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Qwality of Worklife of Employees Working in Pathology Laborites

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Abstract:

Quality of life is a very generic expression; it generalizes too many different things. It is very subjective; that is, it depends a lot on the individual and his choices, his options, and the values that he takes into account. What are the values at stake? What is the ethical, moral behavior such an individual assumes for himself for quality of life to exist or not? Quality of life is physical, mental, and psychosocial wellbeing. In the field of health care quality work life of health care professionals to the satisfaction of people's needs and alluded to various dimensions of their lives. The nurses emphasized the life dimensions related to work, thus indicating the importance they afford to the balance between their personal and work lives. The health care professions presented expanded conceptions about quality of life and quality of work life, in general, showing that they were satisfied regarding these. However, barriers were identified that compromised the quality of life of the professionals studied in the context determined primarily by the lack / inadequacy of material, human and environmental resources, as well as the established work process. To face the problems and difficulties at work and improve the QWL for the health care team in the primary health care setting, the nurses indicated several measures that have already proven to be successful. They also indicated other potential interventions encompassing a wide scope of possibilities, ranging from giving attention to workers' mental and physical health to managerial features of work organization and continued education in health.

Keywords: Pathology Lab, Work Environment, Career Development of Employees

1. Introduction

In order to plan systems of career path development, human resources managers should take into consideration all the decisions and problems people encounter during their career path. Understanding the issues requires an investigation into theories of career path development, theories of life improvement, and examining the links between career path stages. According to Superset al, the evolutionary path of job selection, which is accompanied by general growth, has several stages. Influenced by self-image theory, Super believes that selecting a specific job is influenced by the person's beliefs about himself/herself.

An important attitude that brings about the advancement of mid-career managers is training. The availability of training for the purpose of improving the skills, increasing the knowledge, and helping the rational development of the staffs indicates that they (the staffs) are valuable and important. This is a pure truth that companies demonstrate the interesting Hawthorne effect. This shows that trainees still have needs and, at the same time, are interesting to the organization. This is particularly important to reach such characteristics at the mid-career.

During their lifetime, managers face a stage of stability, which is the very job establishment stage. At this stage, the forward progress of individuals is completely legal. Two reasons are hypothesized for establishment: first, there are obviously just a few positions at the higher organizational ranks, so even if managers could reach such level, there may not be any available vacancies; second, there may exist some unfilled vacancies, the manager might not have the required capability, skills or interest in the organization. Managers who realize that their innovations may be suppressed at the current job tend to cope with their problems in a realistic manner. They suffer from depression, illness and a fear of an increasing hostility on the part of their subordinates. Ultimately, they either retire with the same state or quit the company for good. Another example of these cases is the results of the low job performance or low organizational performance. Adulthood crises have been depicted in novels, movies, and psychological studies.

An important approach to the promotion of managers is to provide them with training; this inculcates them with a sense of being important and worthy.

Are the new faculty members coming in more satisfied with being a faculty member than those in the past? If so, we can continue those programs that deal with new faculty. And if we can show that these interventions, which were designed to improve the climate for women, are improving the climate for everybody, that'd be great. That's been our goal all along," Sheridan says. "[The survey] is an opportunity for faculty to have a say in what programs are out there."

2. Objectives of the study

- To study about work environment of professionals in pathology laborites.
- To know the factors influence in quality of work life of pathology professionals.
- To study about the remedies of hindering factors of quality of work life.
- To know the improved factors of Quality work life of employees in Pathology lab.
- Positive factors of improved work life factors and its impact.

3. Need

The following themes emerged from the analysis: (1) talking about the survey triggered discussions of QWL issues most of which were not captured in the survey; (2) the impact of the survey was more important than the survey itself; and (3) participants were concerned that departments or groups of employees were labelled based on the survey results. Implications for researchers who wish to use surveys and standardized scales in health care settings are discussed.

4. Research Methodology

This qualitative (phenomenological) study explored the perceptions of a quality of work-life (QWL) survey from the perspective of employees from a variety of departments in a pathology centre. Data were collected through one-on-one interviews at the workplace. The interviews were conducted several months after the survey had been completed and the findings presented to staff.

5. Data

5.1. Primary Data

The first hand information on work life quality was collected directly from the sample respondents working in pathology laboratories.

5.2. Secondary Data

Secondary data sourcing is done from institutions, the reports of various organizations, research articles in various national, international journals, reports from daily papers and websites.

5.3. Sampling Unit

The sample for the study is drawn from the health care companies. The data are collected directly from the employees of pathology lab located in Chennai city. The city consists of giants, medium and small health diagnostic centre as well.

