

The Perception Towards the Quality of Work Life Among the Women Faculty Members of Arts and Science Colleges In Tiruchirappalli District

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ABSTRACTS

Women teachers in college play an important role in female empowerment particularly in education sector. Availability of women teachers, both in schools and colleges, brings a sense of security among girl students helping them to step out of their comfort zone. In colleges women teachers could be the best counsellors for the girl students. The objectives of the study are, To analyse the socio economic profile of the women faculty members in the arts and science colleges in the Tiruchirappalli District. To examine the perception towards the quality of work life among the women faculty members of arts and science colleges in Tiruchirappalli District. The research design used for this study is explorative and analytical. The aim is to obtain complete and accurate data. It is designed to provide a background to explore and analyse the Quality of Work Life of the Women Teachers in the Arts and Science Colleges. In this study majority 37 percent of the respondents form 31 – 40 years age category and only 16 percent of the respondents are in below 30 years age group. In this research majority 67.9 percent of the respondents are married and it is noted that 7.7 percent of the respondents come under divorced category. In this study, majority 37.8 percent of the respondents are from semi-urban areas, and 28.7 percent of the respondents from urban areas.

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INTRODUCTION

It is undeniable that every teacher's vision and dream is to create excellent students. They must create a warm and protective environment but at the same time it has to be done in a professional way. They play an essential role in everyone's life. Not only do they teach us but also mould us in useful things like moral values, social etiquette's, and the right way to treat others. Teachers, the quiet heroes, help students to bring out their skills, teach life skills, help under achievers come up and fast learners to scale new heights academically.

Women teachers in college play an important role in female empowerment particularly in education sector. Availability of women teachers, both in schools and colleges, brings a sense of security among girl students helping them to step out of their comfort zone. In colleges women teachers could be the best counsellors for the girl students. Of all facilities done in an educational institution, be it a big laboratory, high - end library, state of art teaching & learning tools and research facilities, excellent infrastructure, vast financial resources or efficient management at the helm, the best resource could be human resources in teaching, i.e. teachers. The major factor for an educational institution to excel and earn accolades in all academic endeavours is the quality of teachers.

OBJECTIVES OF THE STUDY

- To analyse the socio economic profile of the women faculty members in the arts and science colleges in the Tiruchirappalli District.
- To examine the perception towards the quality of work life among the women faculty members of arts and science colleges in Tiruchirappalli District.

METHODOLOGY

The research design used for this study is explorative and analytical. The aim is to obtain complete and accurate data. It is designed to provide a background to explore and analyse the Quality of Work Life of the Women Teachers in the Arts and Science Colleges.

The universe of this study has been restricted to the women teachers of Arts and Science Colleges in Tiruchirappalli District.

Based on the size of sample taken in similar studies earlier, the size of sample for this study was taken as 30% of the population. Thus, the sample size was fixed as 442 (i.e. 35% of 1475). The total sample size of 442 was proportionally divided (stratified) among the three strata in each college on the basis of actual number women college teachers under different groups (stratum) in the college.

In this study the researcher has used both primary and secondary data. The secondary data were collected from the published and unpublished sources such as libraries, journals, articles, magazines and websites. The primary data were collected through questionnaire.

The primary data were collected from the women teachers in Tiruchirappalli District. This study was undertaken for a period of three months from September 2022 to January 2023.

LITERATURE REVIEW

Nancy R. Lockwood in her study entitled *“Work/Life Balance Challenges and Solutions”* has highlighted that, in companies, at the home front, the challenge of work / life balance rises to the top of the consciousness of many employers and employees. In today’s fast-paced society, HR professionals are looking for options to enhance grassroots of their companies positively, improve employee morale, retain employees with valuable organizational knowledge, and keep pace with workplace trends. This article provides HR professionals with a historical perspective, data and possible solutions for companies and employees Work life balance. It is also formulated global competition, personal life / family values and aging workers are three factors impacting current challenges in increasing work / life balance.

T. Alexandra Beauregard in his study entitled *“Fairness Perceptions of Work–Life Balance Initiatives: Effects on Counterproductive Work Behaviour”*. They have expressed the impact of employees' reasonable feelings on organizational tasks counter productive work behaviour (CWP) and life balance efforts in their performance. The moderate effects of adaptation and false perfectionism were also explored. The amount of data collected from 224 public sector employees demonstrated significant and moderate results of information justice, acceptable wholeness and fake perfection on the CWP. Adaptive perfectionism weakened the relationship between adaptive justice and the CWP, while false perfectionism strengthened it. The quality data collected from 26 employees, both social exchange and work stress models, indicate that the CWB is an effective framework for understanding the work environment - life balance efforts. The CWB emerged as a negative emotional reaction to

unfairness and as a tool that employees use to restore balance in their exchange relationship with their employer. Theoretical and practical implications are discussed.

Subbu Bharathi, Umaselvi and Senthil Kumar have made a research entitled “*Quality of Work Life: Perception of College Teachers*” point out the quality of work life of college teachers under different parameters. Unexpected difficulties faced with employee’s commitment and work pressure in achieving organizational goals are the main aspects to be covered. This would help the college teachers to know the level of perception towards QWL and to develop the same by the educational leaders. Quality of Work Life is the essential concept of favorable situations in a working environment. The result reveals that the better Quality of Work Life improves the growth of the employee’s along with that of the organization growth. The universe of the study includes 12 colleges located within the Tiruchirappalli city limit and 1279 college teachers who were working during May 2008 – February 2009. A sample of 239 respondents was collected from the universe. The collected data after being coded were analyzed using Statistical Package for Social sciences Research (SPSS) and various statistical tests were applied based on hypotheses and matching variables. There is a significant association between quality of work life total and quality of life in teaching environment total. The study reveals that QWL of college teachers is in low level.

