



Quality of Work Life of College Teachers – A Study With Reference to Madurai District

KEYWORDS

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Introduction

There is a much about the quality every aspect viz. quality product, quality of material and inputs there in, quality of packing, quality of product development and quality of service. The quality of work life and quality of life, which is pivotal aspects in everyone work life. This also brings employee satisfaction. The employer can obtain staffs physical presence at a given place, and a measured number of skilled muscular motions per hour or day. But the enthusiasm, initiative, joy, loyalty, can't obtain by devotion of hearts, mind and souls. Apart from this if the employee is provided with other extrinsic and intrinsic benefits then this will lead for high productivity and results in employee satisfaction too.

A number of researchers and theorists have been interested in the meaning of the QWL concept and have tried to identify the kinds of factors that determine such an experience at work. A significant by-product of the approach to the quality of working life discussed has been the identification of those aspects of jobs and work environments that impact most strongly upon the job satisfaction, job performance, and life-long well being of those who are employed. The findings of a literature search for various features defining QWL led to an identification of two general factors namely work/work environment and employee welfare and well being. Within the first factor are included such features as democracy, task content/physical features of the job, quantity and quality of leisure time created by the job, and promotion. The second broad QWL factor mainly emphasizes employee welfare and well-being. That emphasized the physical working environment including safe and healthy working conditions while stressed security, equity, and individuation of the employee as features of a quality working experience, emphasized job security, good pay, and benefits respectively. Healthy social relations and social integration were two other employee welfare features thought to comprise QWL.

Scope of the study

At present in the India the educational institutions are running on three categories, namely government institution, government aided institution and self-financing institution. However, some of the self-financing institutions offer very good salary package and more amount of fringe benefits to the teachers than the government institutions it is not uniform in the arts and science colleges in particular. Hence, QWL perceived by the college teachers is not uniform in all educational institutions. The reason is that in self-financing and in the aided institutions, the management is the higher authority for all administrations. Moreover the QWL of college teachers of these institutions are suffered due to the plenty of Human resources are available for entering in to this field as a college teacher. Hence, the management is not considering the QWL of existing

teachers and they refused to fulfill the requirements of the college teachers. Proper quality of work life of the teachers will lead to the dedicated educational service to the young generation of the society. Hence the scope of the study was to analyze quality of work life of teachers of government aided and self financing colleges in Madurai district. This study is attempted to explore various dimensions of Quality of Work Life (QWL) and factors affecting QWL.

Statement of the problem

The world is moving with very high speed and managing an organization has become more complex than ever before. There is a competition going on between companies to attract and retain quality human resource in order to be ahead of its competitors in a particular sector. At this backdrop, Quality of Work Life (QWL) has emerged as one of the most important aspect of Job that ensures long term association of the employees with the organization. Quality of work life of college teachers of self financing college and government college is considered to be the most critical aspect. It is found that there are few facilities which are unsatisfactory, and few facilities are to be provided by the institutions in order to maintain, retain the employees as well the high productivity of the institution. Hence the management has to look upon the facilities that are not available and is the points where employees are dissatisfied with unavailability of the facility.

Because of the facilities that are unavailable will lead for low involvement, stress, dissatisfaction, etc. At the same time it is observed that when the employees are provided with internal, personal, physical, spiritual working environments, will lead for higher productivity of the institution. Therefore, the educational institutions are required to adopt a strategy to improve the employees' quality of work life' (QWL) to satisfy both the institution objectives and employees needs. This study is attempted to understand and compare the QWL of college teachers of government aided and self financing colleges with reference to Madurai District. This case lets discuss the importance of having effective quality of work life practices in Government aide and Self financing colleges in Madurai District and their impact on the performance of the teachers.

Objective of the study

- To understand the relationship between the selected socio economic factors and QWL of teachers of government aided and self financing colleges in the study area.
- To examine the perception of college teachers towards the various dimensions of QWL

Hypotheses

The following hypotheses are framed to achieve the objec-

tives of the study.

1. There is no significant difference between the quality of work life of government aided and self-financing college staff members.
2. There is no significant difference between the opinion of the respondents on various dimensions of QWL and the nature of college.

Research design

In order to analyse the research problem undertaken for the study, descriptive study using primary data is considered appropriate. Both primary and secondary data have been used for the study. Primary data have been collected through the pre tested interview schedule and pilot study has been conducted to know the reliability of the data.

Sampling Technique

The sample for the present study is drawn from the 34 Arts and Science colleges functioning in the Madurai District, which are affiliated to the Madurai Kamaraj University. There are 3000 teachers, 1115 in Government aided colleges and 1885 in self-financing colleges working in the study area. Out of these 420 sample respondents, 240 form self-financing college and 180 government-aided colleges are selected by using the disproportionate stratified random sampling technique. Independent sample 't' test and Chi-square tests have been used for analysis.

