

## **A Critical Study on Quality of Work Life Among Faculty Members of Higher Educational Institutions In Private Engineering Colleges**

K. Malarkodi<sup>1</sup>, S. Prasanna<sup>2</sup>, R. Renukadevi<sup>3</sup>

<sup>1</sup>(Department Of Management Studies, M Kumarasamy College of Engineering (Autonomous), Karur)

<sup>2</sup>(Department Of Management Studies, M Kumarasamy College of Engineering (Autonomous), Karur)

<sup>3</sup>(Department Of Management Studies, M Kumarasamy College of Engineering (Autonomous), Karur)

**Abstract:** The model environment of higher education system in Tamilnadu is comparatively very hard to faculty members and students. Both the students and the faculty have been struggling with the system for constantly wanting to be the achievers. Faculties are over burden with their work loads and most of the faculties are not able to manage to their personal life. This offers some variables to suggest the chosen title of “A critical Study on Quality of Work Life among faculty members of Higher Educational Institutions (HEI’s) in Private Engineering Colleges”. The prime objective is of this research is to critically envisages the various parameters determining Quality of work life among the faculties. Descriptive research Design and convenient sampling method adopted for this study. 200 sample size from the total population chosen for this study.

**Keywords:** Environment, Higher Education System, Personal life, QWL, Work load.

### **1. Introduction**

In the Last few years there has been a steep growth in the number of institutions offering higher Education in India. This has also given birth to tough competition among the Institution, thereby creating pressure on the teachers who are expected to deliver more than the academics and more of a services industry to its customer. The Education system in India during the ancient period was to draw the student to the Teachers home where he assisted the teacher’s family with their daily chores. But today the teacher is losing his/ her dignity in the minds of the teacher as more expensive institutions make a teacher as a service provider.<sup>1</sup> This also affects the Quality of work life of the teachers. In simple words, QWL indicates the amount of pleasant mindset with favorable environmental factors prevailing in employee’s career prospects. It is clearly denoted that the employee who are in the mindset of positive in their approaches, the level of QWL will also be favour which benefits not only as an individual employee but also for the growth of institution as well and vice versa. 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. Therefore it is essential in HEI’s to reinstate the importance of employee with approach of human beings in the form of supportive quality of work life environment. The tremendous growth opportunity of any HEI’s depends greatly on standard of faculties with determination towards performance and excellence. The educational parameters and guidelines need to be aligned in par with the adoption of more innovative pedagogy, curriculum through which QWL can be ensured that paves the way for the betterment of students as well as the growth of the institutions at large. In any educational institution, carrying out task by the faculty members at right time is important in order to compete in the present competitive scenario. It is to be accepted that faculty members spend nearly 12 hours every day in HEI’s that comes 1/3 of their life in the institution. The faculty members need to continually progress towards their goal besides focus on the growth of the institution. The faculty members have to be actively carryout all their responsibilities every day properly and eagerly awaiting for next day to come. It is in the hands of management to create pleasant positive environment which is the foundation for QWL. Even if it is a small step towards the life time goal, at the end of the day it should give satisfaction, eagerness to look forward to the next day. It is acting as propel for all faculty members to work with dedication, commitment and strive to elevate the institution to the next level. The prevailing culture and the work environment need to support actively for both faculties and management in order to reap the benefits through carefully considering the factors of QWL.

According to **J. Richard and J. Loy**, "QWL is the degree to which members of a work organization are able to satisfy important personal needs through their experiences in the organization".

### **1.1 Factors Determining the Quality of Work Life**

The following attributes are considered which forms the basic framework of QWL among the faculty members pertaining to HEI's.

- To sufficient and equitable remuneration to the faculty members
- Providing congenial, favourable working conditions.
- Grab the chances effectively in right time in order to deploy, use and develop human capabilities.
- To make the right platform for faculty members of their career growth.
- Involvement of humans favourably with the society and in the work force.
- Proper framework with the clear information on regulatory principles in the work organization.

### **1.2 Various Definitions of Quality of Work Life**

I definition	QWL = Variable
II definition	QWL = Approach
III definition	QWL = Methods
IV definition	QWL = Movements
V definition	QWL= Everything

The concept "Quality of Work Life" gives various meanings one with another.

Robbins (1989) defines QWL as "a process by which an Organization responds to employee needs by developing mechanisms to allow them to share fully in making the decisions that design their lives at work."

