

Perception of Teachers towards Quality of Work Life in universities

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ABSTRACT

In the education sector a good quality of work life is necessary for an organization to sustain growth and development. Quality of work life involves different components that are influenced on the job performance satisfied level of teachers. Quality of work life as a human resource approach, be revealed as a superlative key for development and growth among all the work systems as this addresses the concerns of improving the all over satisfaction, strengthening workplace learning and better managing the on-going change and transition. This research study focuses on the level of satisfaction and perception of teachers towards quality of work life of their organization. By focusing on these aspects they can achieve high level of Quality of Work Life which, in turn, leads to satisfy and happy working environment in the organization.

Keywords: Knowledge, environment, participation, enrollment, growth.

INTRODUCTION

The concept of Quality has been reviewed throughout the history and in general, 'quality' can be perceived as a set of procedures that reinforce the formational designs and manufacture methods of a manufacturing or service system, because it makes quality goods or services effectively to meet the needs of customers and quality can be obtained only by the company's clear, customer-aligned quality management system through numerous firms activities. Afterwards people understand, trust, and want to be a part of the firm. (Chase, 1998)¹ The word has opened-up the creativity of experts in all areas such as every member of organization, top managers, customers, scientists, specialists and this facilitates their supreme to rival successfully in a hotfoot changing business environment worldwide (Shani and Rogberg, 1994)²

Work Life

The word Life states the enrollment of time at that time in which a person survive in this world and Work Life define enrollment of time of a person contributing in his/her work. Every person used up his enormous time in duty and work and work related dimensions as work plays a crucial role in each person daily life. Job itself are evolving due to availability of propensity regarding polarization between low and high skilled jobs and significantly skilled work enlarged but the importance of usual labor decrease and the private service firm increases and at that particular frame of time, population have developed more psychological problem like being nervous in the requirements and expect that they presume to satisfy by the work because of unquestionable embarrassment like maximum women power participation, and more dual earner families, proper education in organization, more aged workforce etc. (Kalleberg, 2007)³. In the life of every person the work due to innovation of new and proper technologies, increased rivalry between persons and enhanced requirement where some persons grow and a lot them feel dissatisfied or unbalanced. In today's modern era where we deal with facts, awareness of work life is on academic level of reality defined through a different level of creativity, revolution and sustained modification. (Somashekhharappa et al., 2010)⁴ Person don't compulsorily find joy in their work but they all enjoy the satisfaction of their work and the award is so palpable and immediate that no one can fail to appreciate this (Bowen and Lawler, 1992)⁵ It is work in which helps people to understand the true meaning of life. From Prehistoric period to this modern period, work life of a person has been uninterruptedly remodeling and their requirements as well as conjecture from work are altering continuously. Complete transformation occurred because of the natural impulse of humans to refine the existence and as well as to upgrade the work. On this stage, quality invades work life and phrase

Quality” explains grade of supremacy. On the present day, every single individual/person wants quality (brilliance) in the work done by them as well as in the working atmosphere. Including structure as well as environment of institution, an individual has little ordinary presupposition from the institution such as affectionate system, equality, identification and dearth of politics and the economical benefits. An individual wants and choose the atmosphere in which they want to work and the organization only after surveying the persuading QWL in a firm and after invading in the firm, if they are not happy with the working environment specially work and profession life equilibrium they never hang back while leaving their job and enter more appealing one. Therefore, in present time most of the institutions pay more attention to high spirited and energetic tools —QWL to attract and retain their skilled employee. (Quality of Work Life is also known as QWL)

QWL is concept which conveyed the complete environment of work as well as effect that the work has on its complete work force along with institutional productiveness. Proper participation of employees in decision making or problem solving, in aspects interconnected to their works, helps improve the quality of work life. QWL represents complete happiness obtained by the work force by the job. Growth in performance enhancement in human satisfaction are the main aspect of working environment and content of firm, management practices, skill, knowledge, employees attitude.

OBJECTIVE

- To study the teachers perception on quality of work life and to determine their overall QWL.
- To analyze the work life satisfaction towards working environment of the organization.

METHODOLOGY

This Research study is descriptive in nature, as the name implies, the main objective of this research study is to give a very detailed and global reasoning of the topic under research. In this research study understanding and analyzing the views and opinions of teaching staff assess to various aspect of quality of work life. The total population comprised of 966 teachers from the sample universities. This research study involves number of teaching faculty of universities situated in Rohtak city are 966 (concern universities websites) and sample size is calculated with the help of Yamane’s formula. . For the study the model developed by Walton is used in devising the questionnaire. In this questionnaire researcher uses 5-point Likert scale: 5 represents Strongly Agree, 4 represent Agree, 3 represent Neither Agree nor Disagree, 2 represent Disagree, 1 represent Strongly Disagree. Questionnaire is administered to teaching faculty in selected Universities situated at Rohtak. The questionnaire under study provides importance to all factors related to Quality of work life. This questionnaire shows the point of views of teaching faculty with respect to each question. This questionnaire includes 30 statements related to quality of work life.

