

A Study on Quality of Work Life of College Teachers with Special Reference to Nagapattinam District

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Abstract:

The present study was under taken with such a task in mind and its aims at unearthing the quality of work life measures in colleges, Nagapattinam district that is prevalent in the colleges that sponsored this project work. The assessment of how successful employees have been at meeting their individual goals, therefore, becomes the critical part of human resource management. The leads us to the topic of "QUALITY OF WORK LIFE OF COLLEGE TEACHERS". The data was collected by administrating questionnaire and by adopting direct personal contact method. The collection data were analyzed and tabulated in a sequential manner and the interpretations are given along with the tabulation. The suggestions and conclusion are given in this report. The conclusion and suggestion is used to improve the quality of work of the college teachers.

Introduction:

The quality of work life is concentrating on the impacts of employment on healthiness and welfare of the college teachers. Every colleges wants to give better working environment to their professors including all nonfinancial and financial benefits, thus, they can keep their employees for the longer period and for the accomplishment of the objective of educational institutions.

The quality of work life believes teachers as an advantage to the educational institution rather than disadvantages. It believes that professors perform their jobs better when they are permitted to contribute in managing and involving in decision making process in their work.

Institutions are made up of people and function through people. The valuable supplies of men, money, material and machinery are collected, coordinated through people. The success of an institution depends on effective human resources development.

Objective of The Study:

Every research is managed and did with some purpose to achieve at the end and finding some decisions or the research managed and did for some problem solving. The researcher has carried out this research with sole objective of analyzing QWL in College teacher's special reference with Nagapatinam district.

To study the present level of teachers satisfaction and the Quality of Work Life at college.

Secondary Objective:

- To study of the gender, marital status, educational qualification and experienced and quality of work life.
- To identify the SWOT analysis of the existing Quality of work life in college teachers.
- Find out the satisfaction and dissatisfaction of the teachers.
- Improve the satisfaction of the teachers through the analysis.

Scope of the Study:

The concept of quality of work life is fast spreading to nearly educated countries including India. It is a healthy trend to be aware and appreciate it. This study generates data that contribute to the improvement of almost all human resource activities. So this study helps to the quality of work life to the college teachers.

The scope of the study lies in finding the strength, weakness, opportunity, threat, weakness of the quality of work life programs so that the institution can concentrate on those aspects and can improve further.

Importance of Quality of Work Life:

The relationship of man is the basic element of social life. Drastic change in this relationship has been termed as revolution.

In any institution the educational quality and profit of the institution depend upon the teachers, because they are the backbone of the institution. The educational quality directly depends upon the teachers in an institution. The teachers must be satisfied with working condition of the institution.

An institution cannot survive without the sincere support of the workforce in the institution. The management has to take lot of step and give concentration to improve the quality of work life because this is directly related with the educational quality.

When any institution wants to sustain its position and flourish in the most competitive and lucrative business world, it has got a big responsibility of keeping its men under satisfactory level. Therefore the institution has to fulfill the basic needs, social needs, security needs, esteem needs and self-actualization needs of the peoples employed in the institution.

Problem Identification:

- ❖ Salary oriented problem
- ❖ Over work load of syllabus
- ❖ Over time of working

- ❖ Preparation for classes in home
- ❖ Minimum hours of time spending with family
- ❖ Not a assured job
- ❖ Relationship between staff and students

Review and Literature:

1. Warsi, Fatima and Sahibzada (2009) analyzed the relationship between work motivation, overall job satisfaction and Organizational Commitment among Pakistani workforce. Results showed that positive and significant relationship exists between work motivation, overall job satisfaction and Organizational Commitment. Although both independent variables are strongly associated with Organizational Commitment and the impact of job satisfaction on Organizational Commitment is relatively stronger than that of the work motivation in Organizational Commitment. Managerial implication of the study is to focus more on motivating employees for promoting Organizational Commitment on their part.

2. Mamta and Baldev (2010) assessed the level of employee engagement among managers of a public sector undertaking in India. Besides highlighting the level of engagement, the study has identified the predictors of Organizational Commitment, which was used as an important manifestation of employee engagement. The study has revealed that the level of employee engagement is quite modest. Three factors, namely, pay; job content and objectivity are found to be the predictors of employee engagement in this regard.

3. Islam, MB. (2012)[6], in his research work titled 'Factors Affecting Quality of Work Life: An Analysis on Employees of Private Limited Companies in Bangladesh', has found that factors like work load, family life, transportation, compensation policy & benefits, working environment & condition, and career growth opportunities has significant influence on QWL.

