

PERMANENT REFERENCE

A STUDY OF QUALITY OF WORK LIFE OF THE  
EMPLOYEES OF THE TOKYO CEMENT  
COMPANY (LANKA) LTD, TRINCOMALEE

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## Abstract

The quality of work life is more important today than at any time in the past. The concern has taken different directions in various parts of the world. Quality of work life refers to the level of satisfaction, motivation, involvement, and commitment individuals experience with respect to their lives at work.

The project report made to analyze the present working condition of the employees, finding out the benefits and problems faced by the workers, making recommendations to improve the quality of work life of the employees and identify the way and means of enhancing the attitude towards improving the quality of work life and to suggest necessary steps to achieve them. That's why this research study made on the title of "Quality of Work Life of the employees of the Tokyo Cement Company (Lanka) Limited, Trincomalee".

Employee participation, career development, job security, safe environment, employee relationship, employee benefits and compensation determine the quality of work life of the employees. This research analysis consists five chapters each of it has its own importance and primary and secondary data were collected for this research purpose.

From this research it has found that most of the employees are satisfied with their quality of work life even though some of them are not fully satisfied. To enhance the quality of work life of the employees some recommendations are made. By this study the institution can realize existing quality of work life of the employees and how can improve their quality of work life and employees also could be able to claim their rights.

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