

# **CONTRIBUTION OF QUALITY CIRCLES ON QUALITY OF WORK LIFE OF EMPLOYEES**

**AN EMPIRICAL STUDY OF SELECTED MANUFACTURING  
ORGANIZATIONS IN PRIVATE SECTOR IN SRI LANKA  
WHERE QUALITY CIRCLES ARE IMPLEMENTED**

by

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## **ABSTRACT**

This study attempted to assess the effect of quality circles on quality of work life of employees. It was considered the opportunities that employees had and how they helped to fulfill their individual needs. Required data were collected using the questionnaire method from nine selected manufacturing organizations in private sector where quality circles are implemented.

Data were analyzed using hypothesis testing, which investigate two different samples from two different populations. Samples were selected from quality circle members and non-members.

Then, various variables are considered based on individual fulfillment of needs and opportunity that employees have under the two categories, high and low level.

The conclusions and recommendations were made with the help of mathematical presentations of mean, mode, standard deviation and proportionate difference at  $\alpha = 0.01$  level of significance and 95% confidence level.

The findings show that the quality circle membership do not have considerable effect on improving Quality of Work Life of employees, since all employees have equal opportunities on self-development and organization equally helps to fulfill employees' individual needs.