4.Bwisa, HM, Kiriago, AN (2013)[5] in their research study titled ‘Working Environment Factors that Affect Quality of Work Life Among Attendants in Petrol Station in Kitale Town in Kenya’ has observed that working environment aspects affect QWL among petrol station attendants. They have also found that poor QWL was the result of poor safety & health condition, constant pressure from management & clients, and lack of adequate tools.

5.Sojka, L. (2014)[4], in his research paper entitled ‘Specification of the Quality of Work Life characteristics in the Slovak Environment’ has emphasized on the requirement of appropriate and adequate definition for QWL. He has opined that for the determination of QWL, it is necessary determine first the characteristics which are significant for work life. This characteristics emerge out of the workplace in a formal organization.

Research Methodology:

The research design is the conceptual structure within which research is conducted; it constitutes the blueprint for the collection, measurement and analysis of data. It is a logical framework for directing a research study. It is descriptive and diagnostic in nature.

The present study is carried out in Nagapattinam district. The college professors are chosen by using random sampling method. The data are collected from 110 college professors through pre-tested and structured questionnaire. To study the socio-economic status of college professors, the percentage analysis is carried out. The mean and standard deviation are calculated for quality of work life dimensions for college professors. To study the difference between socio-economic status of college professors and quality of work life dimensions for college professors, the Analysis of Variance (ANOVA) test is used. To analyze the influence of quality of work life dimensions

for professors on their job performance, the multiple linear regression is done.

Research Design:

- Types of research
- Title of research
- Area of research
- Period of research
- Sampling techniques
- Data collection methods
- Tools used for analysis
- Limitations on the study

1) Types of research:

The research is descriptive in nature. It includes surveys and fact finding enquire of different kinds. The major purpose of the research is description of the state of affaire as it exists at present.

2) Title of research:

A Study on quality of work life of college teachers with special reference to Nagapattinam.

3) Area of research:

The study is conducted in Nagapattinam district.

4) Period of research:

The study is conducted from Dec 2019 to Apr 2020. The total duration of the study is 5 months.

5) Sampling technique:

The sample size for the study was selected on the basis of simple random sampling method. 110 college teachers are randomly selected as sample.

6) Data collection method:

The data required for the study are collected from both primary & secondary sources. The secondary data is collected from websites, textbooks, journals, articles etc. the primary data collected from structured questionnaire.

7) Questionnaire Design:

Questionnaire used for data collection is designed based on the fulfillment of the

objectives of the study. The questionnaire based on analysis the QWL

8) **Tools used for analysis:**

- Percentage
- Average
- ANOVA
- Chi-square
- Correlation

9) **Limitation of the study:**

- A long or big study could not be carried out due to shortage of time.
- Data collected may have biased response.
- The researchers had difficulty in explaining the research problem to the respondents. Hence the level of understanding of research problem and concept by the respondents may affect the study result.
- The research results (finding and suggestions) is applicable only to the selected region.

Tools used for analysis:

This part of study is mainly focused on verifying main objectives of the study. Research used SIMPLE PERCENTAGE ANALYSIS, CHI-SQUARE, CORRELATION, REGRESSION and ONE WAY ANOVA as statistical tool for analysis of data.

(i) **CHI SQUARE TEST:**

HYPOTHESIS 1:

RELATIONSHIP BETWEEN THE GENDER AND COMFORTABLE AND SATISFACTION TOWARDS JOB.

SATISTICAL INFERENCE:

C.V= 3.09

T.V= 9.488

C.V< T.V

NOT SINGNIFICANT

HO (NULL HYPOTHESIS)

There is no significant relationship between gender of the respondents and comfortable and satisfaction with the job.

HA (ALTERNATIVE HYPOTHESIS)

There is significant relationship between gender of the respondents and comfortable and satisfaction with the job.

$$\begin{aligned} \text{DEGREE OF FREEDOM} &= (r-1) (c-1) \\ &= (2-1) (5-1) \\ &= (1) (4) \\ &= 4 \end{aligned}$$

4 at 5% Level of significance.

$$C.V < T.V$$

Hence, the null Hypothesis is accepted, alternative hypothesis is rejected.

Result:

There is no significant relationship between the gender and comfortable and satisfaction with the job.

(ii) **ANOVA:**

NULL HYPOTHESIS:

There is no significant ANOVA between age and the comfortable and satisfaction with the job.

CONCLUSION:

Calculate F value is 154.569 and F critical value 3.88447 so calculated value is more than the table value so null is rejected.

