

*A Study on Quality of Worklife and Job Satisfaction for Faculty
Members in Higher Education Affiliated to Periyar University*

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Abstract: It is observed that a positive perception among the faculty members' except few dimensions such as adequate and fair remuneration, infrastructure and facilities, work and total life space, social integration. It is the responsibility of the institutions to increase the satisfaction level of the faculty members for better holistic performance of the faculty members in their institutions. There are 16 socio economic factor tested and result presented in this paper.

Keywords: Higher Education, Quality of work Life, Job Satisfaction, Faculty.

I. INTRODUCTION

Education, the base for trim an individual into a proficient, shrewd, moral and all around mannered identity is recognized as a vital element for survival in the present situation. The real pretended here are by the higher educational institution which endeavor to spread information among students. Information is the key asset for worldwide intensity. The procedures of Liberalization, Privatization and Globalization (LPG), along with technological revolution have further strengthened the significance of a knowledge-based society.

Job Satisfaction is a multidimensional marvel, as a large portion of the associations have contemplated the issues identified with work and life and they have been attempting their best to deal with their representatives and their work life. Job satisfaction of a person in the occupation is viewed as one's emotions or perspective in regards to the way of the work. Job satisfaction is impacted by an assortment of variables e.g. the way of one's association with their boss, the nature of the physical environment in which they work, the level of satisfaction of their work and so on.

Quality of Work Life is impacted by work related variables, for example, job satisfaction, job stress, organizational ID, organizational inclusion, pay, employer stability, reward framework and open door for development. People have begun understanding that quality of work life likewise fuses life satisfaction variables and sentiment prosperity. At the point when people working in the same concern experience differed levels of Quality of Work Life they have a tendency to pick organization that matches their qualities.

II. REVIEW OF LITERATURE

Nalwade K. M. et.al (2013) done a literature review on quality of work life in academics and explores earlier research in the academic area. The researcher explains quality of work life on Walton's eight factors. They establish its relationship with employee demographic variable, stress, satisfaction, commitment, performance, job satisfaction which reveals that the former are the determinant of QWL.

Rajareegam et.al (2012) have concentrated on the job satisfaction of teachers in Engineering Colleges at Pudhucherry. It is presumed that there is no critical distinction between sexual orientation, age bunches, marital status, Institutions status,

Qualifications of teachers, College Type, work load, compensation, promotion opportunities and teaching knowledge with job satisfaction.

Singh.Y.G (2012) concentrated on Job-Satisfaction of Teacher-Educator Working in Self-Finance Teacher Educational Institution. The outcomes demonstrates that there is no critical diverse between the Elementary teacher educators in connection to Area and Age but they are significant distinction in connection to Gender in self fund educational institution with respect to job satisfaction in their teaching profession. There is no significant diverse between the Secondary Teacher Educators in connection to Area, Gender and Age in self finance educational institution with respect to job satisfaction in their teaching profession.

III. STATEMENT OF THE PROBLEM

The Quality of Work relies on upon the Quality of Work Life. The Quality of Work Life is a list of what people find interesting and satisfying at their work. One should be delicate to the components identified with performance, acknowledgment, work content, obligation, advancement and pay, organizational policies, working conditions and so on. Quality of Work Life is a worry to enhance life at work as well as connected with family environment. Consequently, it includes a wide assortment of projects and procedures that have been produced to attempt to accommodate the Quality of Work Life and organizational development. The Quality of Work Life has subsequently turned into the key region of thought and research today.

In the educational institutions, the Quality of Work Life and teaching environment are huge to some degree. To improve Quality of Work Life in teaching environment, the teaching – learning evaluation and staff- management support are essential. Employee examination systems are one of the instruments to assess the faculty members on quality and job satisfaction. Infrastructure and learning assets underpins the faculty to enhance the work life. On the off chance that the management dismisses, it will prompt poor job satisfaction and low quality of Work Life. The onus is on the educational institutions to enhance and improve the Quality of Work Life and Job Satisfaction.

Hence, this study has been viewed as critical, in analyzing the perception of faculty members on the Quality of Work Life and Job Satisfaction among the Arts and Science Colleges affiliated to Periyar University, Salem.

