



## QUALITY OF WORK LIFE AMONG SCHOOL TEACHERS

## Clinical Psychology

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## ABSTRACT

The present study was undertaken to know the difference in Quality of work life between Kitturu Rani Channamma school Teachers and BGS Model public school Teachers. 10 Male and 10 Female school teachers were selected for the assessment of Quality of work life. The study reveals that there is no difference in Quality of work life between Kitturu Rani Channamma school Teachers and BGS Model public school Teachers and also no gender difference found in Quality of work life among school Teachers.

## KEYWORDS

Quality of work life, School Teachers.

## INTRODUCTION

Quality of work life can be defined as the extent to which employees are able to satisfy important needs through their work experience [condition]. Employees perceptions heavily influence weather this work life is high quality (Feelings).

Quality of life can be defined as the level of enjoyment and fulfillment derived by humans from the life they live within their local economic, cultural, social and environmental conditions. The Jacksonville community council defines Quality of life as the "feeling of wellbeing, fulfillment or satisfaction resulting from factors in the external environment".

Quality of work life equates a high Quality of work life, with the existence of certain set of working conditions and management practices. To illustrate, it is argued that a high Quality of work life exists when jobs are enriched, participative management is practiced, employees are involved in their work and safe working conditions exists.

Quality of work life equates a good Quality of work life with impart working conditions have on the well-being of individual workers. A good Quality of work life should therefore be a workplace in which individuals are safe, experience job satisfaction, and are able to grow and develop as human beings. Thus Quality of work life is equivalent to the degree to which the full range of human needs is met.

Hence Quality of work life can be thought of as the extent to which employees are able to satisfy important needs through their work experiences with particular emphasis on participating in important decisions about their work.

## Review of Related Literature

2.1 Louis et al., (1998) conducted a study on effects of teachers Quality of work life in secondary school on commitment and sense of efficiency. This study explores how teacher's Quality of work life contributes to their commitment to work and sense of efficiency in 8 schools. It presents a model that ties workplace characteristics to important behaviors, attitudes and psychological characteristics affecting teaching. Classroom observation and survey data suggest that Quality of work life measures is strongly associated with teachers' commitment and sense of efficiency.

2.2 Kanter et al., (1981) conducted a study on Career growth and organizational power: issues for educational management in the 1980s. This study states that Quality of work life issues is described in relation to a changing labour force. Organizational issues affecting work motivation include opportunity and power. An integrated approach is taken to productivity and quality of work life.

## Methodology

## Statement Of The Problem

To study the two dimensions of Quality of work life, namely Conditions and Feelings among Kitturu Rani Channamma school

Teachers and BGS Model public school Teachers.

## Objectives

1. To assess the Quality of work life Conditions and Feelings among Kitturu Rani Channamma school Teachers and BGS Model public school Teachers.
2. To assess the gender difference in Quality of work life Conditions among Kitturu Rani Channamma school Teachers and BGS Model public school Teachers.
3. To assess the gender difference in Quality of work life Feelings among Kitturu Rani Channamma school Teachers and BGS Model public school Teachers.

## Hypotheses

1. There is significant difference in Quality of work life Conditions and Feelings between Kitturu Rani Channamma school Teachers and BGS Model public school Teachers.
2. There is no significant gender difference in Quality of work life Conditions among Kitturu Rani Channamma school Teachers and BGS Model public school Teachers.
3. There is no significant gender difference in Quality of work life Feelings among Kitturu Rani Channamma school Teachers and BGS Model public school Teachers.

## Variables

1. **Independent Variables:** Schools
2. **Dependent Variables:** Quality of Work life Conditions and Feelings

## Sample

1. A Purposive sampling method of 10 (5 male and 5 female) Kitturu Rani Channamma Residential School Teachers Kadabahally and 10 (5 male and 5 female) BGS Model public school Teachers BG nagar Mandya district, Karnataka will be selected.

## Inclusion Criteria

1. Both male and female teachers will be included.
2. Teachers within the age group of between 22 to 50 years will be included.
3. Teachers who working in Kitturu Rani Channamma Residential School, Kadabahally and BGS Model public school, BG nagar Mandya district, Karnataka, only will be included.

## Exclusion Criteria

1. Teachers who are less than 22 years of age and above 50 years of age will exclude.
2. Other school teachers will be excluded.

## Assessment Tools

1. **Quality Of Work Life Conditions & Feelings Questionnaire :** Quality of work life questionnaire developed by Marshall Sashkin and Joseph J.Hangermann. The instrument consists of two parts – Conditions with 25 items, and Feelings with 10 items. The scale is shown to possess high reliability with Cronbach's alpha to 0.64 to 0.85.

**Scoring**

Quality of work life – Conditions: The numbers in each of the columns of the scoring grid are added to obtain a total quality of work life – conditions score. Quality of work life – feelings: The numbers in each of the scoring columns are added to obtain a total quality of work life-feelings score. The scores are interpreted based on the distribution given, which are intended to provide general guidelines.

