

## Quality of work life among teaching professionals with special reference to engineering institutions in Karnataka

Dr. Y Poornima, Sunil M Rashinkar

Research Supervisor, Department of Studies and Research in Business Administration, Tumkur University, Tumakuru, Karnataka, India

### Abstract

Quality of work life occupies an important role of every employee in organization and it is not excluded from teaching professionals. This study covered, the quality of work life of teaching professionals among engineering institutions in the state of Karnataka. The eight parameters were considered to measure the quality of work life among teaching professionals, viz. academic opportunity and environment, recognition and encouragement, adequate and fair compensation, safe and healthy working conditions, welfare measures, team coordination, job satisfaction and work life balance. Total 1,000 samples were used to conduct the research.

**Keywords:** Quality, work life among teaching, engineering institutions, Karnataka

### 1. Introduction

Human resource management, quality of work life occupies an important role in every individual, even it is not excluded from the superior to the junior level of employees in an organization. The quality means fit to use in a general sense. The same quality in working environment also matters for organization to bring the happiness in work and productivity.

In every industry and organization quality stands first for better productivity and improvement of organizational goals and achievements. Even it is not an exceptional case to educational institutions. The institutional health and growth is depending on the quality of teaching professionals. The teachers are the backbone of each institution and even to develop a knowledgeable country. A teacher is contributing to the country's growth on this each day of work, especially in technical education in the modern era of digital India. The technical education institutions' teaching professionals contributing the technical manpower to the development of technology, but we have forgotten the quality of work life of teaching professionals in engineering institutions in Karnataka. The quality of work life among teaching professionals of engineering institutions in Karnataka is measured in terms of 8 variables viz. academic opportunity and environment, recognition and encouragement, adequate and fair compensation, safe and healthy working conditions, welfare measures, team coordination, job satisfaction and work life balance.

#### 1.1 Review of Literature

Nzotta (1987) <sup>[1]</sup> undertook the study about the librarians working in college of poly technical/technical, college of education, public and speech libraries in Nigeria to identify

their satisfaction level in their job by conducting a comparative study categorizing the librarian into three groups viz., public services librarians, technical services librarians and management (administrative service) librarians. This was also an attempt to expand the scope of the study of job satisfaction in the library and information field by making it more interesting. A 324 mail questionnaire was used to collect data for the study. 214 numbers of usable responses were analyzed. The first part of the questionnaire sought the background information about the respondents-their demographic and characteristics of the job. The second part was framed so as to measure about 21 dimensions of Job satisfaction activity like general satisfaction, independence, working environment, variety, compensational advancement, social status, library or institutional policies, supervision of human relations, authority, technical, social service and moral values security. The measurement of these dimensions was done using five point Likert scale. The study revealed that the management librarians and the public service librarians desire greater satisfaction from their social status when compared with the librarian of technical service enabling these two groups to have higher opportunities than the technical librarians.

Nayak and Joshi (2012) <sup>[2]</sup> state that QWL has always been studied in employee's perceptions. Employees' perceptions, however, vary depending upon the demographic as well as organizations variables. Attitudes are important indicators of QWL. The studies carried out on different samples having wide variations from one to another revealed certain results which are consistent like older employees were having more satisfaction, job involvement and commitment.

Charu (2013) <sup>[3]</sup> has made a study about the occupational stress of IT professionals on QWL. 203 employees participated in the

<sup>1</sup> Nzotta, Briggs C. (1987), A Comparative Study of the Job Satisfaction of Academic Librarians, *Journal of Academic Librarianship*, 2 (1), pp. 6-11.

<sup>2</sup> Nayak, Sulaksha; and Joshi, Harisha G. (2012), Employees Perception towards Quality of Work Life, *GSTF Journal of Law and Social Sciences*, 1 (1), pp. 151-157.

