

QUALITY OF WORK LIFE OF WOMEN LECTURERS IN ENGINEERING COLLEGES IN SOUTHERN DISTRICTS OF TAMILNADU

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Abstract: Teaching is becoming more challenging as a profession more paperwork more bureaucracy and more unruly classes. Teaching is one of the most significant and visible profession in the world. All other professions in the society have their bases in the profession of teaching. As a profession it is the basis of the development of any country. Schools are as important institutions as any other organization of the society. Teaching has ever been accorded autonomy of full professional status. It has an appropriate responsibility in fostering the development of young. It is very important due to its responsibility because child development and well being are taken as central concerns. Women teachers tried their best to perform their duties at job and home as well. They tried to fulfill expectations of family members and at the same time they are expected to be active member at schools.

Education is a purposely organized activity between the educator and the learner. It helps the learner to lead a fruitful and harmonious life. In ancient India, education was imparted in the Gurukulam in natural condition. Every requirement for the child developed was checked and evaluated by the teacher in the Gurukulam. The role of teacher was to train the students in morality, mental growth and disciplined life

Introduction

In today's society we need more importance for human resources management in advancement of institution, improving quality of work life of employees working in that institution. Human are the most important asset of every working environment. Quality of work life which is once a part of human resource management has now become an independent subject to evaluate. Work and family are connected through social, economic and psychological terms. The conflicts arising out of women performing double role in their home and place of work make sense only when in latest society. It is more common in case of women employees in engineering colleges. In the modern world the women employees working in colleges play an active role not only in homes but also in society in their careers. The burden on the women employees in engineering colleges as care taker of the whole family and as full time worker which leads to many hard situations to be handled both at personal life and work life. The extra role each women employees play is to meet their financial needs of their family and satisfy their inner wish which creates social identity to them.

A working women has to perform the duties of a wife and a mother in home and have a role as superior person, a friend, a colleague outside their home. The working women are required to perform multiple tasks at a single time and resolve conflict situation on their own at workplace and home. In home in addition to biological functions there are other duties which they have to perform relating to family culture and values. But at the same time they undertake duties and responsibilities and commitment connected to their profession. A women employee is emotionally more evolved and socially aware of her rights and privileges. Among women teachers there are different of opinions arise in work place, they personally sort out their problem and find best quality work life at working place

Need of the Study

Now a days jobs are so demanding that it is imbalance between the family and work due to job pressure and conflicting interests. So it is essential for the educational institution to develop better an effective working environment where teachers are backbone of college.

In order to attain goals of institution every teacher should not only be committed and devoted but also competent and creative and for that matter they should be provided a better quality of work life. There

importance in education field for changing environment helps to arise youth for progress of the society and a career reformer and a national builder by transmitting new knowledge , skill , new values leads to sustainable development in any country like India. Quality of work life is a comprehensive, department- wide program designated to enhance employee job satisfaction, improving workplace learning and helping employees to prepare him better to manage change and transition. Quality of education entails the design of work systems that enhance the working life experiences of teachers, thereby improving commitment and motivation for achieving their goals. In this regard quality of work life is very important to teacher. Hence the teachers of educational institutions especially deserve the attention to study on Quality of work life of women teachers working in Engineering colleges.. Hence, this study is a modest venture in this direction.

STATEMENT OF PROBLEM

In current scenario every educational institution wants more output in comparison of less input. It can be possible when working employees has there working place very comfortable as per the job nature. So it is very important for every educational institution to make quality relationship among teachers and management and environment. In recent days there is no balance between family and work life due to work pressure and conflicts which leads to too much of interest about the co-workers for satisfaction to their ego. Education institutions are now more interested in the question of how to improve their Quality of Life in the work place. It is therefore not difficult to understand why the question of improving Quality of Work Life has lost its importance in our country. Quality refers to a relationship between worker and work environment. Quality work life in a developing country like India has gained momentum and has now become both “ends and means”. It is end in itself as it is the key of all development. It is a means as the decision making involver’s job involvement job design. Quality is a generic phrase that covers a person’s feelings about every dimensions of work including economic rewards and benefits , security, safe and healthy working conditions ,organizational and inter personal relationships and intrinsic meaning in person’s life. Hence we made an attempt to do a research on the title “Quality of work life of women lecturers in engineering colleges in and around Madurai district”. There are certain questions required to find out results from this study . What are major dimensions of Quality of Work Life? How Quality of work life affects Job Satisfaction? How Quality of work life affects Stress? How Quality of work life affects Performance?

