



Quality of work life of self-financing college professors (Special reference with Madras University)

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Abstract

“The Quality of a person’s life is in direct proportion to their commitment, excellence, regardless of their chosen field if endeavour” – Vincent Lombardi

The success of any firm depends on the performance of its employees. Only if the employees are satisfied with their work, working conditions, pay, incentives, career growth and freedom, performance levels would be high. Quality of work life is the quality of relationships between employees and the total working environment. It refers to the favourableness or unfavourableness of a job environment for the people working in a firm. This Study attempted to indentify the quality of work life of self financing college professors (special reference with madras university) the aspects of work are salary, benefits, security, working conditions, growth opportunities, freedom at work and interpersonal relationships.

Keywords: quality of work life, work conditions, job satisfaction, salary, growth opportunities

Introduction

“The Quality of a person’s life is in direct proportion to their commitment, excellence, regardless of their chosen field if endeavour” – **Vincent Lombardi**

The success of any firm depends on the performance of its employees. Only if the employees are satisfied with their work, working conditions, pay, incentives, career growth and freedom, performance levels would be high. Quality of work life is the quality of relationships between employees and the total working environment. It refers to the favourableness or unfavourableness of a job environment for the people working in a firm. The aspects of work are salary, benefits, security, working conditions, growth opportunities, freedom at work and interpersonal relationships.

QWL has two goals.

They are

- 1) Improving the quality of the work experience of employees and
- 2) Improving the overall productivity of the organisation.

Definition

Lloyd Suttle” Quality of Work Life is the degree to which members of a work organisation are able to satisfy important personal needs through their experience in the organisation”

Element of QWL

- a) Working Conditions
- b) Employee job satisfaction
- c) Employee’s behavioural aspects
- d) Financial and non financial benefits provided to employees
- e) Growth and Development
- f) Supervision

Factors Influencing QWL

Job Design

Content of the job, nature of the job, level of freedom, or autonomy.

Work environment

Level of safety, convenience and comfort.

Job Security

Employment on a regular and permanent basis.

Health and Safety

Protection from disease and injury both within and outside the work spot, healthy and safe working conditions.

Occupational stress

Level of strain on emotion of employees.

Wages and Rewards

Fair and adequate pay, incentives and rewards for good performance.

Work life Balance

Flexible Timings, flexible work arrangements, staggered hours, work at home arrangements, part time employment.

Job Stratification

Appreciation of good work, pride in the job and organisation, better retention.

Dimension of Quality of Work Life

Quality of work life is a multi - dimension concept implying a concern for members of an organization. The basis underlying

QWL is the humanization of work which means developing a work environment that ensures dignity to the employees o Adequate and fair compensation o Safe and healthy working conditions o Opportunity to use and develop human capacities o Opportunity for career growth o Social integration in work force o Constitution in the work organization o Work and personal life o Social relevance of work.

Principles of quality of work life

Herrick and Maccobu identified four basic principles which humanize that the work

There principles are as follows

- The principles of Security
- The principles of Equity
- The principles of Individualism
- The principles of Democracy

Measure and quality of work life

- Job Involvement
- Job design
- Job satisfaction
- Sense of competence
- Job performance
- Productivity

Techniques for improving quality of work life

- Job Redesign
- Career development
- Autonomous
- work groups
- Flexible work
- schedules
- Participative management
- Job security
- Administrative justice

Factors of quality of work life

There are many factors which can contribute to quality of work life

- Adequate and fair compensation
- A safe and healthy environment
- Jobs aimed at developing and using employees capabilities rather than leading to their Obsolesce
- An environment in which employee's develop self – esteem and a sense of identify
- Protection of respect for employee's right to privacy dissents equity and so for
- A sensible integration of job family life and leisure time

Functions of quality of work life

- Quality of work life concerned with overall climate of works situation
- Quality of work life programs are desirable for both human and performance need
- It act as best motivates factor for bettor working
- Comprehends condition at employment o Includes work environment and social integration
- Quality of work life leads to the favourable and unfavourable quality of family and life satisfaction o Quality of work life seeks to employees the higher skills

