

Influence of the Demographic Factors on Quality of Work Life of the Engineering College Faculty Members in Coimbatore District

¹ M Aarthy, ² Dr. M Nandhini

¹ Ph.D Research Scholar, Department of Management studies, Karpagam University, Coimbatore, Tamil Nadu, India

² Assistant Professor and Head, Department of Management (UG), Karpagam University, Coimbatore, India

Abstract

Quality of Work Life refers to the extent of the happiness or satisfaction of the faculty members towards ones work. Quality of Work Life enhances the performance of the faculty members. The study focuses on the influence of demographic factors on Quality of Work Life of the faculty members working in the engineering colleges in Coimbatore district. The present study is descriptive in nature. A sample of 400 faculty members are selected from the selected engineering colleges in Coimbatore district using snow ball sampling technique. The findings of the study showed that a moderate level of Quality of Work Life is found among the faculty members and the demographic variables have a significant influence over the Quality of Work Life of the faculty members.

Keywords: DV-Demographic variables, EC-Engineering College, FM-faculty members, QWL-Quality of Work life

1. Introduction

Quality of Work Life is to the level of satisfaction of the faculty members towards the work. Quality of Work Life is considered as an asset to the institution becomes it promotes and enhances the faculty member's performance. The Higher performance leads to achievement of institution goal. Thus the Quality of Work Life is considered as an important to an institution. The Quality of Work Life is in the hands of the institution, which have to focus on the elements which influences or determine a conducive working environment of their faculty members. The research on the Quality of Work Life is emphasised by more researchers. It is important for employees of different sectors and industries. At the same time the Quality of Work Life is very much considered to the teaching fraternity because it impacts of the same is on the students' community, who are the back bone of this great nation.

The present globalized world has inculcated numerous challenges to the teaching fraternity. The expectations of the students have raises up. The drastic changes in the education make the faculty members (FM) to be continuously updated. For that, the prevailing working environment in the institutions must be comfortable for the faculty members. There are numerous research which are been focused on the Quality of Work Life (QWL) among the employees of industries. But, very limited studies are done on the Quality of Work Life among the teaching community; especially with the college faculty members and in particular with engineering college faculty members are very much limited. On the other hand, the importance of Quality of Work was not much recognized in India. The work place skills, talent competition are some of the factors which emphasised the Quality of Work Life in Institution. An atmosphere of good impersonal relations and highly motivated employees who wish for development are been achieved through good Quality of Work Life. Now economic benefits are the foremost important factors. The faculty members expect the management to enhance all the facilities which thereby improve the Quality of Work Life. The

present study is carried out to examine the level of Quality of Work Life and the influence of demographic factors on Quality of Work Life of engineering college faculty members in Coimbatore district.

2. Review of Literature

Bertrand and Scott (1992) ^[1] in their study found that the Quality of Work Life is enhanced not only through the structural and external adjustments, but enhanced more through improving the relationship between the supervisors and their subordinates in an organization. Reid (1992) ^[2] in his research study has found that the compensation as an important determining factor for the Quality of Work Life of an employee. He has included the pay under the external reward category, which includes promotion and status. Che Rose, Beh, Uli and Idris, (2006) ^[3] find that both the employee and employer appreciate the importance of Quality of Work Life in an organization. Some of the factors which are relevant to the Quality of Work Life of the employees are found as working environment, social environment, administration, work task and work life balance of the employees. Their study also reveals that the predominant factors which predict the Quality of Work Life of the employees are found to be organizational climate, career advancement, satisfaction and work life balance. Normala,Daud (2010) ^[4] has stated that the factors which predict the quality of the working life includes job involvement, job satisfaction, role ambiguity, role conflict, work overload, job stress, turn-over intentions and organizational commitment. Indumathy.R and Kamalraj.S (2012) ^[5] have conducted a study on Quality of Work Life among the employees. A sample of 60 students are taken for the study using the convenient sampling technique. Structured interview schedule is used to collect the data. The data is analysed using percentage analysis, chi-square and weighted average score analysis. The findings of the study reveals that the major factors influencing the Quality of Work Life is found to be attitude, job nature, work stress, career opportunities,

challenges, risk involved and rewards. Balaji. R (2013) [6] has found three factors of Quality of Work Life using the confirmatory factor analysis. Varimax rotation is used to interpret the variables. The results showed that the variables namely job satisfaction, employee motivation, organizational support, family culture and compensation formed under the first factor. The variables namely career growth, flexible timing and supervisor support are formed under the second factor. Similarly, organizational commitment, organizational climate and communication are formed in the third factor. Shefali Srivastava, Rooma Kanpur (2014) [7] have stated that the Quality of Work Life is a process which involves all the members of the organization to participate actively and effectively to shape the environment of the organization, for its methods and outcomes. The present study focuses on the subjective matter of Quality of Work Life. The study concludes that the measures of the Quality of Work Life is a difficult one even though it is been accepted on its concept of wellbeing of the employees. It is found that the physical and structural design factors affect the work process and attitude, satisfaction and the commitment effects the performance of the organization. The study also concludes that the Quality of Work Life enhances the job satisfaction which results in the efficiency and performance of the organization. The review of literature shows that Quality of Work Life has been studied by many researcher. Majority of the reviews focused on the factors influencing Quality of Work Life and the relationship between other constructs like job stress, work load, turn over intentions etc. very few studies focused or included the demographic variables in their study. Thus understanding the need and importance of it this research study has been taken.