Checking the Disparity in Quality of Work Life between the Staff Members of Self-Financing and Government Aided Colleges

Quality of work life is nothing but the employee should feel convenience/comfort to execute his duty, any decision or rules followed by the employer or management must helpful to enhance the productivity of the employees in the working place. These are the basic things expected by the employees from the employers. The quality of work life differs from concern to concern and person to person. The colleges are also not an exception to the aforementioned things.

With the aim to check whether there is any significant difference between the quality of work life between the self-financing college bound staff members and the government aided college's teaching faculty, the statistical tool independent sample 't' statistic was employed and the result is given in the table 1.

Table 1
Independent Sample test

Quality of work life	Equal variance assumed	Levene's Test for equality of variances		t - test for equality of means		
		F	Sig.	t	Sig (2 tailed)	Std. error difference
		58.30	.000	6.65	.00	0.53

Source: Computed from Primary data

It was hypothesised that there is no statistically significant difference between the quality of work life of government aided college staff members and the self-financing college staff members. But it is affirm from the table that there is a significant difference in the level of QWL among the staff members in various college system. Both the test

i.e., Levene's test for equality of variances and the 't' test for equality of means reveals that the quality of work life differs from the government aided college staff members to the self-financing college staff members at 1% level of significance. It can be interpreted that the facilities offered by the administrators / management, privileges enjoyed by the staff members cannot be same when the mode of administration is different.

Association between the respondents' opinion about the income and their nature of college

Hypothesis

"There is no association between the respondents' opinion about the income and their nature of college"

It was assumed that the gross income would make difference in the quality of work life between the self-financing college staff and government aided college. Hence it was enquired the respondents form both the side that whether the gross income is fair to your work. For this, the mixed response came from the respondents.

Table 2
Opinion about the Income and the Nature of College

Gross income is fair to the toil	Nature of College		Chi-Square Value
	Self - financing College	Government Aided College	
Strongly Disagree	36 (15.00)	10 (5.60)	188.605 (.000)
Disagree	113 (47.10)	0 (0.00)	
Neutral	34 (14.20)	27 (15.00)	
Agree	57 (23.80)	83 (46.10)	
Strongly Agree	0 (0.00)	60 (33.30)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about their income and nature of college they working. It can be interpreted from the table that more 47 per cent of the self-financing college staff members disagreed that their gross income is equal to their toil and no one strongly agree the view of fair gross income. But nearly 46 per cent of the staff members belong to the government aided college agree and one third of them strongly agree the statement. Further the chi square test proved that there is a significant difference in the view of gross income is fair to the work among the staff members in various stream. Therefore, it can be concluded that in self-financing colleges, the staff members are paid not equivalent to their work, it is nothing but the exploitation of labour.

Association between the respondents' opinion about the wage equality and their nature of college

Hypothesis

"There is no association between the respondents' opinion about the wage equality and their nature of college"

To reach the good atmosphere in a working campus, the wage equality is as important as the fair wage. Hence it was an attempt taken to know the perception of the respondents about the maintenance of wage equality in their campus.

Table 3
Opinion about Wage Equality and the Nature of College

Maintenance of wage equality is fair	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	0 (0.00)	10 (5.60)	168.995 (.000)
Disagree	83 (34.60)	9 (5.00)	
Neutral	132 (55.00)	45 (25.00)	
Agree	25 (10.40)	95 (52.80)	
Strongly Agree	0 (0.00)	21 (11.70)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the value of .05 d.f. It shows that there is an association between the opinion of the respondents about wage equality and nature of college they working.

It is observed from the table that no one of the self-financ-

ing college staff members strongly agree to the view of wage equality. Mostly they are coming under the perception of neutrality. Against this more than half of the total respondents agree to maintenance of wage equality in their campus. It reflects that the wage is determined to the government aided college staff members by the government authorities, but in case of self-financing college staff members, the salary was fixed by the private i.e., management of the particular college. Therefore, it is the possibility of arising wage disparity among the staff members. It is evident from the chi square result that there is a significant difference in the opinion of maintenance of wage equality among the staff members in the college.

Suggestions

Form the above analysis the researcher has offered the following suggestions.

- To increase the quality of work life of college teachers of self finance and aided institutions, the management should provide good infrastructure facilities to the all staff members.
- The remuneration to the staff members should be fixed without any discrimination.
- All the staff members should be motivated for their achievements in their teaching profession.
- Recognition should be given for all the dedicated staff members in the institution.

Conclusion

Form the above study it is concluded that the staff members of the self finance and aided institutions in the study area felt that there is a difference in their quality of work life. Hence the above suggestions will improve their quality of work life than the existing level when it is followed by the concerned college management. Will they follow?

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