OBJECTIVES OF THE STUDY

1. To study the demographic profile of women lecturers working in engineering colleges.
2. To identify the dimensions of quality of work life of women lecturers working in engineering colleges.
3. To measure the linkage between job satisfaction and quality of work life among the women lecturers working in engineering colleges.
4. To find out linkage between job stress and quality of work life among the women lecturers working in engineering colleges.
5. To analyze relationship performance and quality of work life of the women lecturers working in engineering colleges.
6. To offer suggestions for the study to improve work life relationship of women lecturer working in engineering colleges
7. To offer suggestions for the study to improve work life relationship women lecturers working in engineering colleges.

HYPOTHESIS

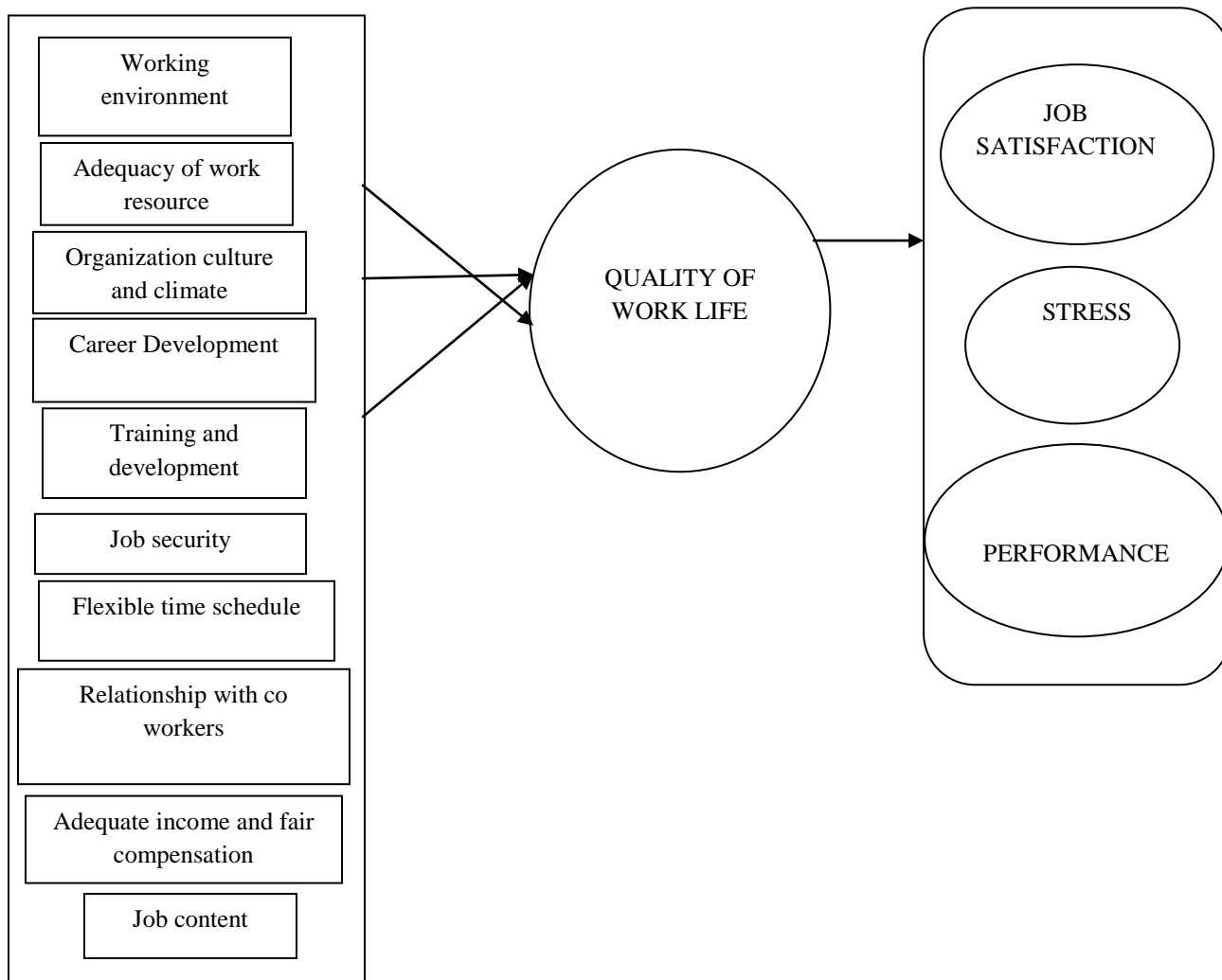
Quality of work life of women employees in Engineering college research has identified various hypothesis through proposed research model.