<sup>3</sup> Charu, Mohla. (2013), Effect of Occupational Stress on Quality of Work Life: Amongst the Associates of IT Industry, *Advances in Management*, 6 (5), pp. 43-48

study. Out of this 188 were males and 15 were female employees of IT industry in India. The age group was 21 - 50 years of top level management, middle level management employees, and supervisors. The various factors that were identified in the estimation of occupational stress are group cohesiveness, clarity on responsibility (role clarity), consistent role demands, fair compensation, sufficient work load, support from management, context sensitive, job comfort, job skill and role autonomy. The various factors of QWL were an attractive rewards system, relaxed and congenial work culture, well-structured policies, growth oriented atmosphere, effective crisis and conflict resolution, organic structure encouraging management, and overall quality of work life. Among all factors of occupational stress and QWLs' mean values are more than average values. The five point Likert scale was used to measure the QWL and occupational stress. Results showed that occupational stress is more in IT employees and QWL is more than average.

**1.2 Research Methodology**

The simple random sampling technique was used to select the engineering institutions in the state of Karnataka. Among simple random sampling convenient sampling techniques was used to collect data from teaching professionals of engineering institutions in the state of Karnataka. The sample size was 1,000.

**1.3 Data Analysis**

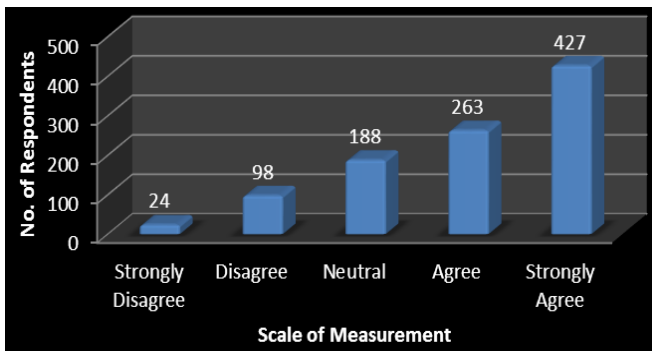
**Table 1: Academic Opportunity and Environment**

Scale of Measurement	No. of Respondents	Percentage of Respondents
Strongly Disagree	24	2.4
Disagree	98	9.8
Neutral	188	18.8
Agree	263	26.3
Strongly Agree	427	42.7
Total	1,000	100.0

Source: Primary Data

**Analysis**

From the above table it is depicted that, the 42.7 percent of respondents strongly agreed that academic opportunity and environment is very important to bring quality of work life among teaching professionals, followed by 26.3 percent of respondents agree the same sentence. But, 18.8 percent of respondents neutral about their statement. 12.2 percent of respondents strongly disagree and disagree with it.



**Fig 1: Academic Opportunity and Environment**

**1.4 Inference**

From the above graph it is depicted that, the 427 respondents were strongly agreed that academic opportunity and environment is essential to bring the quality of work life and followed by 263 respondents were also agreed to it. 188 respondents stand at the midpoint of its. 122 respondents were strongly disagreed and disagreed on the same.

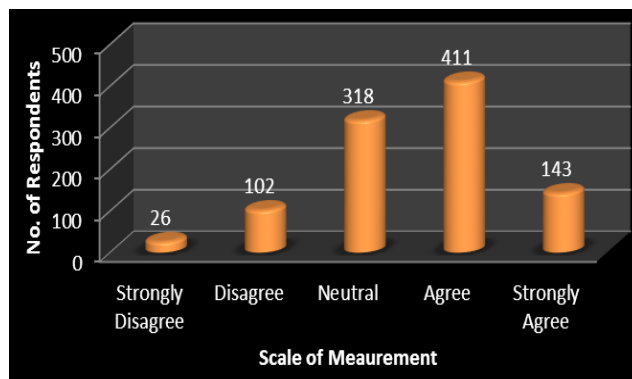
**Table 2: Recognition and Encouragement**

Scale of Measurement	No. of Respondents	Percentage of Respondents
Strongly Disagree	26	2.6
Disagree	102	10.2
Neutral	318	31.8
Agree	411	41.1
Strongly Agree	143	14.3
Total	1,000	100.0

Source: Primary Data

**1.5 Analysis**

From the above table it is depicted that, the 14.3 percent of respondents strongly agreed that recognition and encouragement is bring quality of work life among teaching professionals, followed by 41.1 percent of respondents agree the same sentence. But, 31.8 percent of respondents neutral about their statement. 12.8 percent of respondents strongly disagree and disagree with it.