### **1.3 QWL in India**

Nowadays many corporations are supporting the welfare of employees in the form of ensuring fair pay and providing positive treatment, safe working conditions with special focus on individual employee development. In our country, most corporations that gives special attention for the concept of QWL such as HP, SKB, and many FMCG companies such as Colgate, Palmolive, Gillette etc. permits flexi time flexi work arrangements for their employees and also maintaining many recent practices such as availing of leave during special occasions (marriages, preparation of exams, child care in critical conditions, family and paternity). In our country, QWL in India has developing in all dimensions as a movement.

### **1.4 Need for Quality of Work Life**

In present educational perspective, every institution expects more result in comparison of less input that can be achieved with favorable work environment provided to the faculty members by the management. It is in the hands of management to make the faculty members in a pleasant and right way through carefully considering the elements of QWL.

### **1.5 Statement of the Problem**

Higher educational institutions in India particularly in Tamilnadu now a day's very hard to faculties because university curriculum, structure and CBCS (Choice Based Credit System) for the students. Hence this practices very hectic for faculties to engage the classes due to continual workload, need to prepare a lot for regular classes etc. The main role played by faculties for coaching and preparing best students throughout the course. In this regard, faculties are felt overburdened their work load due to this reasons they were not able to manage their personal life and professional life. In this view, this present study is emphasis on to know the faculty members divergent perspectives about the conceptual framework of quality of work life of HEI's and steps to be taken by the management in private engineering colleges relevant to successful implementation of the practices.

### **1.6 Objectives of the study**

- To analyze the various critical elements influencing QWL of faculty members in private engineering colleges.
- To know the relationship between faculty members and their institution.

- To know the working style and culture prevailing in private engineering colleges by the faculty members.
- To suggest the possible ways and means to improve the QWL in the institutions.

## **2. Review of Literature**

David Lewis et al. (2001)<sup>2</sup> their research study shows that income, supervisor relationship, and commitment play a significant role in determining the Quality of Work Life of the employees. The findings of the study also shows that female employees have a lower level of Quality of Work Life compare to male employees.

Rahimi Hamid et al (2007)<sup>3</sup> conducted a study on Quality of Work Life of faculty members in public universities. Their research study concludes that there is no significant difference in Quality of Work Life of the faculty members with respect to age, gender, department, and location.

Aloys, N.K (2013)<sup>4</sup> the study shows that flexible working time, relationship with supervisor, colleagues and work environment influence the Quality of Work Life of the employees. The finding of the study also shows that the experience and career growth does not influence the Quality of Work Life of the employees. It was concluded that male respondents were not affected by the state of safety and health conditions.

Jerome, S. (2013)<sup>5</sup> the results reveals that there is no significant difference in Quality of Work Life based on the different levels of education of the employees. Similarly, there is no significant difference in the level of Quality of Work Life with respect to age and income of the respondents.

Linda K. Johnsrud (2006)<sup>6</sup> their study findings show that salary, faculty relationship, services and place of stay significantly influence the Quality of Work Life of the faculty members.

Yavari, Y et al (2009)<sup>7</sup> conducted a study on Quality of Work Life among the faculty members. The results of the study show that there is a significant difference in Quality of Work Life among faculties with respect to age and years of experience. The study also reveals that there is a significant difference found in Quality of Work Life among the male and female faculty members.

Khodadadi, S. et. al. (2014)<sup>8</sup> their study result shows that salary and policies of the organization has a significant and positive relationship with the Quality of Work Life of the employees.

Pugalendhi et al (2011) in a study of Quality of Work Life: Perception of college teachers revealed a significant relationship between Quality of Work Life total and Quality of Life in teaching environment total. They also found that quality of college teachers is low in its working level and stated that Quality of Work Life is an essential concept of favourable situation in a working environment.

## **3. Research Methodology**

### **3.1 Research Design**

The researcher chosen 'descriptive design' to carry out the research framework. The researcher has clearly describe the present situation in order to QWL. Hence descriptive research used in this study. This study can only report what has happened and what is happening.

### **3.2 Methods of Collection**

This study basically uses primary and secondary data.

#### **3.2.1 Primary Data**

Primary data means data was collected from first which is fresh collected data. Primary data mainly been collected through by formulation of questionnaire, personal interviews, surveys etc.

#### **3.2.2 Secondary Data**

Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data. For this study secondary data were collected from the annual reports of the Tamilnadu higher educational website.