	Quality of work life-condition Score distribution	Quality of work life-feelings Score distribution
Very good	86-100	45-50
Good	71-85	37-44
Average	46-70	24-36
Poor	31-45	16-23
Very poor	20-30	10-15

2. Demographic Data – Personal data form.

**Statistical Techniques: t test**

**Result and Analysis**

The present study was aimed at to study the two dimensions of Quality of work life, namely Conditions and Feelings among Kitturu Rani Channamma school Teachers and BGS Model public school Teachers based on the results with statistical analysis was done to test the hypothesis.

**Demographic Variables:**

**The Following Table Provides Information Of The Participants With Regard To Age And Sex.**

**Table 1.1 Presents The Age Range For The Female And Male Sample.**

Age Range	Gender	Numbers
22-50	Male	10
22-50	Female	10

**Table 1.2a Indicates The Mean, 't' Value And Level Of Significance In Kitturu Rani Chennamma School And BGS Model Public School Teachers Of Quality Of Work Life – Conditions.**

Sl.No	Group	N	Mean	't' value	Level.of significant.
1	Kitturu Rani Chennamma School Teachers	10	60.1	0.43	Not Sig. at 0.05
2	BGS Model public School Teachers	10	57.5		

**Interpretation:**

The difference of Quality of work life Conditions between Kitturu Rani Chennamma School Teachers and BGS Model public School Teachers was examined by using 't' value. Mean score of Kitturu Rani Chennamma School Teachers in Quality of work life Conditions is 60.1 and a mean score of BGS Model public School Teachers in Quality of work life Conditions is 57.5. The obtained 't' value is 0.43 is not significant at 0.05 level. The present study shows that there is no significant difference in Quality of work life Conditions between Kitturu Rani Channamma school Teachers and BGS Model public school Teachers. The hypothesis not supports the present study.

**Table 1.2b Indicates The Mean, 't' Value And Level Of Significance In Kitturu Rani Chennamma School And BGS Model Public School Teachers Of Quality Of Work Life – Feelings.**

Sl.No	Group	N	Mean	't' value	Level.of significant.
1	Kitturu Rani Chennamma School Teachers	10	41.8	1.45	Not Sig. at 0.05
2	BGS Model public School Teachers	10	39.7		

**Interpretation**

The difference of Quality of work life Feelings between Kitturu Rani Chennamma School Teachers and BGS Model public School Teachers was examined by using 't' value. Mean score of Kitturu Rani Chennamma School Teachers in Quality of work life Feelings is 41.8 and a mean score of BGS Model public School Teachers in Quality of work life Feelings is 39.7. The obtained 't' value is 1.45 is not significant at 0.05 level. The present study shows that there is no significant difference in Quality of work life Feelings between Kitturu Rani Channamma school Teachers and BGS Model public school Teachers. The hypothesis not supports the present study.

**Table 1.3 Indicates The Mean, 't' Value And Level Of Significance In Males And Females Of Quality Of Work Life Conditions Among School Teachers.**

Sl.No	Group	N	Mean	't' value	Level.of significant.
1	Male	10	57.2	1.42	Not Sig. at 0.05
2	Female	10	60.4		

**Interpretation**

The gender difference in Quality of work life Conditions among School Teachers was examined by using 't' value. Mean Quality of work life Conditions score of males is 57.2 and females had a mean Quality of work life Conditions score of 60.4. The obtained 't' value is 1.42 is not significant at 0.05 level. The present study shows that there is no significant gender difference in Quality of work life Conditions. The hypothesis supports the present study.

**Table 1.3 Indicates The Mean, 't' Value And Level Of Significance In Males And Females Of Quality Of Work Life Feelings Among School Teachers.**

Sl.No	Group	N	Mean	't' value	Level.of significant.
1	Male	10	40.1	0.86	Not Sig. at 0.05
2	Female	10	41.4		

**Interpretation**

The gender difference in Quality of work life Feelings among School Teachers was examined by using 't' value. Mean Quality of work life Feelings score of males is 40.1 and females had a mean Quality of work life Feelings score of 41.4. The obtained 't' value is 0.86 is not significant at 0.05 level. The present study shows that there is no significant gender difference in Quality of work life Feelings. The hypothesis supports the present study.

**SUMMARY**

The present study was aimed at to study the two dimensions of Quality of work life, namely Conditions and Feelings among Kitturu Rani Channamma school Teachers and BGS Model public school Teachers. The subjects for this study consisted of male and female School Teachers aged between 22 years to 50 years. 20 School Teachers were administered the Quality of work life Conditions and Feelings questionnaire. From the findings, it can be stated that there is no difference between Kitturu Rani Chennamma School Teachers and BGS Model public School Teachers in Quality of work life Conditions and Feelings. Study also reveals that there is no gender difference in Quality of work life Conditions and Feelings among Kitturu Rani Chennamma School Teachers and BGS Model public School Teachers.

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