**Fig 2: Recognition and Encouragement**

**1.6 Inference**

From the above graph it is depicted that, the 411 respondents were agreed that recognition and encouragement is essential to bring the quality of work life and followed by 143 respondents were also strongly agreed to it. 318 respondents stand on neutral on it. 128 respondents were strongly disagreed and disagreed on the same.

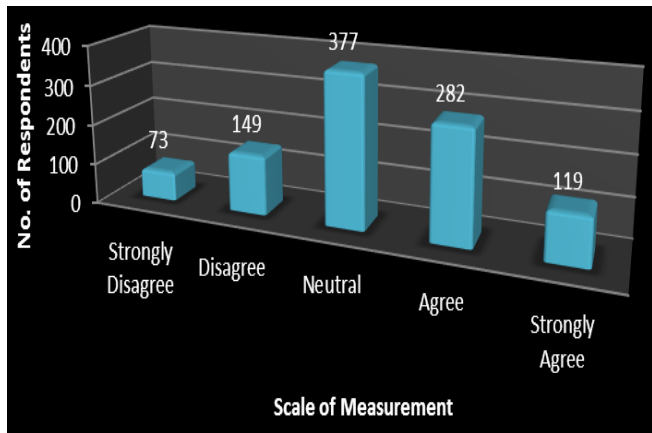
**Table 3: Adequate and Fair Compensation**

Scale of Measurement	No. of Respondents	Percentage of Respondents
Strongly Disagree	73	7.3
Disagree	149	14.9
Neutral	377	37.7
Agree	282	28.2
Strongly Agree	119	11.9
Total	1,000	100.0

Source: Primary Data

**1.7 Analysis**

From the above table it is depicted that, the 11.9 percent of respondents strongly agreed that adequate and fair compensation is bring quality of work life among teaching professionals, followed by 14.9 percent of respondents agree the same sentence. But, 37.7 percent of respondents neutral about their statement. 40.1 percent of respondents strongly disagree and disagree with it.



**Fig 3:** Adequate and Fair Compensation

**1.8 Inference**

From the above graph it is depicted that, the 401 respondents were strongly agreed and agreed that the fair compensation should bring the quality of work life of teaching professionals. 377 respondents were neutral about their opinion. But, 222 respondents were strongly disagreed and disagreed that fair compensation should not bring any quality of work life among teaching professionals in the state of Karnataka.

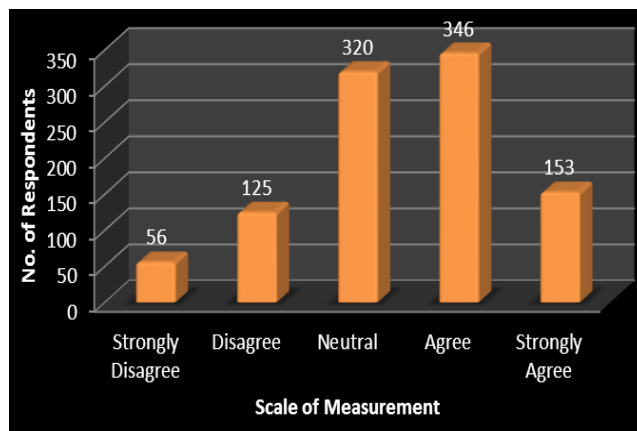
**Table 4:** Safe and Healthy Working Conditions

Scale of Measurement	No. of Respondents	Percentage of Respondents
Strongly Disagree	56	5.6
Disagree	125	12.5
Neutral	320	32.0
Agree	346	34.6
Strongly Agree	153	15.3
Total	1,000	100.0

Source: Primary Data

**1.9 Analysis**

From the above table it is depicted that, one more non-monetary benefits for teaching professionals of engineering institutions in the state of Karnataka was safe and healthy working conditions, 49.9 percent of respondents were agreed and strongly agreed that safe and healthy working conditions is must to have a quality of work life in a professional environment. 32 percent of them neutral about their judgment. 18.1 percent of respondents were strongly disagreed and disagreed that safe and healthy working condition was not meant to bring the quality of work life among teaching professionals of engineering institutions in the state of Karnataka.



**Fig 4:** Safe and Healthy Working Conditions

**1.10 Inference**

From the above graph it is depicted that, the 499 respondents were agreed and strongly agreed that safe and healthy working conditions very much required having better quality of work life. But, 320 respondents were neutral about their opinion. 181 respondents strongly disagreed and disagreed on safe and healthy working conditions.