Finding pertaining to Research Objective

Findings related to research objective of level of Quality of Work Life have been arrived by subjecting the data to descriptive statistical analysis. Descriptive Statistical Analysis: illustrates the results of descriptive statistical analysis based on mean and standard deviation responses measured in 5-point Likert-Scale.

Table1: showing the responses of teaching faculty in respect of their perception of Quality of Work Life

Sr. No.	Statements	N	Mean	Std. Deviation	SA	A	N	DA	SDA
1	I am able to impart knowledge to the best of my satisfaction	170	4.45	0.644	88 (51.1%)	72 (42.4%)	8 (4.7%)	2 (1.2%)	
2.	Students are highly enthusiastic in developing their knowledge.	170	3.98	0.644	38 (22.4%)	97 (57.1%)	29 (17.1%)	5 (2.9%)	1 (0.6%)
3	There is no discrepancy in common goals in my department.	170	3.82	0.644	45 (26.5%)	70 (41.2%)	38 (22.5%)	14 (8.2%)	3 (1.8%)
4.	Excellent mutual understanding exists	170	3.88	.992	53 (31.2%)	61 (35.9%)	41 (24.1%)	12 (7.1%)	3 (1.8%)

	among staff members.								
5.	The working atmosphere is clean and transparent.	170	3.85	1.058	55 (32.4%)	58 (34.1%)	40 (23.5%)	11 (6.5%)	6 (3.3%)
6.	There are adequate resources to carry out my job.	170	3.61	1.039	35 (20.6%)	65 (38.2%)	44 (25.9%)	21 (12.4%)	5 (2.9%)
7.	I am highly involved in incorporating new ideas in the classroom and curriculum.	170	4.20	.894	77 (45.3%)	60 (35.3%)	24 (14.1%)	8 (4.7%)	1 (0.6%)
8.	Safety and protection measures of the organization are much better as compare to other organization.	170	3.75	.996	42 (24.7%)	67 (39.4%)	41 (24.1%)	17 (10%)	3 (1.8%)
9.	Salary is sufficient enough to fulfill the personal and family needs and able to accommodate the cost of living.	170	3.54	1.131	33 (19.4%)	66 (38.8%)	43 (25.3%)	15 (8.8%)	12 (7.6%)
10.	Apart from providing medical benefits, I also get salaried medical holidays	170	3.46	1.172	33 (19.4%)	61 (35.9%)	40 (23.5%)	23 (15.5%)	13 (7.6%)
11.	I feel highly secured in this job as it guarantees a peaceful life after retirement.	170	3.58	1.086	32(18.8%)	70(41.2%)	45(36.5%)	11(6.5%)	12(7.1%)
12.	Our management takes due care of us and our family regarding issues like illness.	170	3.561	1.103	36(21.2%)	61(35.9%)	45(20.5%)	19(11.2%)	9(5.3%)
13.	Various allowance provided by management are at par with various other service sectors.	170	3.38	1.071	21(12.4%)	68(40%)	45(26.5%)	26(15.5%)	10(5.9%)
14.	We have been provided with rent free accommodation inside the university campus.	170	3.08	1.273	23(13.5%)	50(29.4%)	39(22.9%)	33(19.4%)	25(14.7%)1
15.	I have coordinal relationship with my colleague.	170	3.99	.884	54(31.8%)	71(41.8%)	34(20%)	11(6.5%)	
16.	I am usually satisfied with the way in which	170	4.02	.916	59(34.7%)	69(40.6%)	30(17.6%)	11(6.5%)	1(0.6%)

