



Effect of Employee welfare in changing College Environment with respect to Salem, Tamilnadu

KEYWORDS

Work Environment, Colleges Effectiveness, Job Behaviour, welfare

Dr.I.CARMEL MERCY PRIYA

PRINCIPAL AVS COLLEGE OF ARTS & SCIENCE
SALEM - 106

ABSTRACT *The analyses revealed that participants who perceived their work environment as to be adequate and favourable scored comparatively higher on the measures of job satisfaction, performance, and perceived colleges effectiveness. The two constituents of work environment were also found causing significant variance in employees' job behaviour and their perception of colleges effectiveness.*

Introduction:

The environment in work place comprises several components of two major categories, namely, physical and psycho-social. During early days of development of employee psychology only physical environment in work place was given importance and was considered as a predominant determinant of employees' productivity.

In the Hawthorne studies employee psychologists started shifting their attention to the study of social and psychological environment and its effects on employees' job behaviour. The recognition of the significant role of psycho-social environment led to the emergence of colleges psychology, and further the concept of 'quality of work life'.

Method Participants:

The sample for the present study comprised 250 head of the department and assistant professors randomly selected from 3 colleges. The participants, all males / females, were in the age range of 25 to 45 years, having work experience from 5 to 20 years.

Measures:

Physico-Legal Work Environment Questionnaire

The questionnaire consisting of 27 items, to be rated on 5-point scale, includes the items relating to working conditions, safety

and security, legally prescribed provisions of employees' welfare, external atmospheric condition and employees' awareness about these prescribed provisions.

Motivational Aspect of Organization (Climate)

The five dimensions taken up for the present investigation were orientation of the colleges, interpersonal relationships, modes of managing conflicts, reward system and trust and support. Validity of measure was established by running factor analysis.

Performance Appraisal Scale

(Srivastava, 1997) The measure consists of 20 items to be rated on 5-point scale. The validity of the scale was established by examining its correlation Job Attitude Scale (Srivastava, 1997). The scale comprising 15 items, to be rated by the respondent on 4-points. The scale significantly correlated with job performance.

Results

The obtained data were analyzed in terms of t-ratio, F-ratio (ANOVA), and F-ratio (Step-Wise Multiple Regression) in order to examine the effect of perceived work-environment on employees' job satisfaction and performance, and colleges effectiveness.

Regression of Perceived Colleges Effectiveness onto Physical and Psycho-Social Work Environment

Predictors	R	R ²	R ² (Step-wise)	
Physico-Legal Environment Working Condit.	.187	.038	.038	3.63
Welfare Provisions	.278	.092	.063	4.11
Safety	.281	.086	.016	2.23
Psycho-Social Environment Specified Orientation	.454	.238	.222	10.32
Trust & Support	.502	.271	.039	4.01
Reward System	.546	.301	.048	4.81
Interpersonal Relations	.563	.313	.016	2.36

The molecular contribution of the components of work environment to employees job behaviour was found to be statistically significant but not markedly large. In fact, the work environment affects employees' job attitudes and job behaviour as an integrated whole, not through its different components independently. The evaluation of the extent of adequacy and favourability of a component of work environment and its effect on employees' job behaviour is determined by the state of other components and their interaction with each other and other personal and contextual factors.

The present study, instead of analyzing molecular, examined the molar effect of work environment on employees' job behaviour and colleges effectiveness, which may be considered as a distinct feature of the study.

References

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