

Quality of work life of women College Teachers in private colleges in Chennai

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Abstract

Quality of Work Life can be labeled as the instinctively perceived satisfaction in one's various features of work life as designated by the individual. It is a replication of what people find captivating and satisfying at their work one requirements to be sensitive to the factors pertained to performance, accreditation, job profile, accountability, advancement and pay, managerial policies, working conditions etc. Quality of Work Life is a concern not only to increase life at work, but also life external work the present study examined the insight of college teachers about quality of work life, the study conducted with 100 college teachers of private colleges in Chennai, the outcomes specified that the parameters for the quality of work life for the college teachers have marginally vary from the customary parameters like job commitment, performance appraisal, incentives etc but the college teachers have given importance to the communication chain and top management obligations along with the customary parameters, the study found that all the stated parameters have strong influence on the QWL of the college teachers.

Key words: Higher education, Quality of work life, Women Teachers

Introduction

Quality of work life is indispensable component of organizational feature and it largely influencing commitment, productivity, work environment and conducive work culture of the employees. Organization could withstand in the peer group competition and ensure the quality of the service if it adopt the strategies to ensure quality of work life among the employees. Quality of the service of the firm largely depends on the utilization of optimum productivity of the employees especially in educational services. Thus, the significance of quality of work life of the employees found to be the imperative mandate for educational institutions to enrich the quality of higher education. Thus, the conducive sphere in work places and the job profile determine the quality of work life of the women college teachers. In addition, The Quality of work life described as the intuitively perceived satisfaction in one's numerous features of work life as articulated by the individual. Employees found environment is more conducive if their work get recognized with adequate incentive. Further, the recognition embedded with job profile, responsibility unleashed, pecuniary incentive, conducive HR policies, address the grievances. Teachers in private colleges have been undergoing serious pressure either from management and student' co-operation and performance. Dichotomous pressure has heightened serious repercussions on Quality of work life of the women private college teachers. In this context, the present study examine the quality work life of the women college teachers in Chennai. Moreover, the role and duties of the college teachers are very nebulous and stress oriented the present study would impelled to examine the Quality of work life of the women college teachers in the private colleges in Chennai.

Theoretical underpinnings of Quality of work life and college teachers

Plethora of the studies confines to quality of work life and the college teachers have demonstrated the numerous dimensions of quality of work life, normally the concept of Quality of Work Life had previously comprised exclusively the disputes of wages, working hours, and working circumstances (Glass & Finley, 2002; Van der Lippe, 2007). Though, the idea has transited into other factors such as intensity of workers' participation in the job, their phases of satisfaction with numerous features in the work environment, their professed job capability, accomplishment on the job etc. (Gani .A and Ahamad, Riyaz (1995). According to Keith (1989), Quality of Work Life signifies to "the favourableness or unfavourableness of a job atmosphere for people". The elementary goal in this regard is to enhance jobs targeting at Human Resource Development as well as production augmentation and the essential of the Quality of Work Life conception is the value of considering the worker as a human being and emphasizing distinctions in the socio-technical organization of thorough improvement, in physical and psychosomatic occupational atmosphere, approach and redesign of work performs, graded construction and the production process brought with the enthusiastic participation of workers in decision making (Van Daalen et al., 2006) it is also outstanding that features that will

help to enhance the Quality of Work Life at micro level; the outcome is that the core determining factor of QWL in an organization is the management's perception of Quality of Work Life in influencing the organization's efficacy Owens (2006) and association with customers, relationship with colleagues, distributed duties, and multiplicity of work. Annoyance was prompted by probabilities for promotion, acknowledgement of accomplishments, and salary one of the most dangerous and one of the least deliberated elements in QWL is the issue of power affairs.

Data and Methodology

The study gathered the required information from 20 private colleges across Chennai. Out of this, 10 colleges are Arts and science college and another 10 colleges are Engineering colleges. The study used descriptive study design. Further, concentrated examine the factors influencing the quality of working life which elevating the most valuable assets (college teachers) for attaining the competent skills to sustain in the market since the private colleges teachers required to show case their expertise in imparting their quality to absorb more students. Thus, obviously the compression is more among the teachers as they are the significant resources of the institute. In other words, this study scrutinizes the causes behind what women college teachers recognize about high-quality working-life practices engaged by organizations in India. The target samples of the study are 100 college professors who were selected from numerous private colleges to participate since dearth of empirical research work has been taken up for this group to comprehend of QWL on general well-being of women college teachers.

Analysis

The purpose of the study is to introspect the causes of quality of life by appraising the insights of women college teachers for quality of working life experiences. It is assumed that this would provide more precise and reliable data and information about the influence of efforts made by the institution for guarantee quality of work life to their teachers. Also, it would enable the management to take applicable measures to guarantee good quality of work only if they comprehend the reasons behind peoples' insight of QWL experiences. In addition to that establishments would be able to satisfy the numerous requirements of the women college teachers. Therefore, the outcomes regarding this group adds another insight to the management literature pertaining factors that influence the construct of QWL on context-free or general well-being of personnel. The population was taken for survey from college teachers employed in various private colleges located in Chennai. A total enumeration sampling technique was used to select 100 women private college teachers.