Hypothesis:

There is significance between quality of work life and performance. There is significance between quality of work life and stress. There is significance between quality of work life and job satisfaction.

PROPOSED RESEARCH MODEL - HYPOTHETICAL MODEL
DIMENSIONS OF QWL

OUTCOMES



SAMPLE SIZE:

The sample size of 671 will be taken out of the population. For selecting the sample size stratified random sampling method will be adapted.

CHAPTER PLAN

The chapter plan consists of 5 chapters which is easily understandable by the reviewers.

Chapter 1 This is first chapter of the study it contains Introduction of the Topic , Need for study, Statement of the problem, Objectives of the study, Hypothesis .It deals with Research Methodology which consists of Scope of the study, Period of the study, Profile of Study area, Research Design, Nature of data, Sampling design, Construct Development, Validity and Reliability, Framework of Analysis, Operation Definition , List of Abbreviations, Limitations of Study, Chapter Plan.

Chapter 2 This chapter contains Theoretical framework /Conceptual framework of the research and Review of literature of the study.

Chapter 3 This chapter explains Quality Work Life- Recent Trends in Education Institution, it contains Indian Education system and Quality of Work Life in Engineering colleges.

Chapter 4 This chapter explains all the various Data Analysis and Interpretation carried out for this study. It constitutes of Percentage analysis, Factor analysis, correlation, T-Test, Chi-Square test , ANOVA test and Structural Equation Model (SEM) model.

Chapter 5 This chapter reveals the Findings , Summary of Findings and Suggestions, Conclusion and scope of future research.

This research study stated few objectives for which this study was conducted and we have found the many findings through various research tools. The objectives of this study are as follows to study the demographic profile of women lecturers in engineering colleges, to identify the dimensions of quality of work life of women lecturers working in engineering colleges, to measure the Job satisfaction level among the women lecturers working in engineering colleges, to access the level of Job Stress among the Women lecturers working in engineering colleges, to analyze impact on performance of the women lecturers working in engineering colleges and to offer suggestions on basis of study to improve work family relationship women lecturers working in engineering colleges. Both primary and secondary data are being collected for the study. The primary data is to be collected from the college teachers who are working in colleges in Madurai district with the help of questionnaire. The sample size of 671 will be taken out of the population. Stratified random sampling method will be used for this research. These are various tools used for this study for analyzing the data. Spss 20.0 was the software tool majorly used for this research. The tools are Percentage Analysis, Factor Analysis, T-test, Correlation Analysis, Chi-Square Test, Anova Test, SEM model, CFA model, Validity and Reliability.

SUMMARY OF FINDINGS:

Demographic profile of the study:36% of women lecturers were in the age group of 'below 25', 37% of the women lecturers were in the age group of '26-35', 22% of the women lecturers were in the age group of '36-45', 6% of the women lecturers were in the age group of '46-55'.69% of women lecturers have PG as their qualification,28% of women lecturers have post degree with M.Phil as their qualification, 28% of women lecturers have Ph.D as their qualification34% of women lecturers are Single and 66% of women lecturers are married.14% of women lecturers are with 2 members .

Family:19% of women lecturers live in joint family and 81% of women lecturers live in nuclear family.84% of women lecturer have dependents below 5 and 16% of women lecturers have dependents above 5 in their family and 51% of women lecturers live in own house and 49% of women lecturers live in rental house.