### **3.3 Sampling**

#### **3.3.1 Sample Size**

The study based only on the opinion and expectation of faculty members in private engineering colleges. Total number of sample taken for the study is 200 respondents.

**3.3.2 Sample design**

Convenience sampling techniques were used for the study.

**3.3.3 Tools Used**

The Spearman correlation coefficient

$$\rho = 1 - \frac{6 \sum d_i^2}{n(n^2 - 1)}$$

Where

$d_i = x_i - y_i$ , is the difference between ranks.

**3.3.4 Limitations of the study**

- The sample size is limited to 200 respondents only hence the accurate result may get affected.
- The study is only cover with private engineering colleges only.
- The respondents are hesitating to give correct information.

**4. Data Analysis and Interpretation**

TABLE: 1 Demographic Profile of Respondents

Base	Category	No. of Respondents	%
<b>GENDER</b>	Male	82	41
	Female	118	59
<b>AGE</b>	25-30	126	63
	31-35	30	15
	36-40	18	9
	41-50	26	13
<b>QUALIFICATION</b>	UG	150	75
	PG	34	17
	M. Phil	4	2
	Ph. D	2	1
	Others	10	5
<b>EXPERIENCE</b>	0-5	140	70
	6-10	40	20
	11-15	14	7
	Above 15	6	3

Source: Primary Data

Based on the above table, 59% of respondents are belongs to female category 49% of respondents are belongs to male category. 63% of respondents are belongs to 25-30 age group and 15% of respondents are belongs to 30 to 35 age group, 75% of respondents are having UG Qualification and 17% of respondents are having PG Qualification, 70% of respondents are belongs to experience 0 to 5, 20% of respondents are belongs to 5 to 10 experience.

**TABLE: 2 Working Conditions of Respondents**

Working Conditions	No. of Respondents	Percentage (%)
GOOD	102	75
AVERAGE	98	49
POOR	0	0
TOTAL	200	100

The above table shows that 75% of the respondents are feel good about working conditions 49% of the respondents feel average about working conditions.

**TABLE: 3 Relationship between Age and Job Satisfaction****Correlations**

		Age	Job satisfaction
Age	Pearson Correlation	1	.030
	Sig. (2-tailed)		.769
	N	100	100
Job satisfaction	Pearson Correlation	.030	1
	Sig. (2-tailed)	.769	
	N	100	100

**Correlations**

			Age	Job satisfaction
Spearman's rho	Age	Correlation Coef ficient	1.000	.032
		Sig. (2-tailed)	.	.753
		N	100	100
	Job satisfaction	Correlation Coef ficient	.032	1.000
		Sig. (2-tailed)	.753	.
		N	100	100

There is no essential relevance between Age and Job satisfaction hence accept the null hypothesis.

**5. Findings, Suggestions, Conclusion****Findings**

- Based on the analysis of gender, 41% of respondents fall under the category of male and 59% of respondent are female. And 63% respondents under the age of 25-30 and it is the maximum age category compared with other category of age. Besides these, 75% respondents with the qualification of Post Graduation which is the maximum number of respondents have completed, M. Phil, Ph. D, are other qualification that are only completed by limited number of respondents as 17%, 2%, 1%, 5% respectively. It is clear that as majority of respondents are with 0-5 experience category, and rest of respondents are with the experience of 5-10 (20%), 10-15 (17%), more than 15 years of experience by only 3% and it is the least category which falls under minimum respondents with limited experience.
- 51% respondents feels that working conditions is 'good', 49% of respondents with average satisfying working condition and none of the respondents with the opinion of 'poor' working condition prevailing in an institution.

### **Suggestions**

- Faculty members are playing vital role for creating good students to the society so the topic is focused on Quality of work life of faculty members.
- Faculty members have expressed their opinion that the management needs to take necessary steps for structuring proper work load models to be offered to the faculties. Majority of faculties members are also agree that their performance is recognized by their management but the increment need to be focused properly. Most of the institutions is not providing proper facilities. It is also suggested that institutions has to offer more facilities to their faculties in order to enhance the Quality of Work life in private engineering colleges.

### **Conclusion**

Teaching profession is the noble profession which creates all other professions at large and also this generates positive and propelling positively with all younger generations. This profession also gives important to mould the students positive approaches, behaviours and ethical practices abide by them in right way.

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