



QUALITY OF WORK LIFE OF COLLEGE TEACHERS IN DINDIGUL DISTRICT

Dr.A.Venkatachalam

Associate Professor, PG and Research Department of Commerce,
GTN Arts College, Dindigul

G. Thangamani

Assistant Professor, Department of Commerce, Parvathy's Arts &
Science College, Dindigul.

ABSTRACT

The prosperity of an institution is the common interest of both teachers and management. The Management should treat the teachers with respect and dignity. QWL is a direct function of the conditions in the workplace. Congenial work environment helps to improve QWL. In order to know the compatibility of the work environment, the respondents are asked to evaluate seven statements on the work environment. This dimension of QWL contained statements relating to physical working conditions, working hours and availability of books and materials, career prospects etc.

The study indicates that the 5 factors included in principal component factor 1 are about Psychological factors and are by and large organizational climate and the remaining two statements in principal component factor 2 on Physical factors are space and hygiene. It can therefore be stated that QWL depends on the work environment meant to enhance quality of education, thereby to accept quality as part of work life. QWL is not only concerned with the work environment, but total quality.

KEYWORDS

Quality of Work Life, Work Environment, Principal Component

Introduction

The Quality of Work Life (QWL) means the sum total of 'values', material and non-material, attained by an employee through his life as a wage earner. QWL is a relatively new term for a bundle of old issues that has long been of interest to philosophers, theologians, social scientists, employees and employers. It is a broad term that can embrace every conceivable aspect of work ethic and working conditions. In essence, QWL is closely related to the concept of Quality of Life. As the Indian economy progresses, the average employee's education, skills and expectations are also increasing. For most employees, job is a life-time commitment and therefore they may seek the meaning of life in their work itself. In order to retain a satisfied work force and to remain as a good corporate citizen in terms of its contribution to the society, organizations may have to give more attention towards the quality of life of its employees.

QUALITY OF WORK LIFE

Components of QWL are ever changing over a period of time, except for a few core items. Besides, what is relevant to a teacher may be different from what is relevant to an executive. Quality of Life is found to be degrading for many. Technology and know-how can be bought from abroad. But the working environment remains Indian only. Based on literature and preliminary test, the QWL is taken as composed of Work Environment. The analysis in this article is based on the perceptions of 240 women college teachers working in selected colleges in the District of Dindigul.

WORK ENVIRONMENT

The prosperity of an institution is the common interest of both teachers and management. The Management should treat the teachers with respect and dignity. QWL is a direct function of the conditions in the workplace. Congenial work environment helps to improve QWL. In order to know the compatibility of the work environment, the respondents are asked to evaluate 7 statements on the work environment. This dimension of QWL contained statements relating to physical working conditions, working hours and availability of books and materials, career prospects etc.

The perceptions of teachers regarding the work environment are taken for analysis in order to know the extent of favorableness in the context of their work. The results were examined through Principal component Analysis. The results of the Principal Component analysis applied to the data on the above variables. The number of factors to be extracted is decided based on Eigen values.

WORK ENVIRONMENT

Sl.No	Statement Number	Components of Work Environment implied in the statements
1	WE1	I am sure my opinions would be heeded better.
2	WE2	Clarity about your role in the college is very clear.
3	WE3	Leave facility provided to you is satisfactory.
4	WE4	I would have more courage to intervene in drawbacks in my work environment.
5	WE5	Assurance of continued job is assured.
6	WE6	Space and comfort (Physical) in the working place is sufficient.
7	WE7	The physical environment is hygienic one.

VARIANCE EXPLAINED BY FACTORS

(Principal components factors; 2 factors retained)

FACTOR	Eigen Value	Difference	Proportion	Cumulative
1	4.40142	3.47908	0.6288	0.6288
2	0.92234	0.41133	0.1318	0.7605
3	0.51101	0.09973	0.0730	0.8335
4	0.41128	0.08885	0.0588	0.8923
5	0.32243	0.10101	0.0461	0.9384
6	0.22142	0.01099	0.0316	0.9700
7	0.21043		0.0301	1.0000

FACTOR LOADING MATRIX

Variable	1	2	Uniqueness
WE1	0.73691	0.07132	0.45188
WE2	0.72543	0.06521	0.46950
WE3	0.81591	-0.01207	0.33415
WE4	0.69467	-0.12785	0.50109
WE5	0.61814	0.28562	0.53632
WE6	0.51178	0.56467	0.41923
WE7	0.49683	0.64216	0.34079

To ascertain the association of variable with a particular factor, Factor Loading Table has been computed. Based on the highest loading, groups are identified. The table reveals that there are just 2 principal component factors, which together explain 76.05% of the variance. On further examination, the following results were obtained.

The implication of the analysis in descriptive terms implies that the important variables of Work environment are Open communication, Role clarity, Hygiene factors, Assertiveness, Leave facilities and Assurance of continued job.

(A)Principal Component Factor 1

The study reveals that among the factors associated with the work environment that directly or indirectly affect the Quality of work life of teachers , statements, 1, 2, 3, 4 and 5 are loaded in this factor. These 5 environmental issues, when combined together and which may be called Psychological factors seem to determine the work environment and are important among the work environment from the point of view of teachers.

(B)Principal Component Factor 2

Statement 6 and 7 are alone loaded in this factor. These statements are about the physical environment of the institution and therefore be called Physical and Hygiene factors.

(C) Uniqueness of Variables in Factor Loading

The primary concern of work environment in college is physical, i.e. statement number 12, has a unique score of 0.54. This highest score represents 54% of the respondents in principal component factor 1. This is followed by statement 11, i.e. assurance of continued job and the teachers have 50.11% representation in Principal Component Factor 1.

Thus, while analyzing the work environment, it indicates that the 5 factors included in principal component factor 1 are about Psychological factors and are by and large organizational climate and the remaining two statements in principal component factor 2 on Physical factors are space and hygiene. It can therefore be stated that QWL depends on the work environment meant to enhance quality of education, thereby to accept quality as part of work life. QWL is not only concerned with the work environment, but total quality.

Conclusion

Management in an institution depends upon the genesis of such a quality thought, the level it has reached and what has been contributed by the management for fulfilling the expectations of the teachers in achieving a quality policy. Having analyzed the work environment of the selected institutions as per the perceptions of the teachers, it is essential to probe into infrastructure available in the selected institutions which again is an important dimension in QWL.

REFERENCES

Aswathappa, Human Resource Management, Tata McGraw Hill, New Delhi, 2005. | John Bernardin.H., Quality of Work Life, Tata McGraw Hill, 2003. | Mirza, "Workers participation in decision making," Productivity, Vol.XIII, No.4, 1997. |