6. Sample Size and Design

The primary data are collected through survey method. More than 265 employees working in major pathology lab clinics in Chennai city are interviewed. 214 employees provide valued information and 200 of which completed questionnaires are found usable.

7. Questionnaire Design

The questionnaire on quality of work life is divided in to 8 parts. I - Demographic factors with optional questions. II - VII - The factors like job satisfaction, working condition, general well-being, home-work interface, career prospects and compensation and training and development that are used to measure the quality of work life.

VIII - Optional questions to be answered by the employees.

8. Positive Factors Involved

- Create a research opportunities and mentorship teams to support graduate student's research.
- Expand number of training grants to support graduate students' research experiences.
- Develop curricular opportunities that expose graduate students to clinical aspects of pathology and laboratory medicine.
- Encourage residents/fellows to participate in research meetings.
- Align with faculty compensation plan.
- Work closely with Academic Affairs, Graduate Medical Education and Human resources to develop an aligned system of accountability.
- Update mechanisms for recruiting, hiring, retaining and firing employees.
- Develop mentoring programs to retain assistant level faculty
- Update mechanisms for recruiting, hiring, retaining and firing employees.
- Utilize technology to increase research collaborations
- Promote reference lab services

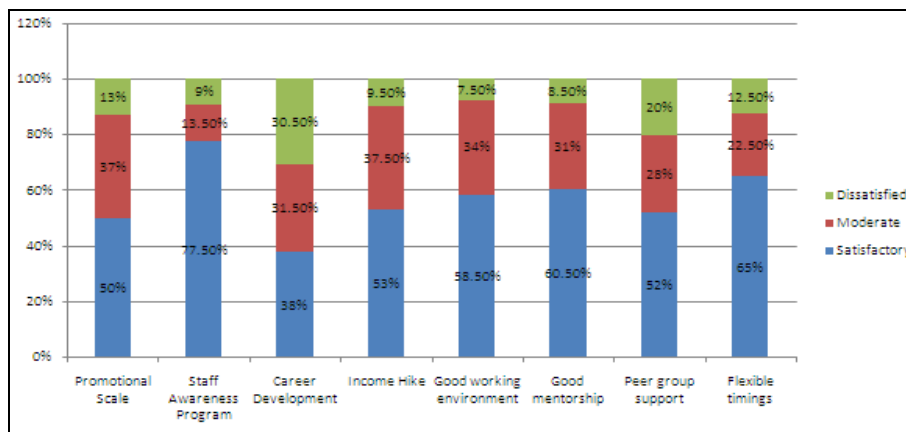
8.1. Demographic Details

Factors	Description	No. of respondents	% of respondents	Total
Gender	Male	110	55%	200
	Female	90	45%	
Age	21 – 25	55	27.5%	200
	25 – 30	115	57.5%	
	Above 30	30	15%	
Income	Below 10k	60	30%	200
	10 – 20 k	120	60%	
	Above 20	20	10%	
Education	Diploma	50	25%	200
	Degree	125	62.5%	
	PG	25	12.5%	
Time	Highly Satisfactory	90	45%	200
	Moderate satisfactory	90	45%	
	Dissatisfactory	20	10%	
Experience	Below 1 year	50	25%	200
	1 – 2 year	92	46%	
	2 – 4 year	38	19%	
	Above 4 years	20	10%	

8.2. Improvement Factors involved in QWI of Employees in Pathology lab

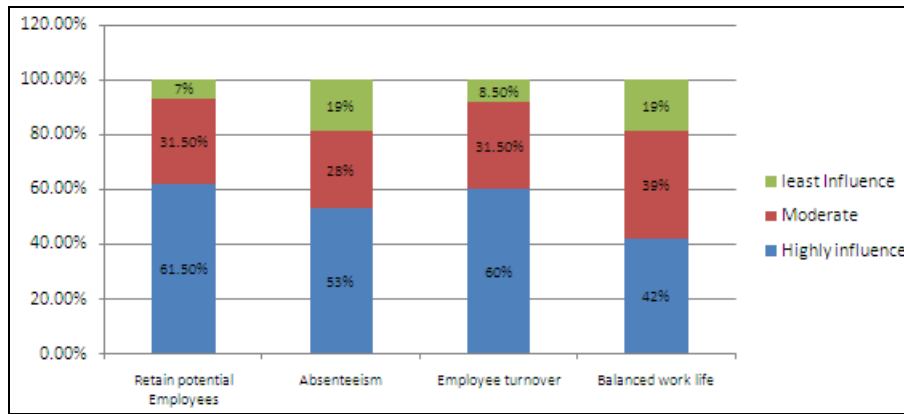
Time	Satisfactory		Moderate		Dissatisfied		Total
	No. of Res	% of Res	No. of Res	% of Res	No. of Res	% of Res	
Promotional Scale	100	50%	74	37%	26	13%	200
Staff Awareness Program	155	77.5%	27	13.5%	18	9%	200
Career Development	76	38%	63	31.5%	61	30.5%	200
Income Hike	106	53%	75	37.5%	19	9.5%	200
Good working environment	117	58.5%	68	34%	15	7.5%	200
Good mentorship	121	60.5%	62	31%	17	8.5%	200
Peer group support	104	52%	56	28%	40	20%	200
Flexible timings	130	65%	45	22.5%	25	12.5%	200

