

# Quality of Work Life with Special Reference to Women Teachers in Self Financing Colleges of Arts and Science in Kanyakumari District

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*Abstract – Quality of work life assumes an imperative job in any field particularly in educational field. The title of the examination is " Quality of Work Life with Special Reference to Women Teachers in Self Financing Colleges of Arts and Science in Kanyakumari District" which gives a comprehension about the quality of work life of female workers in arts and science colleges at Kanyakumari locale. Further the examination additionally investigates the demographical factors of female teachers of arts and science colleges and furthermore the techniques for improving quality of work life in arts and science colleges at Kanyakumari area. The study depends on convenience sampling which has both primary and secondary information which has been investigated utilizing techniques like percentage analysis and Garrett's ranking. This investigation additionally uncovers certified criticism/recommendations from female teachers that could be executed to improve the level of quality work life*

**Keywords – Quality of Work life, Female workers, Work life Balance.**

## INTRODUCTION

Quality of work life is one of the main considerations that accomplish a person's objectives just as institutional objectives. One method for breaking down quality of work life is centre around the social results, for example, the rates of turnover, non-attendance, sedate maltreatment, liquor abuse and mental and physical ailment coming about because of occupations that mentally hurt people. Direct investment of educators in critical thinking and basic leadership in regions identified with their work redesigns the personal satisfaction at work.

In Kanyakumari locale, there are increasingly self-fund rather that helped universities and colleges. The district has 17 self-finance arts and science colleges. More than 1500 teachers are working in these colleges and majority of the teachers are female. The female teachers who are working in the self-finance colleges are facing poor quality of work life than the female teachers working in aided and government funded colleges. The greater part of one self-financing colleges are giving less pay, brief employment, and so on furthermore, these attributes influences the quality of work life. Hence an

investigation on nature of work wound up inescapable so as to keep up the quality existence of the showing workforce in Kanyakumari area.

"Nature of work life as a globally planned exertion to achieve expanded work the board participation to together take care of the issue of improving authoritative execution and representative fulfilment.

Quality of work life refers to the level of happiness or dissatisfaction with one's career [1]. Those who enjoy their careers are said to have a high quality of work life, while those who are unhappy or whose needs are otherwise unfilled are said to have a low quality of work life. Quality of work life is viewed as an alternative to the control approach of managing people. The quality of work life approach considers people as an asset' to the organization rather than as costs'. It believes that people perform better when they are allowed to participate in managing their work and make decisions. This approach motivates people by satisfying not only their economic needs but also their social and psychological ones. To satisfy the new generation workforce, organizations need to concentrate on job designs and organization of work.

Further, today's workforce is realizing the importance of relationships and is trying to strike a balance between career and personal lives.

The study was done to determine the quality of nursing work life among nurses working in Mannarkkad municipality, Palakkad district [2]. The study findings revealed that there was a moderate quality of nursing work life reported among nurses in private sector. The work environment of the nurses was given least importance and they were compelled to manage with limited resources. Even though the nurses in the private sector reported lesser work load, they were more dissatisfied with salary and financial benefits. The salary in the private sector was significantly lower.

The purpose of this paper was to find out the important dimensions of quality of work life from literature review [3]. So, more than 40 literatures were investigated out of that 25 literatures discussed deeply and the most extracted factors were gauged. The aims of the paper to find out the drivers which affect the quality of work life in the organization. The finding shows that there is some driver have been used frequently in the literature rather than other drivers. Commitment, employees' relationship, cohesiveness was the highest Least variable used average variable used Extremely highly used Delegation of authority Training and development Equal job opportunities Financial ratio (current ratio, return on assets, return on capital employed etc.) Organization citizenship behaviour Social integration Employee participation Rewards Welfare and opportunities Autonomy Team work Work life balance and relationship Attitude and perception Job satisfaction Pay and benefits Organisation commitment Safety and healthy environment Growth and development Supervision Demographic factor Literature Review on Quality of Work Life and Their Dimensions frequent drivers used in the literature which give a positive relationship with quality of work life and employees. 8 out of 25 literatures cited that Commitment, relationship, cohesiveness as an effective driver of QWL on the other hand supervision, pay and benefits increase organization commitment of employees and its improve QWL. 5 out of 25 literatures said pay and benefits, supervision gave a positive relationship with the QWL but participation management gave sometime positive as well as negative relationship with QWL. 6 out of 25 literature said that there was no relationship between gender and QWL where age affected the QWL according to 4 out of 25 literatures. Perception plays a vital role in QWL sometimes it gives a positive as well as negative relation with QWL. 4 out of 25 literatures having a

positive relationship with QWL and 2 out of 25 literatures showed a negative relationship with QWL. The other important factor which affects the QWL is work experience. In 4 literatures, work experience gave a positive relation with QWL means if work experience increase then demand towards QWL will be increased. It has been seen that the most important driver was financial rewards according to the literature review, it happened due to the financial situation of employees as employees' view regarding the reward and compensation that they get from the employer as an appreciation of their efforts from the organization. Better rewards and compensation showed better involved of employees in organization. After securing good salary, the employees hope to develop their skills and get promoted to a higher position. Communication is a way of creating mutual understanding between the employee and employer, more organization uses an open door policy for the better performance of the organization.

