The Factors Influencing The Quality Of working Life Among Fresh Produce Exporters In Indu Farm Limited

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Abstract:

This research project was carried out to establish the determinants that influence the quality of working life among fresh produce exporter in Indu-farm limited which is based in the export processing zone (EPZ) of Nairobi. The objectives include to establish the effects of the human resource management practices on the quality of work life, to determine how economic liberalization affect the quality of work life, to determine how labor legislation influences the quality of work life and to determine the influence of social responsibilities on the quality of work life. A review of literature was carried out on factors of human resource management including job design, reward, training, participation on decision making and other environment related factors of economic liberalization, labor legislation, and social responsibilities. The study design was descriptive case study with a sample size of 118 which is 40% of the employees of Indu-farm. The findings indicate that human resource management practices are significant determinants of the quality of work life. The cost of living and the rate of pay were rated very high as influencing the quality of work life. Social responsibilities are increasingly part of determinants of the quality of work life. The quality of work life in indu farm was rated as a little satisfying. This study has recommended more consultation with employees in determining the job design, the cost of living to be considered when setting the pay rates. More awareness of labor legislation is recommended and a work balance strategy, required to enable employees to function well in their social roles. This study suggests further research on psychology as a determinant influencing the quality of work life.