

“A Descriptive Study on Quality Work Life Balance of Women Teachers in Aided Colleges at Tirunelveli District”

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Abstract: QWL is more concerned with the overall environment of work has on individuals as well as structural effectiveness. Quality is no more a particular word but has become an essential and greatest asset to any organization. Maintaining the quality of such human inputs rises from maintaining the quality of work life perfectly. An absolute quality of work life would help the organization. In simple terms QWL refers to the range which the members of an organization find the work environment conducive. It is concerned with cultivating labour – management co – operation to solve many organizational problems, accomplishing the desired level of performance and securing greater employee satisfaction. The success of any organization depends on the proficiency of labour are growing the efficiency. A man happy and a happy working environment makes a happy man to provide more. In this paper the study is to map the effectiveness of Quality Work Life Balance towards the Women Teachers in Self - Finance Colleges.

Keywords: Introduction, Quality Work Life, Profile of Women Teachers and Data Analysis.

I. Introduction

The Quality of Work Life (QWL) has presumed progressively attention and standing position in all the countries of the World. It is very important in the background of vow to work, motivation and job performance. It also means to enable the fulfilment of human requirements and goal achievement. Work life obviously means the life of workers, physical and intellectual, in their work atmosphere in office or factory or field-working. A great quality of work life (QWL) is essential for organizations to continue to appeal and recollect employees. QWL is a comprehensive department and wide program selected to progress employee satisfaction, strengthening work- place culture and helping employees had better accomplish change and conversion. Disappointment with quality work of life is a problem, which disturbs almost all employees irrespective of situation or status. Many managers seek to reduce discontent in all organizational levels, including their own. Quality of work Life is referred to as civilizing the working life and highlighting the human factor. It mostly refers to favourableness or unfavourableness of a job environment for the people involved in it.

What is Quality?

“Quality is the capability of a creation or service to constantly meet or exceed customer expectations.

What is work?

Work can be defined as the application of selection within restrictions in order to produce a result.

What is work life?

Work life does not just mean the amenities provided to the employees during office hours. It includes of all the collusive feelings, which exist in the mind of the worker while he works in the organization, he is in the office or away from it.

II. Review of literature

Chitra Devi et al (2013) had studied the correlation between the two directions of conflict, namely, work-life conflict and life-work conflict and WLB. They conducted a survey among 711 women employees working in BPO organisations located in Chennai and assessed their level of WLB based on their marital and parental status. The authors suggest creation of family-friendly organizational culture that facilitates creative solutions to work life issues.

N. Krishna Reddy et al (2010) they investigated about various factors which could lead to WFC and FWC among married women employees in their study. The sample consisted of a total of 90 married working women of age between 20 and 50 years. WFC and FWC Scale was administered to measure WFC and FWC of working women. The obtained data were analysed using descriptive and inferential statistics. Carl Pearson's Correlation was used to find the relationship between the different variables. The findings of the study emphasized the need to formulate guidelines for the management of WFCs at organizational level.

Objectives of the study

The objective of the study is to know about the quality work life balance of women teacher’s in Aided colleges.

- To study the demographic profile of the respondents working in colleges.
- To study the various factor of work-life balance among college teachers.

Scope of the study

An in-depth investigation is being made to find out the teacher’s quality work life balance of aided colleges in Tirunelveli. Hence the study was thorough to frame the questionnaires and, in such way, to extract reliable information about quality work life balance.

Methodology and Sampling design

Sample of 130 faculty was selected for this study. The study has been made as descriptive research. In this, the researcher has no control over the variables and used convenient sampling method to select the sample respondents. Questionnaire was used to collect the primary data and secondary data was collected from books, journals, and websites etc.

Statement of the problem

This study will try to examine the current state of activities in terms of fulfilment with quality of work life in an administration. It will be tried to identify the analysts of satisfaction with quality of work life from a wide range of frontages of work life. It is expected to be able to point out explicit indicators that have a substantial effect and may establish problems if dissatisfaction is experienced. This study is attempted to know the Quality work life balance among women teachers in aided colleges.

Profile of the Respondent Teacher’s

Table 1. Showing Demographic Profile of the Respondent Teacher’s

| Variable | Category | Frequency | Percentage |
|------------------------|---------------------|-----------|------------|
| Age | Less than 25 year | 5 | 4 |
| | 25 - 30 year | 20 | 15 |
| | 31 - 40 year | 34 | 26 |
| | 41 - 60 year | 71 | 55 |
| Total | | 130 | 100 |
| Residence | Urban | 93 | 72 |
| | Rural | 37 | 28 |
| Total | | 130 | 100 |
| Marital Status | Married | 116 | 89 |
| | Unmarried | 14 | 11 |
| Total | | 130 | 100 |
| Type of family | Nuclear family | 86 | 66 |
| | Joint family | 44 | 34 |
| Total | | 130 | 100 |
| Academic Qualification | Ph.D | 55 | 43 |
| | M.Phil | 68 | 52 |
| | PG. with Set/Net | 7 | 5 |
| Total | | 130 | 100 |
| Experience | upto 10 years | 35 | 27 |
| | 11 to 25 years | 52 | 40 |
| | Above 25 years | 43 | 33 |
| Total | | 130 | 100 |
| Monthly Income | Up to 65000 | 24 | 18 |
| | 65000 – 75000 | 32 | 25 |
| | Above 75000 | 74 | 57 |
| Total | | 130 | 100 |
| Faculty | Arts | 65 | 50 |
| | Science | 65 | 50 |
| Total | | 130 | 100 |
| Designation | Associate Professor | 78 | 60 |
| | Assistant Professor | 52 | 40 |
| Total | | 130 | 100 |