	balance my professional and personal life.								
17.	My job enables me to live a happy home life.	170	3.96	.977	52(30.6%)	73(42.95%)	30 (17.6%)	11 (6.5%)	4 (2.4%)
18.	There is no gap between personal goals and professional goals.	170	3.67	.966	31 (18.2%)	77 (45.3%)	41 (24%)	17 (10%)	4 (2.4%)
19.	Participation in decision making impact on sense of efficiency.	170	3.87	.854	33 (19.4%)	97 (57.1%)	29 (17.1%)	7 (4.1%)	4 (2.4%)
20.	There is frequent and simulative professional interaction among peers.	170	3.72	.992	32 (18.8%)	84 (49.4%)	36 (21.2%)	10 (5.9%)	8 (4.7%)
21.	I trust the management at the place where I work.	170	3.84	1.068	50 (29.4%)	70 (41.2%)	31 (18.2%)	11 (6.5%)	8 (4.7%)
22.	I get correct information about my work, duties, responsibility and authorities.	170	4.00	.932	53 (31.2%)	82 (48.2%)	20 (11.8%)	12 (7.1%)	3 (1.8%)
23.	I have authority and responsibility regarding my job.	170	4.11	.932	66 (38.8%)	71 (41.8%)	23 (13.5%)	6 (3.5%)	4 (2.4%)
24.	I am appraised for my best performance.	170	4.03	.976	63 (37.1%)	66 (38.8%)	27 (15%)	11 (96.5%)	3 (1.8%)
25.	I try to co-ordinate the content of my courses with other teachers.	170	4.08	.795	55 (32.4%)	79 (46.5%)	32 (18.8%)	3 (1.8%)	1 (0.6%)
26.	Management is highly co-operative for career development.	170	3.68	1.074	41 (24.1%)	65 (38.2%)	40 (23.5%)	17 (10%)	7 (4.1%)
27.	Success percentage among students is high and it keeps increasing.	170	3.91	.865	41 (24.1%)	84 (49.4%)	36 (21.2%)	6 (3.5%)	3 (1.8%)
28.	Faculty members are encouraged to do research effectively.	170	3.76	1.016	40 (23.5%)	78 (45.6%)	28 (16.5%)	20 (11.8%)	4 (2.4%)
29.	My job enhances my social prestige.	170	4.18	.875	67 (39.4%)	79 (46.5%)	16 (9.4%)	4 (2.4%)	4 (2.4%)
30.	I feel pride in working with the university.	170	4.35	.788	84 (49.4%)	69 (40.6%)	12 (7.1%)	3 (1.8%)	2 (1.2%)

Source: Primary data
 N=no. of respondents

Table shows that no. of respondent, mean, frequency, percentage and standard deviation of Quality of Work Life in universities and assessing the level of QWL 30 statements were identified in the questionnaire and the respondent's perception are scored.

After that we find the result as per to the table, the mean score for the statement1 is 4.45 (75%) representing that the teaching faculty of the universities are able to contribute the best of their knowledge .The mean score for statement 2 is 3.98 which tells that students are outrageously eager to learn new things and the mean score of third item is 3.82 which represent that there is no divergence among the common goals in the department the mean score of the statement 4 is 3.88 which reveal that there is exceptionally great humanity and fellow feeling among the colleagues and items 5,6,7,8,9,10 have mean score in middle of 3.46 to 4.20 depicting the greater level of cleanliness and transparency in working environment, employees have ordinary resources and facilities which are required to do their work right and the teachers are highly associated in assimilating new ideas in the classroom as well as curriculum, teachers are moderately satisfied by the remuneration provided as they are not able to bring off their personal and family needs, working environment according to safety and protection measures of organization fine in contrast to other organizations and items 11, 12, 13, 14,15, 16 have mean score of between 3.58 to 4.04 showing that teachers feels moderately secured in their job in terms of a peaceful life after retirement, teachers are highly relation with their fellows, easily maintain a balance.

Between their professional and personal life. The mean score of item 17,18,19,20 lies between 3.67 to 3.87 which shows that teachers are happy with their job and allow them to live a joyful home life, proper participation in decision making and there are frequent and simulative professional synergy among peers and the mean score of 21 item is 3.84 which depicts that the working place is highly trusted in terms of their administration, the mean score of 22 item is 4.00 which depicts that the teachers get proper information related to their work, responsibility and authority, the mean score of 23 item is 4.11 which shows that they have responsibility and authority regarding their job, the mean score of 24 item is 4.03 which reveal that the teaching faculty do their work properly, they are likely to be praised by the other staff and the head of department also, the mean score of 25 item is 4.08 which depicts that the teaching staff try their best to correlate the content of their course with their fellow peers and the mean score of 26 item is 3.68 which reveal that management is moderately co-operative towards career development, the mean score of 27 item is 3.91 which reveal that the success percentage among students is high and keep on increasing, the mean score of 28 item is 3.76 which depicts that faculty members are motivated to do their research work effectively, the mean score of 29 item is 4.18 which reveal that the job enhances their social prestige, the mean score of 30 item is 4.35 which shows that the teaching faculty feel pride in working with the university.

CONCLUSIONS

Teaching staff indicated that students are highly energetic in increasing their knowledge, no differences in common goals in their departments, better mutual understanding between staff members, working environment is clean and transparent, proper resources in the university and safety and protection measures of the institution are good , salary is sufficient also providing medical benefits and various allowances provided. Almost teaching staff satisfied with their working environment, good interaction between teaching staff and teaching staff appreciate for their best performance, management is co-operative and faculty members are encouraged time to time for effectively research and they feel pride in working in their organization.

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