

## Impact of Quality of work life on Job satisfaction of School Teachers in Udaipur city

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**Abstract:** The purpose of this study is to determine the impact of quality of work life on job satisfaction of school teachers in Udaipur city. Quality of work life is a critical concept with having lots of importance in teacher's life. Quality of work life indicates a proper balance between work and personal life which also ensure organizational productivity and job satisfaction. The method of this study is descriptive research and the survey was conducted among 100 school teachers in Udaipur city. The data collection instrument is a questionnaire and the reliability is based on Pearson's correlation coefficient. In this study, the impact of quality of work life on job satisfaction has been studied based on the demographic variables of gender, age and work experience of teachers.

**Keywords:** Job Satisfaction, Quality of Work Life, School Teachers.

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### I. Introduction

As blood circulation is necessary for the body, Job satisfaction is also required for healthy mind and soul. Working and living conditions are changing on the daily basis generally all over the world; work efficiency is getting poor. Physically and mentally heavy workloads, inadequate working methods, working techniques and tools and equipment cause not only occupational dissatisfaction but low productivity also.

QWL encompasses every aspect of a person's work which includes working condition, job security, pay and allowances, recognition, appreciation, development, interpersonal relation, etc. and its effect on his life outside work. Therefore, it can be concluded that QWL is concerned with improving life not only at work but also life outside work.

An institution is made of people who possess skills, ability, aptitudes that create competitive advantage for it. Various functions of an institute is planned, executed and controlled by human resource. The management of human resource plays a key role in opening up new opportunities for promoting the growth of both individual and institutional. Through 'Quality of work life' the institute works in the same direction. Now-a-days, jobs are so demanding that it imbalance the family and work life due to job pressure and conflicting interests. In order to attract and retain employees, an organization has to develop a high quality of work life. Organizations by adopting Quality of work life programmes ensure to create excellent work condition and job for its employees. Hence, QWL seeks to create such a work environment where the employees work co-operatively and make positive contribution in achieving organizational objectives.

Teacher's role is pivotal in providing education, creating knowledge, facilitate technological advancement and enriching the national culture. Education empowers human beings by developing their skills, abilities, rationale that provides competitive edge to them. It gives strength to the person. People get knowledge through education, evaluate the phenomenon and generate as well as share the ideas in the society. In order to attain these goals the teacher should not only be a committed and devoted but also competent and creative and for that matter they should be provided a better quality of work life. If the QWL of teachers is below average then its resultant impact will be on teaching and research work and these are the basis for the progress of any society. QWL and Quality of life has a significant association in teaching environment. QWL of academicians, particularly in the Private Technical Institute, is not in a better condition. Factors such as salary and wages biasness between same qualified employees, advancement opportunity for growth is low, salary and job security issues are badly affecting the relationship with administration and academicians, dissatisfaction regarding leave flexibility etc. are responsible for low QWL of respondents. A study revealed that there is a positive relationship between job satisfaction and QWL dimensions. QWL significantly contributes towards increasing the job satisfaction or dissatisfaction depending upon the employee's negative or positive perception of QWL dimensions. Faculty members indicated positive job satisfaction and would continue to stay in the same job only if they have opportunity for growth and development along with organizational prestige, financial factors.

The study was proposed to find out the impact of Quality of work life on Job satisfaction of teachers in Udaipur City. The study considered various factors such as work-life balance, recognition, role clarity, salary, working hours, promotion and development, working conditions, security, advancement, management employee

relation etc. which helps in finding out the level of satisfaction in teaching profession in Udaipur city. The Locale of Study will be schools of Udaipur City. The Schools chosen will be Primary, Secondary and Higher secondary schools lying under this City.

## **II. Literature View**

Scholars and Researchers have different opinions about the quality of work life, Based on these analysis numerical articles have been written on quality of work life. In case of Udaipur city the research article on quality of work life is very few. In this study I have tried my best to determine the impacts of quality of work life on job satisfaction of school teachers in Udaipur city.