Work:8% of women lecturers travel to college below 10 kilometers, 71% women lecturers travel to college above 10-25 kilometers, 16% women lecturers travel to college above 25-50 kilometers and 4.5 women lecturers travel to college above 50 kilometers.14% of women lecturers have their own vehicle to travel to college, 83% of women lecturers travel through college vehicle to college and 4% of women lecturers travel through public transport.12% of women lecturers have less than 1 year of experience, 61% of women lecturers have 1-3 year of experience, 3% of women lecturers have 3-5 year of experience and 23% of women lecturers have above 5 year of experience. 64% of women lecturers have temporary job and 36% of women lecturers have permanent job.56% of women lecturers have below 5 years of total experience, 19% of women lecturers have 6yrs-10yrs of total experience, 14% of women lecturers have 11yrs-15yrs of total experience, 2% of women lecturers have 16yrs-20yrs of total experience and 9% of women lecturers have above 20yrs of total experience.64% of women lecturers get basic salary fixed by college and 36% of women lecturers get AICTE salary.8% of women lecturers get below 10000 as gross salary,87% of women lecturers get below 10000-30000 and 5% of women lecturers get above 30000 as gross salary.68% of women lecturers have only teaching as their nature of work and 33% of women lecturers have teaching plus administrative as their nature of work And 77% of women lecturers performance is appraised by student pass percentage, 22% of women lecturers performance is appraised by student pass percentage plus student opinion score and 1% of women lecturers performance is appraised by student opinion score.

Outcomes of Quality of Work Life : Job Satisfaction

We find mean score for various variables " My job really test my potential", 6.4694 as its score", " Lot of creative thinking is needed for competing with job task", 6.3502 as its score", " My pay package is more attractive than what is found in other firms in the same industry". 6.4009 as its score", " I feel very comfortable with my job", " I am satisfied with work environment provided in the college" 6.4471 as its score . " My career ambitions can be realized with the way I perfume my job" 6.3130 ", " My body and mind gets refreshed by its very nature to physical work situation" 6.3592", " There is no discriminations with regard to compensation" 6.3830 as its score", " I believe that I have prosperous career in my organization" 6.5067 as highest score as its ranking.", " My job really tests my potential" 6.2355 as score ". " Happy employee is likely to be productive employee" 6.3428 as its score.

Stress: we find mean ranking for work stress and individual variables, " Improved physical working conditions prevails in my institution." 6.4739 score ranking", " There is a need for fair control system to achieve harmony in an institution" 6.1997 as its score ranking, " A good communication system ensures free flow of ideas" 6.2325 as its score ranking," Opportunities for advancement without any discrimination are needed in an institution" 6.0700 as its score ranking. "There must be well being between the lifetime ambitions and choice to career" as 6.0760 score, " Emotional stability prevents a person deviating from his normal course. " 5.8823 as

its score , “ I don't get frustrated by the work situation.” 6.0611 as its score, “ I am fully aware of the role I have to play in this institution” 5.9463 as its score.

Performance: We find mean ranking of various variables as “Job Knowledge is main factor for every job performance” 6.2504 as its score ranking, “ Motivation is key element for performing work task” 6.1252 as its score , “Ability to work enhance staff to provide get result” 6.0045 as its score ranking , “ Working environment is important to deliver knowledge performance” 6.0999 as its score , “ Quality of every individual student depends on teacher performance” 5.9642 as its score , “ Good initiative techniques is being carried out when a staff excels in his own career” 6.3696 as its score ,” Management attitude towards staff welfare and career development influences performance”6.1535 as its score ,” Long working hours reduces job performance” 6.2235 as its score ,” Engaged staff deliver better performance” 6.2131 as its score , ” Priority given during decision making time leads to job commitment and performance”6.2921 as its score ranking,” Financial rewards initiates work performance”6.2653 as its score ranking,” Organization's culture represents every individual performance towards their job” 6.2578 as its score ranking.

SUGGESTIONS

The purpose of this study was to examine the relationship between Quality of work life and job satisfaction, Job stress and Performance among women faculty in Engineering colleges. across academic disciplines. After having summary of findings we have provided suggestions for Quality of work life towards management , government and faculties.

MANAGEMENT:

WORKING ENVIRONMENT: In every colleges working environment provided by the management should be clean and safe for women lecturers. It must have best comfortable and flexible environment for the lecturers to perform well and bring out good performance. Every work place should have adequate welfare and recreational facilities for women lecturers.

INCOME COMPENSATION: The two main motivating factors in every institution are compensation benefits and reward system. Each best performer should be given suitable rewards and this creates competition among the lecturers to work hard and achieve both management goals and personal financial needs.