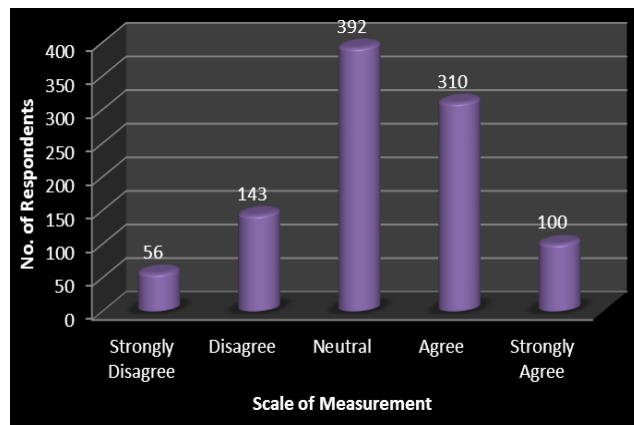
**Table 5:** Welfare Measures

Scale of Measurement	No. of Respondents	Percentage of Respondents
Strongly Disagree	55	5.5
Disagree	143	14.3
Neutral	392	39.2
Agree	310	31.0
Strongly Agree	100	10.0
Total	1,000	100.0

Source: Primary Data

**1.11 Analysis**

From the above table it is depicted that, the 39.2 percent of respondents were neutral on welfare measures of quality of work life among teaching professionals in engineering institutions. 41 percent of respondents had agreed and strongly agreed that welfare measures are required to bring quality of work life. But, 19.8 percent of respondents had disagreed and strongly disagreed about it.



**Fig 5:** Welfare Measures

**1.12 Inference**

From the above graph it is depicted that, 392 respondents were neutral about the welfare measures of quality of work life. 310 respondents were agreed that it is necessary to bring the quality of work life. 143 respondents were disagreed the same.

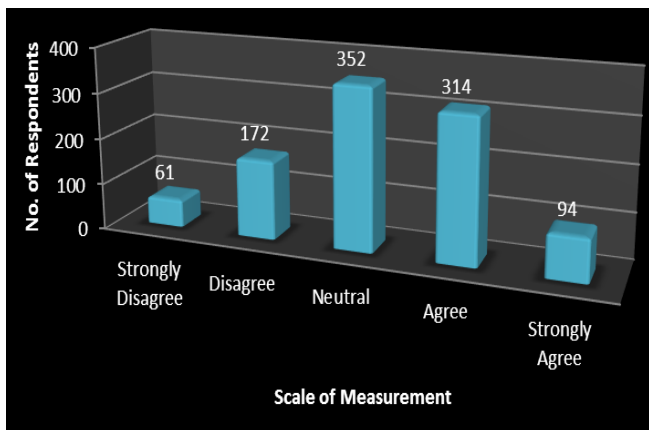
**Table 6: Team Coordination**

Scale of Measurement	No. of Respondents	Percentage of Respondents
Strongly Disagree	61	6.1
Disagree	172	17.2
Neutral	352	35.9
Agree	314	31.4
Strongly Agree	94	9.4
Total	1,000	100.0

Source: Primary Data

**1.13 Analysis**

From the above Table no. 06, it is depicted that, the 9.4 percent of respondents were strongly agreed team coordination will bring the quality of work life among teaching professionals in engineering institutions in Karnataka. 31.4 percent of agreed the same. But, 35.9 percent of respondents were neutral on their opinion. 17.2 percent of respondents disagreed about same and 6.1 percent of respondents were strongly disagreed.



**Fig 6: Team Coordination**

**1.14 Inference**

From the above graph it is depicted that, 352 respondents were neutral team coordination was neutral about team coordination. 314 respondents were agreed the same. 172 respondents were disagreed team coordination is not necessary in teaching professionals.