3. Objectives

1. To study the demographic profile of the faculty members.
2. To assess the level of Quality of Work Life
3. To study the relationship between the demographic variables and Quality of Work Life.
4. To suggest suitable measures for better Quality of Work Life.

4. Research Methodology

Descriptive research design is adopted for the present study. The engineering college faculty members in Coimbatore district serves as the universe of the study. Totally there were totally 65 engineering colleges situated in Coimbatore district. Out of that which 8 colleges are taken for the purpose of the present study assuming that 10 percent will be adequate for generalizing the population? A sample of 50 faculty members are selected in random using the snow ball technique from the each of the selected Engineering College. The total sample size is found to be 400 faculty members. The data collection is administrated using a questionnaire which consists of two sections namely demographic profile with 10 statements and

the Quality of Work Life scale with 35 statements. The scale is subjected to the reliability and validity. The Cronbach’s alpha value is found to be 8.17. The data is analyzed using the mean, standard deviation, Chi-square, correlation, t-test, F-test, Friedman’s test and Factor analysis using principle component analysis.

5. Analysis and interpretation

Table 1: Demographic Profile of the Respondents

Variables	Particulars	No of Respondents	Percentage
Age	Below 30 Years	136	34.0
	31-40 Years	140	35.0
	41 and Above Years	124	31.0
Gender	Male	196	49.0
	Female	204	51.0
Marital status	Unmarried	240	60.0
	Married	160	40.0
Education	ME	336	84.0
	ME, Ph.D	64	16.0
Designation	Assistant Professor	372	93.0
	Professor	28	7.0
Department	Civil	76	19.0
	ECE	92	23.0
	CSE	80	20.0
	Mechanical	56	14.0
	EEE	96	24.0
Experience	Below 5 Years	140	35.0
	6-10 Years	4	1.0
	11-15 Years	156	39.0
	16-20 Years	96	24.0
	21 and Above Years	4	1.0
Total experience	Below 10 Years	144	36.0
	11-15 Years	140	35.0
	16-20 Years	76	19.0
	21-25 Years	40	10.0
Monthly income	Below Rs25000	124	31.0
	Rs25001-30000	72	18.0
	Rs30001-35000	124	31.0
	Rs35001-40000	76	19.0
	Above Rs40000	4	1.0
Total Family Income	Below Rs30000	120	30.0
	Rs30001-Rs40000	144	36.0
	Rs40001-Rs50000	56	14.0
	Rs50001 and above	80	20.0

Source: Primary Data

The table 1 depicts that the 35 percent of the respondents belong to the age group between 31 to 40 years, 51 percent of the respondents were female, 60 percent of the respondents are unmarried, 84 percent of them have completed ME, most of them are working as an assistant professors, 24 percent of them belong to the EEE department, 39 percent of them have an experience between 11 to 15 years in the prevailing institution, 36 percent of them have below 10 years of experience, 31 percent of them are earning below Rs. 25,000 as a monthly income and 36 percent of their family monthly income is between Rs.30001-40000 in ECE.

Table 2: Level of Quality of Work Life

Quality of Work Life	No of Respondents	Percentage
Very High	88	22.0
High	64	16.0
Moderate	200	50.0
Low	48	12.0
Total	400	100.0

Source: Primary Data

The above table 2 depicts that 50 percent of the respondents have a moderate level of the Quality of Work Life, 22 percent of them have very high level of the Quality of Work Life, 16

percent of them have high level of the Quality of Work Life and 12 percent of them have low level of the Quality of Work Life.

Table 3: Association between Demographic Variables and Quality of Work Life

Variable	Test	Value	Result
Age and Quality of Work Life	Chi-square	12.111 (p>0.05)	Not-Significant
Gender and Quality of Work Life	Chi-square	21.091(p<0.01)	Significant
Marital status and Quality of Work Life	Chi-square	32.874 (p<0.01)	Significant
Education and Quality of Work Life	Chi-square	24.200 (p<0.01)	Significant
Designation and Quality of Work Life	Chi-square	30.820 (p<0.01)	Significant
Department and Quality of Work Life	Chi-square	39.711 (p<0.01)	Significant
Experience and Quality of Work Life	Chi-square	36.133 (p<0.01)	Significant
Total Experience and Quality of Work Life	Chi-square	85.527 (p<0.01)	Significant
Monthly income and Quality of Work Life	Chi-square	28.995 (p<0.01)	Significant
Family income and Quality of Work Life	Chi-square	44.528 (p<0.01)	Significant

Source: Primary Data

Table 3 reveals the association between the demographic variables (DV) and Quality of Work Life of the respondents. From the above table it is clear that the chi-square value shows that there is a significant association between the demographic variables (DV) namely gender, marital status, education,

designation, department, experience, total experience, monthly income and total family income of the respondents at 0.01 level of significance. The chi-square value shows that there is no significant association between the age and the Quality of Work Life of the respondents at 0.05 level of significance.