(or) work and to provide an environment that encourages that to improve skills

Research methodology

Meaning

Research is a careful investigation of especially through search for new fact in any branch of knowledge. Methodology is a systematically to solve the research problem. It may be understand as a science of studying how research is done logically. The various steps that are generally adopted by a research in studying researcher problem are the main function of research methodology

Title of the study

Quality of work life of self-financing college professors (special reference with madras university)

Scope of the study

The project has been undertaken in Quality of work life of self-financing college professors (Special reference with Madras University). It is identify the quality of work life of the college professors

Objectives of the study

1. To Study socio - demographic factors of the respondent
2. To Analysis the favourableness (or) unfavourableness of the environment by the organization
3. To Identify the Quality of Work Life by the employees
4. To Study the working conditions that are excellent for people as well as for economic health of the organization
5. To Suggest suitable measure for the improving Quality of working condition

Statement of the problem

Quality of Work Life in an organization is essential for the smooth running and success of its employees. The work-life balance must be maintained effectively to ensure that all employees are running at their peak potential and free from stress and strain. The Quality of Work Life can affect such things as employees 'timings, his or her work output, his or her available leaves, etc. Quality of Work Life helps the employees to feel secure and like they are being thought of and cared for by the organization in which they work. An organization assumes responsibility for the effective running of the Quality of Work Life for their employees. The investigator has made an attempt in this regard and has undertaken the current study to analyze the Quality of work life of self financing college professors (Special reference with Madras University).

Sample size

The sample size of the study is 100 handed over to the various respondents are the purpose of the study was explain to them.

Pilot study

After deciding the scaling to test the suitability and validity the questionnaire was pre test. The pre test was 10 respondents which helped the researcher to make some modification and alternation in the questionnaires from the respondents

Research Design

The design (or) blue prints an essential part of the research. The study is carried out by adopting an exploratory, descriptive and cum diagnostics

- Exploratory Design: To discover the ideas and insights
- Descriptive Design: To descriptive the characteristics (or) certain groups
- Diagnostics Design: To set the hypothesis and analysis the problem

Sampling/Techniques

Sampling design is to clearly define set of objects, technically called the universe and the sampling design used in the study is probability sampling. The sampling technique is “Simple random sampling” of probability sampling method

Collection of Data

For the present study data was collected through Primary data & Secondary data

Primary Data

The primary data are these which collected a fresh and for the first times and thus happen to be original character in primary data do not already exist in publications. The primary data is collected by questionnaire. The questionnaire was handed over to the various respondents and the purpose of the study was explain to them

Secondary Data

The secondary data are collected from the company records and magazines, Journals, Internet etc.

Tools of Data Collection

In this study the researcher has used questionnaire as a tool the questionnaire consist of 36 items with 2 dimensions.

Statistical Analysis

The data collected were careful analysis and processed statistical chi – square test were applied to draw meaningful inferences

1) Percentage Analysis

This method is used as making comparison between two (or) source of data percentage can also be used to compare the distribution of two (or) more sources of data

2) Chi – Square Test

Chi – square test in the simplest and most widely used non probability test in statistical work. Chi – square represent the magnitude of discreminance between theory and observation Formula for Chi – square: $(O - E) / E$ with $(N - 1)$ degree of freedom

Scoring Procedure

The scoring is five point scale and two point scale ranging from 1,2,3,4,5 each of positive question where given weight are Strongly disagree, disagree, Neither agree or disagree, Agree, Strongly agree.

Hypothesis

A hypothesis is nothing more than a statement about the

relationship between two (or) more variables - A good by carries clear implication for testing the stated relationship between the variables

Research hypothesis

- 1) There is no significant association between Age of the Respondents and working Schedule
- 2) There is a significant association between Experience of the Respondents and Income Level

Limitations of the study

- a) The study has been limited to only a sample of 100
- b) Time was one of the big constraints

Data analysis

Percentage analysis

This method is used as making comparison between two (or) source of data percentage can also be used to compare the distribution of two (or) more sources of data

