

## A COMPARATIVE STUDY ON QUALITY OF WORK LIFE OF TEACHERS SELF-FINANCING AND GOVERNMENT AIDED ARTS COLLEGE IN CALICUT DISTRICT

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### ABSTRACT

*The quality of work life and quality of life a pivotal aspect in everyone's work-life. This also brings employee satisfaction. The employer can obtain staffs physical presence at a given place, and a measured number of skilled muscular motions per hour or day. But the enthusiasm, initiative, joy, loyalty, cannot be obtained by devotion of hearts, minds and souls. Apart from this, if the employee is provided with other extrinsic and intrinsic benefits then it will lead to higher productivity and results in employee satisfaction too. To introduce the hard practices into the organization, it is the important to have encouraging atmosphere. QWL is one of the most important factors, which leads to such favorable atmosphere. It produces more humanized jobs. It attempts to serve the higher order needs of employees who are considered to be human resources that are to be developed rather than simply used. At present in India, the educational institutions are functioning under three categories, namely government institutions, government aided institutions and self-financing institutions. However, some of the self-financing institutions offer very good salary package and good amount of fringe benefits to the teachers than the government institutions. It is not uniform in all the arts and science colleges. Hence, QWL perceived by the college teachers is not uniform in all educational institutions. The reason is that in self-financing and in the aided institutions, the management is the higher authority for all administrations. Moreover the QWL of college teachers of these institutions suffer due to the plenty of Human resources waiting to be recruited into this field as college teachers. Hence, the management is not considering the QWL of existing teachers and they refuse to fulfill their requirements. Proper quality of work life of the teachers will lead to dedicated educational service to the young generation of the society. Hence the scope of the study was to analyze the quality of work life of teachers of government aided and self financing colleges in Calicut district. This study is attempted to explore various dimensions of Quality of Work Life (QWL) and factors affecting QWL.*

**KEYWORDS:** *Work-Life, Employee Satisfaction, Human Resources, Educational Institutions.*

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### Introduction

It was around 1900 that F.W. Taylor developed what are commonly known as the Principles of Scientific Management which till today form the basis for designing jobs in most organizations. The traditional job design of scientific management focuses mostly on division of labor, hierarchy, close supervision and the one best way of doing work. No doubt it has brought several benefits to society but its disadvantage has been its high human cost. The highly specialized jobs have made workers socially isolated from their fellow workers, weakened their community of interest in the whole product and deskilled them to such an extent that workers have lost pride in their work. The system of hierarchy has made workers totally dependent upon their superiors. It is always the superior and not his subordinates who initiates actions and controls the work environment. Close supervision further accentuates workers'

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dependence on their superiors. Quality of work life of college teachers of self financing colleges and government colleges is considered to be the most critical aspect. It is found that there are few facilities which are unsatisfactory, and few facilities are to be provided by the institutions in order to maintain retain the employees as well to increase the productivity of the institution. Hence the management has to look upon the facilities which are not available and employees are dissatisfied with unavailability of such facilities. Because of the facilities that are unavailable will lead for low involvement, stress, dissatisfaction, etc. At the same time it is observed that when the employees are provided with internal, personal, physical, spiritual working environments, will lead for higher productivity of the institution. Therefore, the educational institutions are required to adopt a strategy to improve the employees' quality of work life' (QWL) to satisfy both the institutional objectives and employees' needs.

### **Review of Literature**

The present study is concerned with the 'Quality of Work Life of College Teachers of the Self Financing and Government aided Colleges'. The first part explains the concept of quality of work life, which are defined and designed by the authors and researchers in their previous studies and research works. The second part presents the reviews of various past studies to understand the research gap and design the conceptual frame work of the study with strong variables which are influencing the quality of work life of college teachers in the study area

**Lakshmi Jagannathan and Akhila P R** in their study on predictors of Quality of Work Life had made an effort to analyze the factors which influence the work environment more than job satisfaction or work happiness. In their study they have also associated good QWL with better retention and lower absence. The authors have conveyed in their study that when organization adopts policies and practices to match with the diverse needs of the employees can provide good QWL. Using non-probability convenience sampling technique, the researchers had concluded that goal attainment, supportive dynamic structure and holistic job are the factors that influence the QWL. Specific strategies to improve the QWL is that the organization can initiate in providing customized training, reducing monotony of the long working hours, goal attainment, supportive dynamic structure, and holistic job factors

**Samuel Nguni, Peter Slegers and Eddie Den Essen** in their research stated the impact of transformational and transactional leadership on teachers' job satisfaction, organizational commitment and organizational citizenship behavior in selected primary schools of Tanzania. They have attempted to make a comparative study on these two contrasting leadership styles with a case study. Mean and SD reveals that transformational leadership behaviors had strong moderate positive effects on value commitment, organizational citizenship behavior and job satisfaction. The effect of transactional leadership behavior on the outcome variables produced a markedly different pattern. Based on the study suggestions were made to develop general strategies for improving school leadership training programs

**Rishu Roy**, in his article assumed one main objective that is QWL and its influence on the performance of workers on their work. He has not only focused on how people can do better work, but also how work may cause people to do better. His objective is illustrated through collection of primary data with the help of well-framed questionnaire. A survey was conducted on a random sampling basis to extract the responses from the employers. He used statistical tools like univariate, bivariate, multivariate and Pearson correction to study relationships between the job performance and QWL variables. From the results, he concluded that good QWL improves job performance and poor QWL relegates job performance.