Analysis:

Table 1 - Age

		Frequency	Percent
Age	Below 30 Years	72	16.3
	31 - 40 Years	165	37.3
	41 - 50 Years	109	24.7
	Above 50 Years	96	21.7
	Total	442	100.0

Source: Primary Data

In this study 37.3 percent of the respondents come under 31 – 40 years age category, 24.7 percent of them falls under 41 – 50 years age group, 21.7 percent of the respondents are above 50 years category and 16.3 percent of the respondents come under below 30 years age category.

Table 2 - Marital Status

		Frequency	Percent
Marital Status	Single	108	24.4
	Married	300	67.9
	Divorced	34	7.7
	Total	442	100.0

Source: Primary Data

It is observed that 67.9 percent of the respondents are married, 24.4 percent of the respondents are single and 7.7 percent of the respondents are comes under divorced category.

Table 3 - Number of Siblings

		Frequency	Percent
Number of Siblings	Below 2	204	46.2
	2 - 4	166	37.6
	5 - 6	44	10.0
	7 and above	28	6.3
	Total	442	100.0

Source: Primary Data

It is estimated that 46.2 percent of the respondents have below 2 siblings in their family, 37.6 percent of them comes under 2 – 4 members category, 10 percent of them falls under 5 – 6 members category and 6.3 percent of the respondents have 7 and more than 7 siblings in their family.

Table 4 - Type of Family

		Frequency	Percent
Type of Family	Nuclear	285	64.5
	Joint Family	157	35.5
	Total	442	100.0

Source: Primary Data

Out of 442 respondents 64.5 percent of the respondents are living in nuclear family and remaining 35.5 percent of the respondents living in joint family system.

Table 5 - Domicile

		Frequency	Percent
Domicile	Urban	127	28.7
	Semi-Urban	167	37.8
	Rural	148	33.5
	Total	442	100.0

Source: Primary Data

The above table indicates, domicile wise classification of the respondents. In this study 37.8 percent of the respondents are in semi-urban places, 33.5 percent of the respondents are from rural areas and 28.7 percent of the respondents hail from urban areas.

Table 6 - Nature of Appointment

		Frequency	Percent
Nature of Appointment	Government College Staff	127	28.7
	Grant-in-Aid	107	24.2
	Self – Financing / Management Staff	208	47.1
	Total	442	100.0

Source: Primary Data

The above table indicates the respondents' nature of appointment wise classification. In this research, 47.1 percent of the respondents are working as self-financing / management staff, 28.7 percent of the respondents working as Government College Staff and 24.2 percent of the respondents are in Grant-in-Aid category.

Table 7 - Mean, Standard Deviation and Rank for Perception of Quality of Work Life

Particulars	N	SD	Mean	Mean Rank
Career Growth	442	1.06402	3.8691	1
Environment	442	1.09448	3.869	2
Exam Pass Percentage	442	1.12063	3.6998	3
Management Policy	442	1.16892	3.6411	4
Job Satisfaction	442	1.19090	3.5937	5
Conducting Orientation	442	1.15476	3.5553	6
Job Security	442	1.30293	2.9616	7
Infrastructure Facilities	442	1.28846	3.0226	8
Compensation	442	1.24729	3.0993	9

Source: Primary Data

The 'career growth (M=3.869)' got the first rank, the second rank to 'environment (M=3.869)', third rank to 'exam pass percentage (M=3.6998)' then 'management (M=3.6411)' placed in fourth rank, 'job satisfaction (M=3.5937)' placed in fifth rank, 'Conducting Orientation (M=3.5553)' is placed in sixth rank, 'job security (M=2.9616)' secured seventh rank, 'Infrastructure facilities (M=3.0226)' is got eighth rank, 'Compensation (M=3.0993)' is placed in ninth rank.

FINDINGS

- ❖ In this study majority 37 percent of the respondents form 31 – 40 years age category and only 16 percent of the respondents are in below 30 years age group.
- ❖ In this research majority 67.9 percent of the respondents are married and it is noted that 7.7 percent of the respondents come under divorced category.
- ❖ In this study, majority 37.8 percent of the respondents are from semi-urban areas, and 28.7 percent of the respondents from urban areas.
- ❖ In the case of nature of appointment, 47.1 percent of the respondents are working as self-financing staff, 24.2 percent of the respondents are working as a Grant-in-aid category and 28.7 percent of them working as Government College staff.
- ❖ It is found that, The 'career growth (M=3.869)' got the first rank, the second rank to 'environment (M=3.869)', third rank to 'exam pass percentage (M=3.6998)', 'Infrastructure facilities (M=3.0226)' is got eighth rank, 'Compensation (M=3.0993)' is placed in ninth rank.

CONCLUSION:

The study based on the response the researcher has offered valuable suggestions to improve the quality of work life of the arts and science college women teachers in Tiruchirappalli District. Hence the policy and decision makers of the arts and science colleges may consider these suggestions at the time of framing new policies and amend the existing policies in the light of these suggestions in order to improve the quality of work life of the women teachers working in the Arts and Science Colleges in Tiruchirappalli District. If the suggestions are implemented at right time teachers will be highly involved in imparting knowledge with innovative teaching methodology which in turn will result in effective learning.

Teaching is the only one profession that creates all other professions. Better than a thousand days of diligent study is one day with a great teacher,' goes a Japanese proverb. But an ideal teaching ambience in an educational institution essentially requires high level of QWL, especially in the case of women teachers. Such an ideal teaching ambience will definitely help the educational institution scale new heights by bringing to lime light great teachers. The suggestions made in this study, if implemented in letter and spirit, revelation come into reality.

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