Table 1: Showing that based on Demographic Factor of the Respondents

Qualification			
Qualification	Frequency	Percent	Cumulative Percent
PG M. PHIL	40	28.6	28.6
PG M. PHIL NET	52	37.1	65.7
PG M. PHIL SET	48	34.3	100.0
Total	140	100.0	
Age			
Age	Frequency	Percent	Cumulative Percent
21-25 years	4	2.9	2.9
26-30 years	10	7.1	10.0
31-35 years	54	38.6	48.6
above 35	72	51.4	100.0
Total	140	100.0	
Gender			
Gender	Frequency	Percent	Cumulative Percent
Male	80	57.1	57.1
Female	60	42.9	100.0
Total	140	100.0	
Work Experience			
Work Experience	Frequency	Percent	Cumulative Percent
2-5 Years	26	18.6	18.6
6-10 Years	30	21.4	40.0
above 11 Years	84	60.0	100.0
Total	140	100.0	
Income Level			
Income Level	Frequency	Percent	Cumulative Percent
10,001 - 20,000	22	15.7	15.7
20,001 - 30,000	64	45.7	61.4
above 30,001	54	38.6	100.0
Total	140	100.0	
Factors			
Factors	Frequency	Percent	Cumulative Percent
Salary Increase	28	20.0	20.0
Promotion	4	2.9	22.9
Motivational Talk	16	11.4	34.3
Recognition	42	30.0	64.3
Work timing	34	24.3	88.6
Work Load	10	7.1	95.7
Subject content	6	4.3	100.0
Total	140	100.0	

Sources: Primary Data collected through Questionnaire.

From the above it shows that 51.4 percentage of the respondents are above 25 years, 57.1 percentage of the respondents are male and 42.9 percentage of them are female. It also shows that 60 percentages of the respondents are above

11 years work experience and 45.7 percentage of the respondent’s monthly income is between Rs 20,001 to 30,000 only, it’s also show that 30 percentages of the respondents are working for the recognition.

Table 2: Classification based on study factors

S.NO	Study Factors	Option	Frequency	Percent	Cumulative Percent
1.	Communication and Information	Dis Agree	6	4.3	4.3
		Neither	18	12.9	17.1
		Agree	72	51.4	68.6
		Strongly Agree	44	31.4	100.0
		Strong Dis Agree	00	00	100.0
		Total	140	100.0	
2.	Skill of the Employee	Strongly Dis Agree	6	4.3	4.3
		Dis Agree	6	4.3	8.6
		Neither	32	22.9	31.4
		Agree	70	50.0	81.4
		Strongly Agree	26	18.6	100.0
		Total	140	100.0	
3.	Proper Training	DisAgree	6	4.3	4.3
		Neither	22	15.7	20.0
		Agree	58	41.4	61.4
		Strongly Agree	54	38.6	100.0
		Strongly Dis Agree	00	00	100.0
		Total	140	100.0	
4.	Good Career	Strongly Dis Agree	6	4.3	4.3
		Dis Agree	6	4.3	8.6
		Neither	44	31.4	40.0
		Agree	56	40.0	80.0
		Strongly Agree	28	20.0	100.0
		Total	140	100.0	
5.	Free to Perform Duty	Strongly Dis Agree	00	00	00
		Dis Agree	00	00	00
		Neither	16	11.4	11.4
		Agree	94	67.1	67.1
		Strongly Agree	30	21.4	21.4
		Total	140	100.0	100.0
6.	Working Hours	Strongly Dis Agree	00	00	00
		Dis Agree	12	8.6	8.6
		Neither	24	17.1	25.7
		Agree	80	57.1	82.9
		Strongly Agree	24	17.1	100.0
		Total	140	100.0	
7.	Feeling Security in the Job	Strongly Dis Agree	6	4.3	4.3
		Dis Agree	42	30.0	34.3
		Neither	28	20.0	54.3
		Agree	48	34.3	88.6
		Strongly Agree	16	11.4	100.0
		Total	140	100.0	
8.	Goal and task	Strongly Dis Agree	6	4.3	4.3
		Dis Agree	12	8.6	12.9
		Neither	34	24.3	37.1
		Agree	70	50.0	87.1
		Strongly Agree	18	12.9	100.0
		Total	140	100.0	
9.	Participating in Decision Making	Strongly Dis Agree	10	7.1	7.1
		Dis Agree	38	27.1	34.3
		Neither	40	28.6	62.9
		Agree	38	27.1	90.0
		Strongly Agree	14	10.0	100.0
		Total	140	100.0	