**Rao S.S and Aiswarya Ramasundaram** in their study had tried to bring out the relationship and the effect of the demographic profile with depression. The empirical study was undertaken on academic women employees. Statistical analysis proves that depression exists among all age groups, number of children, educational background, and number of dependents with significant differences. The authors concluded that interventions to lessen employees' work-family conflict may reduce depression. The study also highlighted that organization has to reframe policies and programs, to assist employees to manage the tasks that 'work' and 'family' role demands.

### **Objective of the Study**

- To examine the relationship between the selected socio-economic factors and Quality of work life of teachers of government aided and self- financing arts colleges in Calicut district.
- To analyse the determinants of Quality of work life of the college teachers working in government aided and self -financing arts colleges

### Research Methodology

The present study has been conducted in the Calicut District. To achieve the research objective a cross section survey was conducted among the 60 government aided and self financing college teachers in the study area A questionnaire was designed to understand the demographic factors, QWL individually and with the support of the organization. Secondary data were collected from various articles and journals.

### Sampling Technique

The sample for the present study is drawn from the 60 Arts and Science colleges functioning in the Calicut District, which are affiliated to the University of Calicut. There are 120 teachers, 40 in Government aided colleges and 60 in self-financing colleges working in the study area.

### Statistical Tools used for Analysis of Data

Chi-Square, Correlation, Multiple Regression, t – test, ANOVA, and MANOVA tests are used for analysis of data.

### Data Analysis

**Table 1: Factors Influencing the Quality of Work Life**

Code of the Variable	Variable Type	Expansion of the Code	Standardised co Efficient	t - Value
		<b>Constant</b>	<b>161.153</b>	<b>27.539*</b>
NC	D	Nature of College (Govt.aided =1; Self-financing =0)	0.808	-20.133*
GR	D	Gender (Male = 1, Female = 0)	0.327	8.023*
Age	Q	Age of the respondent	-0.710	-10.510
DMS	D	Marital Status (Married =1; Others = 0)	0.225	8.098*
DLC	D	Location of the College (Urban =1; Others = 0)	0.177	6.921*
DI	D	Nature of increment (Uniform to all =1; Others = 0)	-0.327	-10.158*
DJ	D	Nature of Job (Permanent =1; Others = 0)	-0.823	-20.544*
DAT	D	Attitude of the respondents	0.199	5.094*
DAT	D	Attitude of the respondents (Positive =1; Others =0)	0.199	5.094*
QLH	Q	Quality of life in home (Good =1; Bad =0)	0.148	6.525*
NF	Q	Number of members in the family	-0.035	-1.128
ND	Q	Number of dependents in the family	-0.329	-8.890*
NWG	Q	Number of working groups in the family (Nuclear Family=1; Joint Family =0)	0.250	7.518
TF	D	Type of family (Monthly income of the respondents)	0.120	3.578
MYR	Q	Monthly income of the family (Total value of asset in hand)	0.375	3.15*
MYF	Q	Monthly expenditure of the respondents	0.370	0.917
TA	Q	Total expenditure of the family	-0.018	0.986
ME	Q	Years of experience in the profession	-0.107	-2.816*
TEF	Q	Allied occupation		
EXP	Q	Yes = 1; No =0 (Gross salary at the date of joining)	-0.668	-15.298*
AO	D	Present gross salary	1.424	8.597*
GSJ	Q	Amount of yearly increment (Job security Yes = 1; No =0)	0.227	8.676*
			0.181	5.582*

The nature of college taken into account in this present study is government aided and self-financing only. It is often expected that government aided colleges have the ability to offer good quality work life when compared to the self-financing colleges. It is due to the reason that government aided colleges are functioning under the aegis of various educational funding agencies. Hence it was studied whether the nature of college influences the quality of work life of the staff members. As expected the result derived from the analysis states that the nature of college greatly influences the quality of work life of the staff members of the college. It may be due to the reason that government aided college facilitates their staff members as per the UGC norms for their salary, working load, emoluments etc. But in case of self-financing college the management fixed separate norms and the staff members are expected to obey the decree. It really affects the quality of work life in self-financing colleges.

The sex of the respondents has also emerged as a significant variable in affecting the quality of work life of the staff members of the college. It can be interpreted from the table that male staff members are enjoying more while compared to their opposite sex staff members. It is a dummy variable; the value given to male is 1 and the female is 0. Hence it could be understood from the value of standardised co-efficient (0.327) that the male staff members get better quality of work life. It arises on because of majority in the staff club, hesitation of lady members to raise their voice and the lady staff members are not accustomed to work with the existing facilities.

### Findings

It was hypothesised that there is no significant difference between the quality of work life of government aided college staff members and the self-financing college staff members. But it is found that there is a significant difference in the level of QWL among the staff members in various college systems. Both the tests i.e., Levene's test for equality of variances and the 't' test for equality of means, reveal that the quality of work life differs from the government aided college staff members to the self-financing college staff members at 1% level of significance.

### Conclusion

The basic objectives of an effective quality of work life are improved working conditions and greater organizational effectiveness. A win-win situation may result if quality of work life is positively linked to business performance. A happy and healthy employee will give better turnover, make good decisions and positively contribute to the organizational goals. An assured good quality of work life will not only attract young and new talents but also retain the existing experienced talents. Hence the authorities of colleges in the study area are advised to consider the important findings and suggestions presented in the study to develop the quality of work life of their teaching employees to reach better heights.

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