According to Walton (1975) factors affecting Quality of work life are: 1. Adequate and fair compensation. 2. Secure and healthy working conditions. 3. Opportunities for the development of human capabilities 4. Opportunities for continuous growth and security. 5. Social alliance in the work organization. 6. Law governed work in the organization. 7. Importance of work. 8. The social relevance of work life. (1)

Schermerhorn & John believes that to improve the quality of work life in the following factors must exist in the organization, fair and adequate pay , health and safety of working, developing talents ,personal accomplishment of goals, support of individual rights and proud of the job. Quality of work life Lead to create motivation, integrity and elasticity in the workforce. (2)

Mendola and Pellegrini (1979) summarized quality of life as it is the individual's accomplishment of a satisfactory social situation within the limits of apparent physical ability. Every human has a concern about their life and quality comes out when it the concentrations ends with some specific points.(3) According to Shin and Johnson (1978) Quality of life is the ownership of resources necessary for the satisfaction of personal needs, personal development, self actualization and satisfactory comparison between oneself and others. Moreover, a proper balance in quality of work life can generate more productivity for an organization. A satisfied employee can give more than 100 percent contribution to his or her company. (4)

The four major determinants of QWL, i.e. decision-making authority, growth and development, recognition and appreciation, and promotional avenues and the teachers would like an environment that included these determinants.(5) QWL programmes provide opportunity for growth and development by facilitating training to the employees which consequently increases job satisfaction. QWL is concerned with creating work environment which is conducive and congenial. There is a significant relation between job satisfaction, advancement, and team performance even in the academic sector. A high QWL is required for the growth of both the employees and the institutions.

Most of the research work carried out lack the context in a particular City. Udaipur City of India is very much different from other big cities of the world; the factors such as quality of work life, job satisfaction operate in our domestic fields of work are highly different than that of the world.

Sometimes previously Indian context has been taken into account but there has not been thorough investigation. Adding to that no solutions was provided to overcome the concept in Udaipur City.

In Udaipur a great amount of people are working in schools as teachers and the number is increasing day by day All of these interrelated with the job satisfaction and therefore quality of work life.. So having a proper balance in these areas is also important.

## **III. Research Objectives**

The study is a descriptive research aimed at impacts of QWL on job satisfaction of teachers in Udaipur city. The study was to analyze various sectors. The study provided solutions and a path to clearly understand the factors leading to dissatisfaction among teachers. The study has the following objectives:

- 1.1 To assess the impact of Quality of work life on Job satisfaction level school teachers in Udaipur city.
- 1.2 To give suggestions for the enhancement of QWL in job satisfaction level of school teachers in Udaipur city.

## **IV. Research Methodology**

### **1.1 Hypotheses:**

- i)  $H_{01}$ : There is no significant impact of Quality of work life on job satisfaction of schools teachers in Udaipur City.
- ii)  $H_{02}$ : There is no significant difference in the job satisfaction level of schools teachers in Udaipur City.

### **1.2 Methodology:**

The sample of the study consisted of the teachers working in govt. and private schools restricted to Udaipur City in the State of Rajasthan, India. A sample of 100 teachers was taken into consideration. The sample does not include all the govt. and private school teachers from all over Udaipur. Convenient sampling was used for the study.. In this study the instrument of data collection was a questionnaire with A five-point

**Likert-type scale** ranging from “Highly dissatisfied” (value of 1) to “Highly satisfied” (value of 5) was used to measure quality of work life.

**V. Figures And Tables**

**1. analysis – (quality of work life and job satisfaction)**

**Table 1.1: Distribution - Gender**

Gender	N	%
Male	24	24.0
Female	76	76.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Table 1.1** indicates the gender distribution of teachers. Out of which the sample consists of 24% of Male teachers and 76% consists of Female teachers.