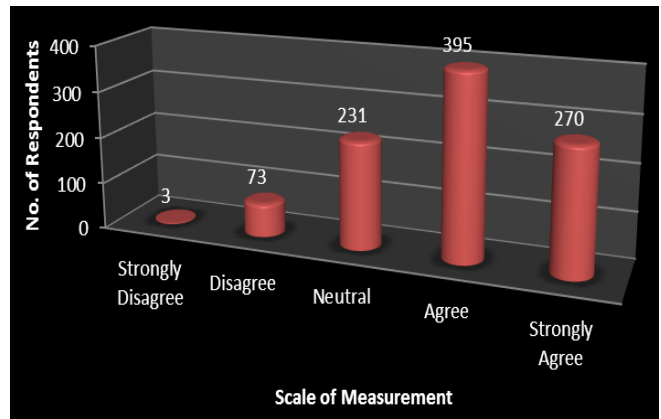
**Table 7: Job Satisfaction**

Scale of Measurement	No. of Respondents	Percentage of Respondents
Strongly Disagree	30	3.0
Disagree	73	7.3
Neutral	231	23.1
Agree	395	39.5
Strongly Agree	270	27.0
Total	1,000	100.0

Source: Primary Data

**1.15 Analysis**

From the above table it is depicted that, the 27 percent of respondents were strongly agreed that job satisfaction will bring quality of work life among teaching professionals in engineering in the state of Karnataka. 39.5 percent of respondents were agreed about the same. 23.1 respondents were neutral about their opinion. 7.3 percent of respondents were totally disagreed with it. Just 3 percent of respondents were strongly disagreed with this statement.



**Fig 7: Job Satisfaction**

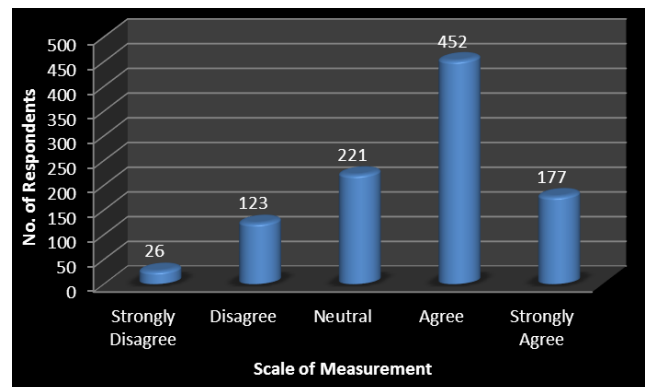
**Table 8: Work Life Balance**

Scale of Measurement	No. of Respondents	Percentage of Respondents
Strongly Disagree	26	2.6
Disagree	123	12.3
Neutral	221	22.1
Agree	452	45.2
Strongly Agree	177	17.7
Total	1,000	100.0

Source: Primary Data

**1.16 Analysis**

From the above table it is depicted that, the 17.7 percent of respondents were strongly agreed work life balance will bring quality of work life among teaching professionals in engineering institutions in the state of Karnataka. 45.2 percent of respondents were agreed that their opinion is same. 22.1 percent of respondents were neutral about it. 12.3 percent of respondents were disagreed and 2.6 percent of respondents were strongly agreed.



**Fig 8: Work Life Balance**

### **1.7 Inference**

From the above table it is depicted that, the 452 respondents were agreed that work life balance will bring quality of work life among teaching professionals. But, 221 respondents were neutral about it. 177 respondents were strongly disagreed the same.

### **2. Findings**

1. The personal life of an individual will bring the quality of work life to professional life.
2. The monetary benefits are more important to bring the quality of work life among teaching professionals.
3. All the private institutions should bring the remuneration at par with government institutions.
4. Flexible working time must be introduced for better working conditions. Higher education vocations must be matched with lower education.

### **2.1 Limitations**

1. The study was conducted only to engineering institutions teaching professionals affiliated to the Visvesvarya Technological University, Belagavi.
2. The study covered only in the state of Karnataka.

### **3. References**

1. Charu Mohla. Effect of Occupational Stress on Quality of Work Life: Amongst the Associates of IT Industry, *Advances in Management*. 2013; 6(5):43-48.
2. Nayak Sulaksha, Joshi Harisha G. Employees Perception towards Quality of Work Life, *GSTF Journal of Law and Social Sciences*. 2012; 1(1):151-157.
3. Nzotta Briggs C. A Comparative Study of the Job Satisfaction of Academic Librarians. *Journal of Academic Librarianship*. 1987; 2(1):6-11.