Table 4: Significance test (t and F test) for Quality of Work Life based on Demographic Variables

Variable	Test	Value	Result
Age and Quality of Work Life	F-test	F = 3.039 (p <0.05)	Significant
Gender and Quality of Work Life	t-test	t = 4.308 (p<0.01)	Significant
Marital status and Quality of Work Life	t-test	t = 2.284 (p<0.05)	Significant
Education and Quality of Work Life	t-test	t = 2.842 (p<0.01)	Significant
Designation and Quality of Work Life	t-test	t = 3.259 (p<0.01)	Significant
Department and Quality of Work Life	F-test	F = 4.176 (p<0.01)	Significant
Experience and Quality of Work Life	F-test	F = 3.593 (p <0.01)	Significant
Total Experience and Quality of Work Life	F-test	F = 17.465 (p<0.01)	Significant
Monthly income and Quality of Work Life	F-test	F = 3.226 (p<0.05)	Significant
Family income and Quality of Work Life	F-test	F = 11.693 (p<0.01)	Significant

Source: Primary Data

The above table 4 reveals the significance test (t and F test) for the Quality of Work Life based on the demographic variables. The F test values shows that there is a significant difference in the Quality of Work Life based on the demographic variables namely age, department, experience, total experience, monthly income and family monthly income of the respondents at 0.05

level of significance. The t-values in the table shows that there is a significant difference in the level of Quality of Work Life based on the demographic variables namely gender, marital status, education and designation of the respondents at 0.05 level of significance.

Table 5: Relationship between the Demographic Variables and Quality of Work Life

Variable	Test	Value	Result
Age and Quality of Work Life	r - test	r = -.093 (p >0.05)	Not-Significant
Experience and Quality of Work Life	r – test	r = -.129 (p <0.05)	Significant
Total Experience and Quality of Work Life	r – test	r = -.012 (p>0.05)	Not-Significant
Monthly income and Quality of Work Life	r – test	r = -.081 (p>0.05)	Not-Significant
Family income and Quality of Work Life	r – test	r = -.049 (p>0.01)	Not-Significant

Source: Primary Data

Table 5 shows the relationship between the demographic variables and Quality of Work Life of the respondents. The coefficient of the correlation value shows that there is a significant relationship between the experience and Quality of Work Life at 0.05 level of significance. The coefficient of correlation value shows that there is no significant relationship between the demographic variables namely total experience, monthly income and family monthly income of the respondents

with the level of the Quality of Work Life at 0.05 level of significance.

6. Salient Findings

- 35 percent of them belong to the age group between 31 to 40 years.
- 51 percent of the respondents are female.
- 60 percent of the respondents are unmarried.

- 84 percent of the respondents have completed ME degree.
- 24 percent of the respondents belong to EEE department.
- 39 percent of the respondents have an experience between 11 to 15 years in the present institution.
- 31 percent of the respondents are earning a monthly income below Rs.25000
- 50 percent of the respondents have a moderate level of Quality of Work Life.
- The chi-square value shows that there is a significant association between the demographic variables namely gender, marital status, education, designation, department, experience, total experience, monthly income and total family income of the respondents at 0.01 level of significance.
- The F test values shows that there is a significant difference in the Quality of Work Life based on the demographic variables namely age, department, experience, total experience, monthly income and family monthly income of the respondents at 0.05 level of significance.
- The t-values in the table shows that there is a significant difference in the level of Quality of Work Life based on the demographic variables namely gender, marital status, education and designation of the respondents at 0.05 level of significance.
- The coefficient of the correlation value shows that there is a significant relationship between the experience and Quality of Work Life at 0.05 level of significance.

7. Suggestion

1. The finding of the study shows that female have lower Quality of Work Life than their counter parts, thus more emphasis should be given to the Quality of Work Life programmes for female for enhancing the Quality of Work Life by means of flexi time arrangements.
2. The responsibilities of the married faculty members make impact their Quality of Work Life special attention must be given to the married respondents by means of the arrangements which help them to fulfill their responsibilities.
3. The management should strive to enhance the working environment by means of providing and improving the facilities available for the faculty members.
4. The management can also focuses on the monitory and non-monitory reward systems for the betterment of the Quality of Work Life of the faculty members for better results and outcomes.
5. Demographic factors also influence the level of the Quality of Work Life of the faculty members, thus management has to focuses and provide necessary attention to the demographic concerns of the faculty accordingly for the betterment of the organization.

8. Conclusion

The impact of the Quality of Work Life of the faculty members is highly notable and it influences not only the institutions but also the students who are the future building blocks of the nation. The present study concludes that there is a moderate level of Quality of Work Life is found among the faculty members. The Demographic factors significantly influence the level of Quality of Work Life of the faculty members in the engineering colleges.

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