OBJECTIVES OF THE STUDY

1. To analyze the factors determining the Quality of Work Life and Job Satisfaction in Higher Educational Institutions.
2. To find out the perception level of faculty members towards the various dimensions of Quality of Work Life and Job Satisfaction.

RESEARCH DESIGN

This study endeavors to depict different attributes identified with Quality of Work Life and Job Satisfaction, and to figure out the relationship between the selected socioeconomic variables and different measurements of Quality of work life. Consequently Descriptive research outline has been received. Descriptive research studies are worried with depicting the qualities of a particular individual or a group.

THE UNIVERSE OF SAMPLING FOR DATA COLLECTION

The Universe of the present study includes faculty members who are working in Arts and Science Colleges, affiliated to Periyar University.

SAMPLING

The sample for the Present Study is drawn from 96 Arts & Science Colleges and affiliated to the Periyar University. 10,740 faculty members were working during May 2013 – February 2015. The researcher used stratified random sampling method to select a sample of 1000 respondents from the universe.

DATA COLLECTION

The data collected for this research study is primary data, collected from the faculty members of Arts and Science Colleges, affiliated to Periyar University, Salem.

TOOLS OF ANALYSIS

The data collected from sample were suitably tabulated and used in the appropriate places for interpretation. The following statistical tools were used for analysis – Simple Percentage Analysis, Weighted Average Score Analysis, KMO Test.

SCOPE OF THE STUDY

Quality of Work Life and Job Satisfaction are associated with the jobs that a human undertake for the purpose of leading a purposeful life with dignity and honors. Academic quality is “the quality of education” pursued based on “the quality of academic staff” that influence the students’ satisfaction. This study attempts to describe the various characteristics related to Quality of Work Life and Job Satisfaction, and to find out the association between the selected socio-economic variables and the various dimensions of Quality of Work Life.

LIMITATIONS OF THE STUDY

1. This study covers only Arts and Science Colleges, within Periyar University region, comprising 1000 respondents for the Study.
2. Selection of independent variables for the study is confined to few personal attributes and organizational characteristics.
3. The bias of the respondents is prevalent in some questionnaires which the researcher is unable to control.
4. Generalization of the study is based on the respondent’s answers to the questions and limited to the extent of the nature of the tools.

FINDINGS OF THE STUDY**SOCIO-ECONOMIC PROFILE OF THE FACULTY MEMBERS**

S.No	Particulars	Details of Particular	Respondents	Percentage
1	AGE	Below 30 Years	675	67.5
		30 - 35 Years	256	25.6
		35 - 40 years	35	3.5
		above 40 years	34	3.4
2	Sex	Male	595	59.5
		Female	405	40.5
3	Marital Status	Single	530	53
		Married	470	47
4	Designation	Assistant Professor	875	87.5
		Associate Professor	80	8
		Professor	30	3
		Director	15	1.5
5	Education Qualification	PG Only	200	20
		PG with M.Phil	685	68.5
		PG with M.Phil Ph.D	115	11.5
6	Monthly Salary	Rs.10,000 - Rs.20,000	447	44.7
		Rs.20,000 - Rs.30,000	363	36.3
		Rs.30,000 - Rs.40,000	70	7
		Above Rs.40,000	120	12

7	Nativity	Rural	324	32.4
		Urban	461	46.1
		Semi Urban	215	21.5
8	Type of Family	Joint	830	83
		Nuclear	170	17
9	Number of Dependents	1 - 3 Members	252	25.2
		3 - 5 Members	520	52
		Above 5 Members	228	22.8
10	Family Monthly Income	Below Rs.50,000	472	47.2
		Rs.50,000 - Rs.75,000	333	33.3
		Rs.75,000 - Rs.1,00,000	115	11.5
		Above Rs.1,00,000	80	8
11	Length of Service	Below 5 Years	522	52.2
		5 - 10 Years	434	43.4
		10 - 15 Years	34	3.4
		Above 15 years	10	1
12	Total Years of Services in Teaching	Below 5 Years	407	40.7
		5 - 10 Years	499	49.9
		10 - 15 Years	74	7.4
		Above 15 years	20	2
13	Numbers of Teaching Staff	Below 5 Members	412	41.2
		5 - 8 Members	444	44.4
		Above 8 Members	144	14.4
14	Work Load Per Week	Below 15 Hours	92	9.2
		15 - 18 Hours	573	57.3
		Above 18 Hours	335	33.5
15	Accreditation Status	Yes	787	78.7
		No	213	21.3
16	Reason for Choosing Teaching	Attractive Salary	215	21.5
		Realistic Working Condition	227	22.7
		Teacher Motivation	359	35.9
		Family Members as role model	199	19.9