**Table 1.2: Distribution - Age**

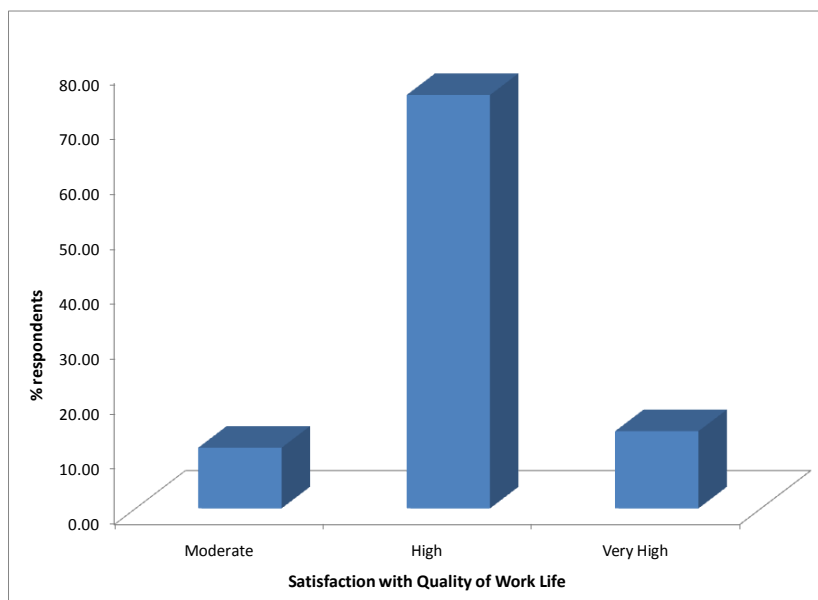
Age	N	%
Up to 35 yrs	25	25.0
35 - 45 yrs	49	49.0
45 - 55 yrs	14	14.0
Above 55 yrs	11	11.0
No Response	1	1.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Table 1.2** indicates the age distribution of teachers. Out of which the sample consists of 25% of teachers aging from 0-35 years, 49% of teachers are of 35-45 years of age, 14% of teachers are from 45-55 years of age and only 11% of teachers are above 55years of age. There was 1% of no response from teachers about their age was also indicated.

**2. Quality of Work Life**

**Table 1.3: Satisfaction level of QWL**

Satisfaction Level	N	%
Moderate	11	11.00
High	75	75.00
Very High	14	14.00
<b>Total</b>	<b>100</b>	<b>100.00</b>