10.	Facilities Provided	Strongly DisAgree	6	4.3	4.3
		DisAgree	34	24.3	28.6
		Neither	32	22.9	51.4
		Agree	60	42.9	94.3
		Strongly Agree	8	5.7	100.0
		Total	140	100.0	
11.	Co- Operation	Strongly DisAgree	6	4.3	4.3
		DisAgree	34	24.3	28.6
		Neither	32	22.9	51.4
		Agree	44	31.4	82.9
		Strongly Agree	24	17.1	100.0
		Total	140	100.0	
12.	Right	Strongly Dis Agree	6	4.3	4.3
		Dis Agree	64	45.7	50.0
		Neither	26	18.6	68.6
		Agree	40	28.6	97.1
		Strongly Agree	4	2.9	100.0
		Total	140	100.0	
13.	Transport Facilities	Strongly DisAgree	20	14.3	14.3
		DisAgree	42	30.0	44.3
		Neither	26	18.6	62.9
		Agree	42	30.0	92.9
		Strongly Agree	10	7.1	100.0
		Total	140	100.0	
14.	Work Earlier	Strongly Dis Agree	10	7.1	7.1
		Dis Agree	52	37.1	44.3
		Neither	40	28.6	72.9
		Agree	34	24.3	97.1
		Strongly Agree	4	2.9	100.0
		Total	140	100.0	
15.	Complete Task	Strongly Dis Agree	10	7.1	7.1
		Dis Agree	54	38.6	45.7
		Neither	36	25.7	71.4
		Agree	32	22.9	94.3
		Strongly Agree	8	5.7	100.0
		Total	140	100.0	
16.	Performance Evaluation	Strongly Dis Agree	00	00	00
		Dis Agree	68	48.6	48.6
		Neither	30	21.4	70.0
		Agree	20	14.3	84.3
		Strongly Agree	22	15.7	100.0
		Total	140	100.0	

Sources: Primary Data collected through Questionnaire.

Table 2 show that the study factors of the Employee 51.4% percentage of the respondents y agreed that the communication and information flow between the departments is satisfactory. 50 percentages of the respondents agreed that institution providing training for enriching the skills of the employees. 40 percentage of the respondents agreed that there are good career prospects in the organization. It is also found that 67.1 percentage of the respondents agreed that they are allowed free to perform their duty and only 57.1

percentage of the respondents agreed that the comfort with working hours of the organization.

Chi Square Test

Null Hypothesis (Ho): There is no significant association between Age and Physical condition

Alternative Hypothesis (Ha): There is significant association between Age and Physical condition

Table 3: Significant relationship between Age and Physical condition in the Organization

Physical Condition\ Age	Fair	Good	Very Good	Excellent	Total
21-25 years	0	4	0	0	4
26-30 years	0	6	4	0	10
31-35 years	6	38	10	0	54
Above 35 Years	18	28	14	12	72
Total	24	76	28	12	140
Calculated Value	27.660		Table Value		16.919

Interpretation

Table 3 show that calculated value [27.660] is more than the table value [16.919] at 5% level of significance. So the null hypothesis is rejected. Hence there is significant relationship between Total work experience and Salary.

Null Hypothesis (Ho): There is no significant association

between Working Experience and Good Career prospects in the Organization.

Alternative Hypothesis (H1): There is significant association between Working Experience and Good Career Prospects in the Organization.

Table 4: Significant relationship between Working Experience and Good Career prospects in the Organization

Work Experience \ Good Career Prospects	Strongly Dis Agree	Dis Agree	Neither	Agree	Strongly Agree	Total
2-5 Years	0	0	10	12	4	26
6-10 Years	0	0	6	10	14	30
above 11 Years	6	6	28	34	10	84
Total	6	6	44	56	28	140
Calculated Value	24.003		Table Value		15.507	

Interpretation

Table 4 Show that calculated value [24.003] is more than the table value [15.507] at 5% level of significance. So the null hypothesis is rejected. Hence there is significant relationship between Working Experience and Good Career prospects in the Organization.