Source: Primary Data

Table.1. Shows about the demographic profile of the respondents, according to Age the majority 55% of the respondents are under 41 - 60 year and Academic qualification wise most of the respondents 52% are completed their M.Phil. 72% of the respondents are resides in urban area and 57% majority of the respondent's income level was above 75000 and majority of the respondents 66% under Nuclear family. 89% majority of the respondents are married, and 40% majority of the respondents are having experience of 11 to 25 years. 60% majority of the respondent's designation was Associate Professor. Finally, the Faculty from both arts and science was equal percentage.

Various factors of Quality work – life.

a.) Factors related to Institutional Policy

| Sl. No | Institutional Policy | No. of respondents | Percentage |
|--------|---|--------------------|------------|
| 1. | Trusts that human resources were treated more humanly | 23 | 18 |
| 2. | Facilitate teachers' growth | 34 | 26 |
| 3. | Efforts to identify and utilize your potentials | 22 | 17 |
| 4. | Supportive to improve your quality in education | 28 | 22 |
| 5. | Well-structured Administration | 23 | 17 |
| | Total | 130 | 100 |

Source: Primary Data

Factors related to Institutional policy shows about Majority 26% of the respondents revealing that the policy was facilitating the teacher's growth in their career. Majority of the respondents 22% stating the policy also supporting to improve their knowledge and growth in education. Majority 18% of the respondents stating that trust in human resources were treated more humanly.

b.) Factors related to Work Environment

| Sl. No | Work Environment | No. of respondents | Percentage |
|--------|---|--------------------|------------|
| 1. | Satisfactory Leave facility is provided | 34 | 26 |
| 2. | My opinions would be observed better | 15 | 12 |
| 3. | Job assurance | 56 | 43 |
| 4. | Sufficient space and comfort of working place | 12 | 9 |
| 5. | Essential books and materials are available to do the job | 13 | 10 |
| | Total | 130 | 100 |

Source: Primary Data

Factors related to Work Environment shows about Majority 43% of the respondents revealing that the security of Job was assured. Majority of the respondents 26% stating satisfactory Leave facility was provided. Majority 12% of the respondents stating that their opinions would be observed better.

c.) Factors related to Motivation

| Sl. No | Motivation | No. of respondents | Percentage |
|--------|---|--------------------|------------|
| 1. | Motivated for your effective and efficient performance | 36 | 28 |
| 2. | Superior takes active interest and helps to provide excellent service | 23 | 18 |
| 3. | Due to recognition, incentives and rewards are provided for your | 18 | 14 |

| | | | |
|----|---|------------|------------|
| | performance | | |
| 4. | From the pleasant work environment, you are highly inspired | 38 | 29 |
| 5. | Your management valued you for a satisfactory job | 15 | 11 |
| | Total | 130 | 100 |

Source: Primary Data

Factors related to Motivation displays about Majority 29% of the respondents revealing that from the pleasant working atmosphere, they are highly inspired and motivated. Majority of the respondents 28% stating that for their effective and efficient performance they are motivated. Majority 18% of the respondents asserting that their superior takes active interest and helps them to provide excellent service.

III. Findings

- Majority 55% of the respondents are under age group of 41 - 60 year.
- Majority of the respondents 52% are completed their M.Phil.
- 72% of the respondents are resides in urban area.
- 57% majority of the respondent's income level above 75000.
- Majority of the respondents 66% under Nuclear family.
- 89% majority of the respondents are married.
- 40% majority of the respondents are having experience of 11 to 25 years.
- 60% majority of the respondent's designation was Associate Professor.
- 65% of the respondents were equally from arts and science.
- Majority 26% of the respondents revealing that the institutional policy was facilitating the teacher's growth in their career and education.
- Majority 43% of the respondents stating that the job security was assured.
- Majority 29% of the respondents revealed that from the pleasant working atmosphere, they are highly inspired and motivated.

IV. Conclusion

Work-life balance is a very significant factor which impacts the quality of our lifetime. Without such a balance a person will feel a slave of her effort and responsibilities and will soon miss the will for and interest for life. We can't debate on the fact that work life balance is very essential and important for a pressure free and gratifying life, specifically for a woman. Manipulating between the burden, commitments and responsibilities of work and multiple family roles, corresponding becomes very tough and uphill and an ongoing task for teaching professionals, as much as, if not more as any other working woman. At the same time, teacher's expectations of balance in this area are high. Therefore, it is equally important for teachers to optimistic their expectations and needs, since otherwise they cannot assume administration or the organizations to purpose on their resourcefulness.

Reference

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