Identifying the factors related to faculty QWL is of great importance, because it has positive and significant relation with job satisfaction [4]. Therefore, we can improve Job satisfaction (JS) by changing and manipulating QWL factors, and thus move toward the development of the organization. The main aim of this research is specifying the condition of QWL among the faculties of UT and SUT. The results show that professors in the mentioned universities have a fairly unfavorable QWL. The second aim of this study is to examine the difference between the level of QWL among the faculties of UT and SUT. Results show that there is no significant difference between the levels of QWL. Of the eight factors of QWL, a noticeable difference can be seen only between social integration and cohesiveness among the professors of the mentioned universities. From social cohesiveness point of view, the faculties of SUT possess a higher position. In summary, the results of the present research show that: A) The faculties of UT and SUT are on a fairly unfavorable level of QWL B) there is no significant difference in QWL among the faculties of UT and SUT universities.

#### **OBJECTIVES OF THE STUDY**

The study aimed to determine the demographical factors of women teacher's quality work life in arts and science colleges at Kanyakumari and analyze the techniques for improving quality of work life in arts and science colleges at Kanyakumari.

## METHODS

### Sample Design

Kanyakumari area has been decided for the present investigation. All out number of test was 200 which has been chosen through convenience sampling.

### Data Collection and Analysis

Percentage analysis and Garrett's ranking were used as tools for analysis. The information was gathered through primary and secondary sources.

### Primary Source

The primary data for the study was collected through a well-structured questionnaire. The questionnaire covers the demographic profile, socio economic profile of the respondents and garret's ranking method of questions were used to measure the variables related to attitude towards quality of work life.

Pilot survey was conducted among 50 respondents to find the validity of the questionnaire and the reliability of the data. The reliability value of the sample data tested under Cronbach's alpha is 0.82 which is a good reliability value.

### Secondary Source

The auxiliary information was gathered from institutional records such as attendance register, salary register, performance appraisal sheet, Staff work load register and Institution Hand book.

Studies related to the title were referred from the journals to gain basic knowledge about the study.

Since some secondary data are restricted access because of the confidentiality policy of the institutions, such data are accessed by the researcher through proper permission given by the institutions after submission of bonafide letter from the university where the researcher pursue Ph.D programme. No information needed for the study connotes utmost confidential, it was easy to access the secondary data by simply getting an oral consent from the Head of the Institution.

### Limitations of the Study

Few of the respondents delayed to give the data.

Restriction to collect the information from college employees.

## Data Analysis and Interpretation

**Table 1. Classification of Demographical Factors based on Percentage Analysis**

Qualification	No. Of Respondents	% Basis
PG	16	8
M.PHIL	88	44
NET/SET	32	16
PHD	64	32
TOTAL	200	100
Age	No. Of Respondents	% Basis
Below 25	16	8
25-30	62	31
30-35	72	36
35-40	38	19
Above 40	12	6
TOTAL	200	100
Experience	No. Of Respondents	% Basis
Below 5 Years	63	32
5-10	89	44
10-15	26	13
15-20	14	07
Above 20 Years	08	04
TOTAL	200	100
Income	No. Of Respondents	% Basis
Below 10000	16	8
10000-15000	133	67
15000-20000	39	19
Above 20000	12	6
TOTAL	200	100
Nature of Family	No. Of Respondents	% Basis
Joint Family	74	37
Nuclear Family	126	63
Total	200	100
Marital Status	No. Of Respondents	% Basis
Married	91	46
Unmarried	109	54
Total	200	100
Department	No. Of Respondents	% Basis
BA(English)	54	27
BCOM	62	31
BBA	17	8
BCA	11	6
PHYSICS	8	4
Computer Science	21	11
MATHS	27	13
TOTAL	200	100

**Table 2. Attitude of respondents towards techniques to improve quality work life.**

Techniques	I	II	III	IV	V	VI	VII	VIII	IX	X	TOTAL
Job Redesign	0	9	5	6	8	11	4	12	30	115	200
Career Development	88	45	21	13	3	8	10	1	4	7	200
Autonomous Work Groups	21	11	8	30	14	36	22	31	11	16	200
Flexible Work Schedules	58	33	18	19	4	24	34	3	6	1	200
Job Security	166	18	9	2	3	1	1	0	0	0	200
Administrative Justice	33	46	28	17	30	22	13	7	4	0	200
Adequate & Fair Compensation	134	36	18	14	6	16	24	4	6	2	200
Safety & Healthy Environment	20	54	6	6	22	10	14	38	30	0	200
Job Enrichment	0	0	2	0	0	0	4	14	36	144	200
Reward and Recognition	122	19	26	5	13	0	6	1	6	2	200

Source: primary data

**Table 3. Garrett’s Ranking Techniques were used to find out the most significant techniques to improve the quality of work life of women teachers in arts and science colleges.**

