

Abstract

In the Indian small-scale industry, particularly in spinning mills, the absence of structured work-life improvement programs is a critical challenge. Unlike large-scale units with joint bodies and worker participation schemes, the spinning mills have yet to recognize the importance of quality of work life (QWL) as a driver of organizational performance. Currently, QWL initiatives are largely confined to the organized sector, leaving a significant portion of the workforce, especially in the textile industry, underserved.

This study highlights the low levels of QWL among employees in spinning mills, with workers experiencing significantly lower perceptions of QWL compared to supervisors, despite similar work environments. The disparity suggests a need for targeted analysis to identify causes and implement policies that address these differences. Higher perceptions of QWL among employees are strongly associated with increased job satisfaction, organizational commitment, and enhanced human resource development, enabling organizations to remain competitive in dynamic economic conditions.

Improving QWL in spinning mills is essential not only for employee satisfaction but also for reducing recruitment and training costs, which are higher than retaining existing employees. Effective HRM practices have shown to positively influence QWL outcomes, emphasizing the need for their broader implementation. By enriching QWL, spinning mills can boost employee performance, enhance organizational outcomes, and contribute to balanced economic development.

This study provides actionable insights for mill owners and policymakers to create an inclusive framework for improving QWL in the spinning sector, ensuring both social and economic advancements in India's textile industry.