(iii) **CORRELATION:**

Calculation value is 0.266988 and so calculated that there is no significant correlation between rate statement and welfare facilities for progress of the colleges.

FINDINGS:

- 56.36% of the respondents belong to female.
- 45.45% of the respondents belong to the age 20-30.
- 22.73% of the respondents belong to the 5-8 experience.
- 49.09% of the respondents belong to the monthly income 10000-20000.

- 78% of the respondents belong to married.
- 52.73% of the respondents are accept enough time for family at working hours.
- 52.73% of the respondents are accept the organization doing timeliness and recruitment and selection process.
- 41.82% of the respondents belong to 3-5 years working in the particular college.
- 35.45% of the respondents are dissatisfied about the ESI benefits in the college.
- 60% of the respondents are satisfied about the college initiatives on providing flexible work timings.
- 50% of the respondents are satisfied about college job sharing options.
- 37.27% of the respondents are satisfied about feeling comfortable and satisfied with the job.
- 55.45% of the respondents are satisfied about job skills and abilities utilization of college working hours.
- 30.91% of the respondents are satisfied about the canteen and transport facilities.
- 48.18% of the respondents are agree about the good work-life balance in the college will be more effective and successful.
- 48.18% of the respondents are satisfied about the basic infrastructure facilities in the college.
- 38.18% of the respondents are dissatisfied about the college offer special allowance in festival days.
- 30% of the respondents are disagree and neutral about the work pressure in their college.
- 30.91% of the respondents are satisfied about scope of employment opportunity provided family members in their college.
 - 55.45% of the respondents are agree about the communication of information is well coordinated by the institution.
 - 33.64% of the respondents are satisfied about the training programs.
 - 40.91% of the respondents are neutral about the enjoying working institution.
 - 52.73% of the respondents are agree about the work allows to do in a particular area where they can do best.
 - 46.36% of the respondents are agree about the harmonious relationship with our students in the department.

- 58.18% of the respondents are agree about I am proud to be a part of this organization.
- 47.27% of the respondents are agree about the institution provides enough instruction to get the job done.
- 43.64% of respondents are cooperative about the seniors.
- 50.91% of the respondents are none about the motivational tool used by the college authorities.
- 80% of the respondents are sometimes about do you think or worry about work.

Suggestions:

Better non-monetary benefits and reward system should be provided to motivate teachers to improve the quality of work life.

The college may take little more initiatives to help them to know about the how to manage their work life with family life and make them feel good to be in the school. For that they may use to restructure the leave policy of the college and increase some grievances and some welfare measures to the college teachers and make them feel good and they may satisfy and it may increase the productivity of the college.

The college wants to improve the facilities for the teachers and create some harmonious relationship opportunity between the teachers and students for healthy productivity.

It is very essential to take survey on satisfaction of them so it can only help the college authority to know the need of them and it may help the colleges to take some good decisions on their spending

Conclusion:

The study about quality of work life among the college teachers, Nagapattinam district. For the conclusion, this paper more to discuss about the issue and at effect that faced teachers that can't help them to achieve Work Life balance. There a several issues that been faced as teachers that been discussed which is many roles to play and responsibilities to perform, longer working hour, increase in workload, Travelling issues, working on weekend, spend little time with family and their personal life. The unhealthy

relationship between students and teachers. From the issue, it gives effect to their life and work which is job dissatisfaction, no motivation to perform the job, effect poor physical health and emotions disorder. In this also had been discussed about best practices that implement in this college which is college administrator and teachers always give support among of them, keep promote healthy work life , college administrator looks after their teachers well-being, invited health experts, implement a creative and innovative working environment and lead by example. In the study also I suggest to use techno structural intervention I only discuss about job enlargement and job enrichment that I think suitable to use in teaching workplace environment and can be planned and organizing by college administrator. The college teachers are almost satisfied on their job and college work life. It is also found that the Quality of Work Life in the colleges of

Nagapattinam district is maximized. So we conclude that management have played a vital role in increasing the quality of work life. I am also suggest a few recommendations to be implement for teachers, in dealing with their work life conflict and achieve work life balance which is get moral support, scheduling back for personal time, family, and friends and think positive and control emotions.

Reference:

- [1] www.managementstudy.com
- [2] C.R.Kothari (2015), Research Methodology, 2nd edition.
- [3] L.M.Prasad., Human Resource Management. Sultan Chand & Sons, 2003
- [4] F.K.Foulkes, Personal Policies in Large companies. Prentics Hall, 1980