TECHNIQUES	Ranking Percent Position										GARRETT SCORES	AVERAGE	GARRETT'S RANK
	I	II	III	IV	V	VI	VII	VIII	IX	X			
Job Redesign	0	630	315	348	416	528	168	432	870	2070	5777	28.885	9
Career Development	7216	3150	1323	754	156	384	420	36	116	126	13681	68.405	4
Autonomous Work Groups	1722	770	504	1740	728	1728	924	1116	319	288	9839	49.495	8
Flexible Work Schedules	4756	2310	1134	1102	208	1152	1428	108	174	18	12233	61.165	5
Job Security	13612	1260	567	116	156	48	42	0	0	0	15801	79.005	2
Administrative Justice	2706	3220	1764	986	1560	1056	546	252	116	0	12206	61.03	6
Adequate & Fair Compensation	10988	2520	1134	812	312	768	1008	144	174	36	17914	89.57	1
Safe & Healthy Environment	1640	3780	378	348	1144	480	588	1368	870	0	10596	52.98	7
Job Enrichment	0	0	126	0	0	0	192	504	1044	592	4428	22.14	10
Reward & Recognition	10004	1330	1638	290	676	0	252	36	174	36	14436	72.18	3

Table 3 shows the Garrett’s ranking analysis for the variables to improve quality of work life of women teachers in arts and science colleges.

The percent position for responses on each variable was calculated by using the formula

$$\text{Percent position} = 100(R_{ij} - 0.5) / N_{ij}$$

Where

$R_{ij}$  = Rank given for  $i^{\text{th}}$  factor by the  $j^{\text{th}}$  respondents.

$N_{ij}$  = Number of  $i^{\text{th}}$  factors ranking by the  $j^{\text{th}}$  respondents.

Garrett score is calculated as the sum of percent position score of each variable.

Average score is calculated by dividing Garrett score by number of respondents.

Garrett ranks are derived on the basis of highest value of average score. Highest average score is given rank 1 and so on.

The Garrett ranking method shows the following discussion.

Adequate fair and compensation is ranked 1 with highest average value 89.57. Therefore, it is inferred that the respondents feel that adequate salary and compensation to their job will help them improve quality of work life.

Job security is ranked 2 which help the respondents to improve quality of work life. The respondents in the unit are working in self-financing colleges which do not assure their permanency of employment.

Reward and recognition for their work performance is ranked 3 by the respondents to improve quality of work life. The colleges do not follow any standard reward system and proper recognition for the teachers working.

Career development is ranked 4 among the variables. The self-financing colleges are facing high attrition rate because of lack of career development for the employees working this leads to poor quality of work life among the teachers working with the colleges.

Flexible work schedules are ranked 5 by the respondents. It is inferred that the work load and work schedules are too strict because of academic and non-academic commitments for the colleges, therefore the teachers are given overload, overtime work which leads to poor quality of work life.

Administrative justice is ranked 6. Hence it is understood that the Administrators and management of the colleges are not keeping the promise they made to their employees which leads to poor quality of work life.

Safety and healthy work environment is ranked 7 self-financing colleges do not provide adequate safety and healthy work environment to their employees. Therefore to improve the quality of work life of the employees it is necessary to provide adequate facilities.

Autonomous work group, job redesign and Job enrichment follows 8<sup>th</sup>, 9<sup>th</sup> and 10<sup>th</sup> rank respectively. Hence it is the least priority among the variables to improve quality of work life.

#### **FINDINGS**

- It was found that 54 % of the female faculty are hitched.
- The present investigation uncovers that 36% of the female staff have a place with the age gathering of 30-35 years.
- 43% of the female teachers have 5-10 years of experience.
- 61% of the ladies teachers have a place with the pay dimension of Rs 10000 – Rs 15000(per month).
- 44% of the ladies teachers have M.Phil capability.
- 31% of staff were living as family unit.
- 31% of the respondents belong to the department of commerce.
- The researcher found that there are few methods, for example, satisfactory and reasonable remuneration, employer stability, reward and acknowledgment, vocation advancement, adaptable work routines, regulatory equity and security and solid condition which improves the nature of work life of female staff.
- The analyst discovered that the self-ruling work gatherings, work overhaul and occupation advancement strategies are tied down least score to improve the nature of work gathering.

#### **CONCLUSION**

The examination demonstrates that the staff of arts and science colleges in Kanyakumari region has quality of work life yet it isn't over the normal dimension. Along these lines the management should find a way to improve

nature of work life. Since it is realized that the nature of work life has direct effect on the teachers' presentation. This investigation gives an affectionate expectation that it will draw the consideration of future analysts, who may seek after research on different issues given beneath: An investigation on Quality of work life and compensation system of employees. An investigation on Quality of work life and Job Security of employees. An investigation on Quality of work life and working climate of teaching faculty. For undertaking research on the above subjects or issue associated with them, the analysts can draw motivation from the present examination.

#### **RECOMMENDATIONS**

The administration can find a way to improve the nature of work life methods gave in the institutions. The administration can find a way to give sensible pay among the staff. The management can give development opportunity and employer stability for the best faculty. The institutions can find a way to acknowledge and support the workforce by giving legitimate reward framework. The management can give benefits based on demographical factors.

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