Null Hypothesis (Ho): There is no significant association between Working Experience and Salary to the Employee in the Organization.

Alternative Hypothesis (Ha): There is significant association between Working Experience and Salary to the Employee in the Organization.

Table 5: Significant relationship between Working Experience and Salary to the Employee in the Organization

Work Experience \ Salary	Strongly Dis Agree	Dis Agree	Neither	Agree	Strongly Agree	Total
2-5 Years	1	10	4	11	0	26
6-10 Years	1	6	3	16	4	30
above 11 Years	11	2	16	51	4	84
Total	13	18	23	78	8	140
Calculated Value	31.90		Table Value		15.507	

Interpretation

Table 5 Show that calculated value [31.90] is more than the table value [15.507] at 5% level of significance. So the null hypothesis is rejected. Hence there is significant relationship between Working Experience and Salary to the Employee in the Organization.

Null Hypothesis (Ho): There is no significant association between Gender and Performance Evaluation in the Organization.

Alternative Hypothesis (Ha): There is significant association between Gender and Performance Evaluation in the Organization.

Table 6: Significant relationship between Gender and Performance Evaluation in the Organization

Gender \ Performance Evaluation	DisAgree	Neither	Agree	Strongly Agree	Total
Male	44	14	8	14	80
Female	24	16	12	8	60
Total	68	30	20	22	140
Calculated Value	5.711		Table Value		7.815

Interpretation

Table 5 Show that calculated value [5.711] is more than the table value [7.815] at 5% level of significance. So the null hypothesis is rejected. Hence there is significant relationship between Gender and Performance Evaluation in the Organization.

- 60 percentage of respondents are working experience are 11 years and more.
- 45.7 percentage of the respondents are getting income level from 20,001 to 30,000.

Findings

Simple Percentage Analysis

Demographic Factors

- 51.4 percentage of the respondents are age above 36 years and 38.6 percentage of the respondents are between 31 – 35 Years.
- 57.1 percentage of the respondents are male and 42.9 percentage of them are Female.

Study Factors

- 51.4 percentage of the respondents strongly agreed that the communication flow between the departments are satisfactory.
- 50 percentage of the respondents agreed that the Institution provide improves training for enriching the skills of Employees and 22.1 percentage of the respondents are neither agree or disagree with the Institution provide improves training for enriching the skills of Employees
- 40 percentage of the respondents agreed that there are

- good career prospects in our organization.
- 67.7 percentage of the respondents agreed that they free to perform their duties.
- 57.1 percentage of the respondents agreed that they are comfort with working hours of the organization.
- 34.3 percentage of the respondents agreed that the working in the organization gives a feeling of security and improves their productivity and 30percentage of the respondents Dis agreed that the working in the organization gives a feeling of security and improves their productivity
- 10 percentage of the respondents strongly agreed that the organization gives sufficient freedom to bring out the best in them.
- 31.4 percentage of the respondents agreed that the cooperation between the department in the organization are satisfied
- 48.6 percentage of the respondents agreed that the organization performance are evaluated and rewarded

Chi – Square Analysis

- There is significant relationship between Total work experience and Salary.
- There is significant relationship between Working Experience and Good Career prospects in the Organization.
- There is significant relationship between Working Experience and Salary to the Employee in the Organization
- There is significant relationship between Gender and Performance Evaluation in the Organization.

Recommendations

Suggestions for making improvements working in the organization gives you a feeling of security and improves their productivity Employees may be encouraged to offer suggestions for making improvements in the right to put their voice to top management.

Sufficient transport facility can be arranged so that the employee's productivity could be improved.

Performance based increments would improve the performance of the employees.

Conclusion

A happy and healthy employee will give better turnover, make good decisions and positively contribute to organizational goal. An assured good quality of work life will not only attract young and new talents but also retain the existing experienced talents. Quality of work life can affect such things as employee's timings, his or her work output, his or her available leaves, etc.

Work life balance must be maintained effectively to ensure that all employees are running at their peak potential and free from stress and strain. So it is up to the organization to focus on their workers and improve their quality of work life so that attrition, absenteeism and decline in worker's productivity can be checked. Necessary suggestions were given by the investigator for the same.

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