Simple regression results of QWL on subscales and composite score

Independent variable	Dependent variable	Coefficient	Std error	T-value	Sig.	P value
Coordination	QWL	0.082	0.030	2.462	.007*	0.19
	Constant N=100	2.689				
Decision-making	QWL	0.078	0.024	2.881	.002*	0.27
	Constant N=100	2.918				
Top management	QWL	0.124	0.030	3.757	.001*	0.47
	Constant N=100	2.697				
Interpersonal	QWL	0.058	0.023	2.261	.013*	0.15
	Constant N=100	3.176				
Adaptability	QWL	0.095	0.025	3.376	.001*	0.38
	Constant N=100	2.805				
Communication chain	QWL	0.075	0.023	2.870	.002*	0.27
	Constant N=100	2.913				
Subordinate pressure	QWL	0.085	0.021	3.753	.001*	0.47
	Constant N=100	2.868				

*Significant at the 0.05 level

Results and discussion

The conclusions derived from the analysis discloses that, majority of the proportion (39.7%) of the chosen interviewees are hails from the 25-30 age category, 30.1% hails from the 20-25 age group category, 17.6% hails from the 31-35 age group category, 7.5% hails from 36-40 age group category. In this study major proportion of the (69.9%) chosen interviewees are female and remaining 30.1% are male. Major percentage (65.3%) of the chosen interviewees are having 1-5 years' length of service, 28.5 % of them are among 6-10 years length of service. Major proportion (49.0%) of the chosen interviewees are from urban place, 30.1% of them are from rural place and rest of the 20.9% of them are from semi-urban place. More than half (58.6%) of the chosen interviewees hails from nuclear family type and the remaining 41.4% of them are joint family type. More than half (78.7%) of the selected samples are not members of teachers association, and remaining 21.3% of them are having professional membership. Major proportion (51.0%) of the chosen interviewees earning between 15000-20000 monthly remuneration, 23.8% of them earning between 20001-25000, 17.6% of them earning between `25,000 as monthly salary . With regard to the whole quality of work life 69.0% of the selected samples have higher level of quality of work life and 31.0% of the chosen interviewees have low level of quality of work life. With regard to the overall quality of

work life in teaching environment 54.8% of the selected samples have high level of quality of work life in teaching environment and 45.2% of the chosen interviewees have low level of quality of work life in teaching environment.

Discussion

The outcomes of this research implied that the components recognized and the operational functions exhibited that quality of work life is being influenced by numerous institutional, incentive and personal aspects. The empirical authentication is also labeled that how the quality of work life constituents distinctively influence the women college teachers ultimately incite productivity and job satisfaction. The empirical confirmation indicated that all the dependent variables estimated values (β) like, Coordination (0.19), Decision-making (0.27), Top management (0.47), Interpersonal (0.15), Adaptability (0.38), Communication chain (0.27), Subordinate pressure (0.47) are lesser than the table values and which inferred that all the independent variables have effect on quality of work life. Further, the result indicates that the outcomes may be supportive restructure the organization in order to be efficacious and to achieve administrative purposes since women college teachers' QWL experiences are completely interrelated with a variety of essential administrative outcomes, such as deteriorated rate of attrition, turnover, unpunctuality and health care use (thus, declined health care costs), and increased job performance. Thus authenticating that women college teachers' QWL experiences are inadequate not only to them but is a matter of concern for the employers as well. In Addition, it is become imperative to the organization to uphold high quality personnel instead of only capital, technology or long-lived products. In fact, women college teachers are the soft properties and are the concealed value of a institutions. Hence, if organizations are concerned about evolving their human resources and gaining a competitive advantage in the marketplace, it seems necessary that they attend to one of their most valuable assets, namely, their human resources by engaging high-quality working-life experiences in consonance their various requirements eliciting favorable job-related responses in return.

Conclusion

Quality of work life is the collective accountability not only confined to the women college teachers only but from the administration side as well predominantly the college teachers have been confronting the pressure from top administration as well as the college teachers, so their perceptions on the quality of work life slightly vary from the usual parameters, here the co-operation with the personnel and the communication chain have been considered the noteworthy determinants of QWL of the women private college teachers, To improve Quality of work life is first to identify and then try to fulfill requirement of women private college teachers imperative requirements over their experience in their working conditions. Depending upon the situational necessities, management may select the significant requirements of the college teachers to advance them with a short term plan. There is an important association between quality of work life total and quality of life in work environment total. It displays QWL of women private college teachers is in low level. According to traditional methods, the workplace is a temple and work is worship. A prearranged transformation in the working environment is the need of the hour to enhance QWL in India. Enhanced Flexible working environment can be an answer to the multifarious responsibilities of the private women college teachers across Chennai. This study urged the need to enhance the quality work life to enrich the quality of education in higher education sector. Moreover, conducive environment and incentives to the women college teachers need to be enriched to enhance the quality of service in higher education.

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