CAREER ENCHANCEMENT PROGRAMS: Career development programs are very important for very lecturer in any institution, it helps each individual to considerate on their career skills.

TRAINING FOR NEW TECHNOLOGY: Training is most essential factor for all lecturers in colleges. There must be need of training in new technological skills and advance techniques in learning process. Training programs have to be conducted frequently in every semester both women lecturers by the management.

WOMEN RECREATION CENTRE: Recreation is a leisure activity besides working time. There is every need for women lecturer to get relax during work time . Some leisure activities should be conducted within the college campus regularly to make mind free from stress and avoid health problems.

TIME FLEXIBILITY: management should help women lecturers in allocation of there own work schedule in their profession. So it can be useful for women lecturers to engage themselves fully in their work and use it sufficiently. It must be balanced for lecturers to complete their goals and self development.

GOVERNMENT:

LEAVE BENEFITS FOR WOMEN DURING MATERNITY: Government have to increase maternity leave from 26 weeks to 34 weeks in all educational institutions. It helps women to be physically fit for their work from health problems.

WOMEN HEALTH CENTRE: women's health is very important for physical , mental and social well being for their own personal and career life. There are often absence in their work at colleges due to health related issues for women. They need to stand for long period when they are ill, they talk loudly which causes mental stress and other few issues faced by women at work place. There must be good health care centre within college campus which works 24*7 even for hostel women lecturers where they can get immediate medical assistance by the government. They must have nominal medical fees for lecturers working in there campus.

CHILD CARE UNIT AT COLLEGES: Some colleges only offer child care benefits to women lecturers . government must take care to implement this child care unit at each and every colleges which will help women lecturer to work peacefully and not to get absent from thier work due to child care at home.

LECTURERS:

LEARNING OF NEW CONCEPTS TECHNOLOGIES

In the classroom lecturers must teach update new technology for interactive classes. All technology should consist of high tech tools used instead of chalk and black boards like presentation software's high tech tablets to students , online classes from abroad universities conferencing tools. All lecturers must upgrade new skills and knowledge .

UPDATING KNOWLEDGE FOR SELF OWN PROGRESS

Women lecturers have to update knowledge and skills depending upon recent trends which is involving in education field. They have to upgrade new techniques for improvement for their own career growth.

CAREER AMBITIOUS

Every lecturer must be career ambitious in their profession. Because career development increases their own self respect and esteem.

BE AN PRODUCTIVE EMPLOYEE

Productive Employee must be part of every successful institution. In every college employee must be more actively involved in growth of institution. It leads to self growth and college growth.

GOOD INTEGRATION AMONG LECTURERS

There must be cordial relationship among lecturers in college as it helps for easy work culture and task completing under pressure. Integrity creates more comfortable and convenient work process among women lecturers. As women lecturers face many health related problems like pregnancy, while working in a team we can help each other in their work.

Conclusion

In today's competitive world now only people are realizing every importance for work relationships and are trying to have balance between career and personal lives. As we can find that quality of work life takes main consideration about social and psychological needs of each and every employees. It have to focus on social needs of employees but have growth on self own career growth. Women constitutes an important section in all work force but due to several problems they leave their career mainly for motherhood and family responsibilities. There should be a good balance between family commitments and career success. There must also be proper yield for every job done by job satisfaction, peaceful working environment, adequate income, job security, time flexibility for women lecturers. Today roles of women have changed a lot depending upon their profession throughout the world. Due to financial demands, economical status, education effective usage all are major role for women lecturers. This study concludes performance, satisfaction, stress relief all could be main outcomes in quality of work life for an working women lecturer in colleges.

Scope for Further Research

There is future scope for doing a research on wider basis for whole state of Tamilnadu or India or on international basis. Future research must focus on a wider sample in order to get more generalized results. Moreover it must be directed at understanding individual differences so that lecturers specific initiatives to improve work life balance could be initiated by organizations. The size of the sample used to determine the dimensions of the scale was small. As a result the stability of the results is uncertain. The male population is excluded for this study. The current study is confined only to the working women teachers who are working under the jurisdictions of the Madurai, Viruthunagar, Sivakasi, Theni and Dindugal. Further studies on bigger population and comparative studies among other district colleges may bring out lot of valuable results in the education sector.

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