Gender-wise analysis shows that **59.5** percent of the respondents are male and **40.5** percent are female. From the analysis, it can be understood that male members are more in higher education institutions rather than the female.

The age-wise analysis presents – **67.5%** respondents belong to age group of 30 years followed by **25.6 %** belong to below 30-35 years group. From the analysis it can be understood that these age group are reluctant to shift, else they are settled with current working and family situation does not permit them.

Regarding marital status **53.0 %** of they are bachelors/spinsters followed by **47.0%** are married.

The observations on the educational qualification show that among the total respondents **68.0%** are having PG with M.Phil. It can be understood that most of the faculty members have the minimum qualification required for teaching in higher educational institutions, however they are required to upgrade their qualification with PhD or SLET/ NET.

Designation analysis shows **87.5 %** of the faculty members belong to the group of Assistant Professor followed by **8.0%** are Associate Professors. Designation depending upon their qualification and years of service varies.

Most of the respondent's **44.7 %** monthly income is Rs.10, 000 to Rs.20, 000. From the analysis it is found that most of the faculty members belong to the self-financing institutions, where salary is less, this will lead to poor Quality of Work Life.

It is clear that among the respondents majority **46.0%** belong to urban nativity, followed by **32 %** belong to rural nativity. Most of the respondents residing in rural areas, this is because the self-finance higher educational institutions are now-a-days situated in rural surroundings.

Of the total respondents, **83.0 %** of them belong to joint family whereas the rest of **17.0 %** belong to nuclear family. From the family analysis it is found that the joint family system exist which is a tradition of India.

Most of the respondents **52.0 %** have 3-5 dependents and **25.2%** have a minimum of 1-3 dependents. The analysis shows that since the faculty members belong to the joint family, the existence of dependents is more.

Family Annual Income reveals that **47.2%** have an annual family income below Rs.50, 000.

The analysis of faculty members' length of service in the present institution presents a highlight that most **52.2%** of the faculty members are having below 5 years of experience, followed by **43.4%** have between 5-10 years of service.

Total service in teaching analysis shows that **49.9** percent of the faculty members have been in teaching for 5-10 years and **40.7** percent faculty members have been in teaching for below 5 years.

The analysis of faculty members' strength in a department is that **44.4** percent and **41.2** percent have reported for 5 - 8 faculty members and followed by below 5 faculty members in their department respectively.

Work load analysis presents that majority of the faculty members have 15-18 hours per week, followed by **33.5 %** have above 18 years per week. It is found that the work load is acceptable since it is the norm prescribed by the University Grants Commission.

It is seen from the analysis, that majority have reported the accreditation status in their Institutions, whereas **78.7%** have reported that their Institution has no accreditation status to their Institution. Most of the faculty members have reported that they have realistic working conditions, followed by **35.9 %** have reported that they have teachers' motivation. It is found that there exists good working condition and faculty motivation in the higher educational institutions.

IV. CONCLUSION

An attempt is made by the researcher to find out the perception and relationship between Quality of Work Life and Job Satisfaction of faculty members. It is observed that a positive perception among the faculty members' except few dimensions such as adequate and fair remuneration, infrastructure and facilities, work and total life space, social integration. It is the responsibility of the institutions to increase the satisfaction level of the faculty members for better holistic performance of the faculty members in their institutions. The Quality of Work Life has a direct impact on Job Satisfaction of the faculty members of higher educational institutions. "Improved work environment provides Quality of Work Life; improved Quality of Work Life will provide Job Satisfaction". It is concluded that Quality of Work Life and job satisfaction cannot be separated; they are inter-connected with the job itself. If the suggestions of the researcher are implemented it will bring a better academic scenario in higher learning institutions by and large.

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