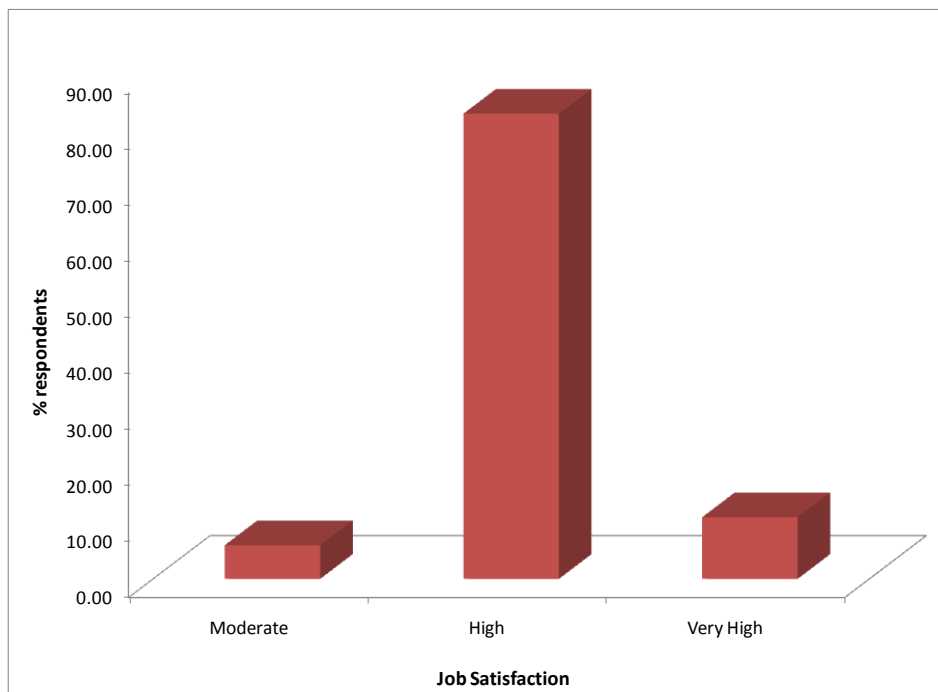


**Table 1.3** indicates the Quality of work life satisfaction level of teachers. Among 100 no one was found to be dissatisfied with QWL in schools. Only 11% were moderately satisfied and 75% were satisfied. 14% were found highly satisfied with QWL present in their school.

### 3. Job Satisfaction

**Table 1.4: Satisfaction Level in Job**

Satisfaction Level	N	%
Moderate	6	6.00
High	83	83.00
Very High	11	11.00
<b>Total</b>	<b>100</b>	<b>100.00</b>

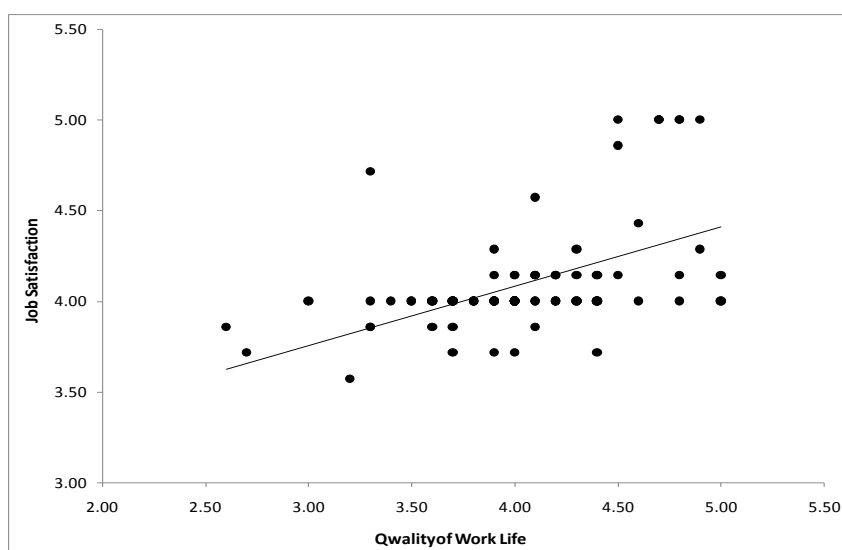


**Table 1.4** indicates the level of job satisfaction of teachers. As far as job satisfaction is considered 6% were moderately satisfied from their job. 83% were considered to be satisfied and only 11% were highly satisfied in the job.

### 4. Quality of Work Life and Job Satisfaction

**Coefficient of Correlation (r) = 0.502\*\***

N	r	Result
100	0.502	P < 0.01



**It indicates the relationship between Job satisfaction and Quality of work life. The value of coefficient of correlation (r) is 0.502 which is highly significant**

## **VI. Conclusion**

Results show that there is a relationship between QWL and Job satisfaction. Finally the relationship between Job satisfaction and Quality of work life is tested using Pearson's coefficient of correlation. The value of coefficient of correlation ( $r$ ) is 0.502 which is highly significant at 1% level of significance. This shows that Job satisfaction and QWL co-varied. In other words we can say that if there is good level of QWL in the organization, people would be highly satisfied with their jobs.

Suggestion: Further researches can be undertaken. Same study can be done in case of college teachers'. Comparative analysis can be made between school and college teachers. A study on the level of satisfaction among government school teachers and private school teachers can further be undertaken.

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### **Abbreviation used:**

- [14]. QWL –Quality of work life.