Career Development x	Educational Qualification y	x ²	y ²	xy
76	50	5776	2500	3800
63	125	3969	15625	7875
61	25	3721	625	1525
200	200	13466	18750	13200



8.3. Impact of Positive factors

Time	Highly influence		Moderate		least Influence		Total
	No. of Res	% of Res	No. of Res	% of Res	No. of Res	% of Res	
Retain potential Employees	123	61.5%	63	31.5%	14	7%	200
Absenteeism	106	53%	56	28%	38	19%	200
Employee turnover	120	60%	63	31.5%	17	8.5%	200
Balanced work life	84	42%	78	39%	38	19%	200



The Correlation between Career Development program and Educational Qualification
 $r = -0.157$ Hence conclude that, lesser degree of -ve correlation between the career development program and educational qualification.

8.4. Observed data for Chi-square analysis

Experience / Peer Support	Satisfactory	Moderate	Dissatisfied	Total
Below 1 year	34	06	10	50
1 – 2 years	42	26	24	92
2 – 4 years	16	18	04	38
4 and above	12	06	02	20
Total	104	56	40	200

8.5. Chi-Square calculation

O	E	$(O - E)^2 / E$
34	26	2.46
42	48	0.75
16	20	0.80
12	10	0.40
06	14	4.57
26	26	0
18	10	6.4
06	06	0
10	10	0
24	18	2
04	08	2
02	04	1
		20.38

Table value of d.f $(r - 1), (c - 1) = (4 - 1), (3 - 1) = 3 \times 2 = 6$

Table value at 6 degree of freedom @ 5% level of significance = 10.645

Since the calculated value is more than the table value, the H_0 is rejected, H_1 is accepted,

Hence it is conclude that, there is a relationship between the experience and the peer support group while analyzing the satisfactory level of the pathology lab employees.

8.6. Data used in ANOVA Table

Positive factors that are not influence the pathology lab employees

Positive Factors	Highly influence	Moderate influence	No influence
Retain Potential employees	123	63	14
Absenteeism of Employees	106	56	38
Turnover of the Employees	120	63	17
Balance work life	85	78	37

$N=12; t = 800$

8.7. ANNOVA Table

Source of Variation	Sum of Squares	d.f	Mean sum of Squares	Variance
SSC	15113	2	7556.5	41.27
SST	13465	9	1496.1	
SSE	1648		183.1	
Total	16761	11		

n,d,f 2,9 d.f at 5% level of significance is 4.26

The table value is less than the calculated value. So, Hypothesis is rejected.

Hence we conclude that, the positive factors have more influencing in pathology lab employees.

9. Discussion and Conclusion

Examining the scores of each aspect of work life quality in relation with the third stage of career path indicates that there is a positive significant relation between the scores in general. Finally, it can be said that integrity and legalism at workplace can predict the third stage of career path; in other words, this factor can be said to be a principal internal factor in the organization and plays an important role in the organizational performance of the people working at this stage. There are certain mechanisms controlling the activities of the individuals at this stage of career path, here referred to as social integrity. All components of this mechanism positively influence the work life quality of the individuals and their job promotion. This mechanism (i.e., integrity) is also effective on the organization of the workplace and the employees' interaction and cooperation. As a result, 'integrity' is an important factor in decreasing or increasing the individuals' work life quality; in other words, it can be a boosting or impeding factor. Therefore, all managers, including human resources managers, should consider whether this factor boosts the work life quality of the employees in the organization or impedes it. The philosophy behind work life quality at this stage is to humanize and democratize the organizational environment. The realization of this goal is contingent upon establishing sound social relations among all organizational levels and involving trained, skillful employees in decision-making regarding their future and resources. At this stage, the following measures can be taken in order to raise the level of all components of work life quality: special plans to promote experienced employees to higher, managerial levels; the group being responsible at this stage; training courses for expediting the advancement of managers; and establishing the managerial development committee after managers' career development.

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