost stimulatingconstruct of the work-life quality at .153 coefficients, then the job load & responsibilities and the work pressure at .134 coefficients, then the job insecurity at .090 coefficients, fourthly the constitutional rights from the organization at -.010 coefficients, then by the rewards and recognition by -.094 coefficients and lastly, by the work atmosphere and occupational hazardous by -.108 coefficients.

5. Discussion

The study explored that all such determinants are significantly allied with the professional quality of lifeamong the respondents. The study also identified that career progression is the chief inducing construct of work-life quality. At the same time, work atmosphere and occupational hazards are the minor influential factor in the quality of work life. Findings also showed that the factors such as constitutional rights from the business, rewards, and recognition, and the work atmosphere and occupational hazards are negatively influencing the work-life quality. Henceforth, it is stated that the constructs such as the absence of constitutional rights from the organization, lack of proper rewards and recognition, and improper work atmosphere & occupational hazards are reducing the work-life qualityamong the laborers.

It is the organization's responsibility to take necessary steps to improve the work-life qualityamong workers. Constitutional rights refer to the primary and essential rights every worker is entitled to receive from the organization concerning their welfare. The company must provide the necessary rights to their employees, such as regular and appropriate payment of financial benefits such as wages, salaries, and alike and proper training must be provided to the employees about the use of the machinery and other products of the company without any harm to their lives. Providing these fundamental rights to the workers would make them work harder and remain loyal to the company. On the other hand, it ultimately improves their work-life quality.

Salary/wages payment promptly and accurately is the primary factor, which is reflected in the work-life quality among the employees. Most of the respondents (workers of leather firms) in this research stated their income, i.e., the salary/wages for the work done, was not as per the essential and basic market standards. So, it becomes a matter of grave concern to look after by the state, i.e., by the Commissioner of District Industries Centre, to interfere in this issue and to check whether the payments are being made as per the laws and regulations as framed by the constitution of India such as Payment of Wages Act, 1936, Minimum Wages Act, 1948, Payment of Bonus Act, 1965 and Equal Remuneration Act, 1976. So, through the timely disbursement of wages, salary, and other compensation such as bonuses and other benefits like pension, ESI, and gratuity, the occupational life quality among the employees' upsurges.

A stable work atmosphere includes proper interpersonal relationships, meeting and resolving employee grievances, and a healthy work environment with the machinery and other equipment in appropriate conditions which would result in reduced or even the absence of occupational hazards. But, such a good work environment is absent for the respondents in this study. So, the organization must ensure smooth relationships among the workers and meet the workers' grievances through the

company's grievance redressal cell. Through these measures, the professional environment would become favorable to the employees, and in turn, it ultimately paves the way for enhancing the quality of professional life

The company should follow the principles laid down by the laws framed by the Indian constitution, namely The Factories Act, 1948; Minimum Wages Act, 1948, and alike. The employees must be adequately trained and aware of using heavy machinery and dangerous chemicals before work. In addition to the use, such understanding should also be provided with the hazards caused by such equipment and chemicals and the preventive measures an employee should take while working in such environments.The organization should do all these. In turn, through its regular audit, the government should ensure that the organization's effective implementation of the same has been carried out correctly. Through these measures, the probability of the occurrence of hazards in the workplace would be reduced. As a result, the workers' quality of work life increases automatically.

The essential measures, such as improvement in the career, availability of the vital rights of the employees from their organization, better rewards and recognition, workers' centric stable work environment, and reduced chances of occupational hazards, could be achieved easily. Achievement of these factors results in the enhancement of work-life quality. Therefore, better quality work improves the employees' productivity and, in turn, organizational productivity. On the other hand, enhanced work-life quality leads to better life quality for the employees. These increased organizational outcomes and the life quality of the workers of such organizations ultimately resulted in the nation's growth.

Scope for further research

The present study concentrates only on the married male and female laborers employed in leather companies in the Vellore region, along with specific criteria such as the respondent should be aged between 20 and 60 years and have at least one dependent child.Suppose all these conditions are relaxed and the sample size is extended by considering all leather industry workers. In that case, there are chances of obtaining a complete picture regarding the work-life quality of such leather industry laborers.

Acknowledgments

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