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QUALITY OF WORK LIFE OF SCHOOL TEACHERS IN IDUKKI DISTRICT, KERALA

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Abstract

Quality of work life is a crucial term which should be given utmost care now a day. As the world goes global it is more liberal too. So the success of an organization is highly dependent on the employees working in the organization. The truly committed and hardworking employees matters a lot. Especially in the education sector. Here the researcher makes an attempt to understand the quality of work life of school teachers who were dealing with the next generation. The study was done with the help of 159 samples selected from schools of Idukki district of Kerala. Statistical tools are used to analyse data. The results showed that the lions majority of the sample size opined a good quality of working life.

Key Words: Quality of work life, Quality of life, Working Condition, School teachers.

Introduction

The quality of nation depends upon the quality of its citizens. The quality of its citizens depends upon the quality of their education. A good teacher should have the qualities like good personality, classroom management, good relationship with students, good attitude towards teaching etc. the quality of work life of teachers refer to the results from balancing many specific likes and dislikes experienced in connection with their profession. QWL is concerned with the overall work environment and the effects on work and employees, as well as the efficiency of the company. Quality is no longer a specialized term, but has become important for the best survival and must. In this age, human input quality is the greatest advantage for any company. Maintaining the quality of such human inputs benefits from maintaining the perfect quality of work life. Secondary teaching is regarded to be one of the most powerful and genuine ways to bring qualitative improvement into one's life, offering not only better incomes, but also better roles and status. This shift is done by facilitating the development of knowledge and skills, and by influencing behaviors that foster change in people's lives, changing their outlook on life.

Objectives of the Study

The study focused on the following Objectives

1. To understand the quality of work life of school teachers
2. To examine the relationship between selected dimensions/facilities of quality of work life of school teachers.
3. To make suggestions to schools to improve the quality of work life of teachers.

Hypothesis of the Study

1. There is no relationship between the quality of work life of teachers and the available facilities in the schools.

Statement of the Problem

This study aims at finding out the quality life of teachers in Idukki District. This study would be conducted at high school and higher secondary schools in Idukki District. After analysing the data

some suggestions are to be given to the teachers and also ascertain the opinion about their profession. The researcher has made attempts to bring out the quality of work life of school teachers in Idukki District.

Review of Literature

Jain, Y., & Thomas, R. (2016) conducted a study relating to the quality of working life of employees in the pharmaceutical company. The results of the study there is no relationship between QWL and age, educational qualification etc. At the same time there is a strong relationship between job satisfaction with the components of quality of work life, organizational commitment and Components of QWL.

Zaheer, A., Islam, J. U., & Darakhshan, N. (2016) have studied about the occupational stress of women. They opined that the women workers face moderate level of occupational stress and work life balance. The work life balance and occupational stress are showing an opposite relationship.

Julka, T., & Mathur, U. (2017) studied about the work life balance of women employees. The paper portrays that the female workers are fighting harder to maintain a balance between family life and work life, especially as they are moving on to more promising roles in the organizations. Child care, various roles played by women, career advancement are the variables to be considered while approaching work life balance of women.

Fasla, N. P. (2017) studied the quality of work life of nurses in Palakkad District. It concluded that the nurses showed an average quality of work life only as they are experiencing a good level of stress. It was noted that the marital status and gender of the respondents are important in determining the quality of work life. As per the study the financial remuneration is the first factor which affect the quality of work life of nurses.

Methodology

The study is in the nature of an empirical research. The structured questionnaire is used to collect primary data from teachers. The questionnaire was designed with the help of Google form and send through e-mail and whatsapp to the teachers. The respondents were selected from different schools. 159 teachers were selected from both high school and higher secondary school on the basis of convenience. Statistical tools are used to analyze the data. SPSS is used for analysis.

Table - 01

Gender- Wise Classification of the Respondents

Gender	No. of Respondents	Percentage
Male	51	32.07
Female	108	67.93
TOTAL	159	100

Source: Field Data

It could be found from the table-01 that, 51 respondents (32.07 per cent) are male and 108 respondents (67.93 per cent) are female.

Table - 02

Education- Wise Classification of the Respondents

Education	No. of Respondents	Percentage
UG	45	28.30
PG	74	46.54
M. Phil	27	16.98
Ph. D	13	08.18
TOTAL	159	100

Source: Field Data

It could be identified from table-02, 45 teachers (28.30 per cent) are having under graduate degree only, 74 teachers (46.54 per cent) are having post-graduation, 27 teachers (16.98 per cent) have M Phil degree and only 13 teacher (08.18 per cent) has Ph. D. qualification.

Therefore, it could be generalized that 74 teachers (46.54 per cent) are having post-graduation of teachers in the study have post-graduation.

Table - 03

Classification Of Respondents On The Basis Of Nature Of Appointment

Nature Of Appointment	No. Of Respondents	Percentage
Permanent	123	77.35
Daily Wage	36	22.65
TOTAL	159	100

Source: Field Data

It could be verified from table-03, 123 teachers (77.35 per cent) are employed permanently and 36 teachers (22.65 per cent) are employed on a daily wage basis. Therefore, it is acquainted that majority of teachers participated in the survey are permanent teachers.

Therefore, it could be generalized that majority of teachers employed permanently.

Table - 04

Showing Opinion Regarding Infrastructure Facilities

Opinion	No. of Respondents	Percentage
Highly Dissatisfied	24	15.09
Dissatisfied	21	13.20
No Opinion	27	16.98
Satisfied	51	32.07
Highly Satisfied	36	22.64
TOTAL	159	100

Source: Field Data

It could be ascertained from the table-04, 24 respondents (15.09 per cent) opted highly dissatisfied with infrastructure facility, 21 respondents (13.20 per cent) opted dissatisfied with infrastructure facility, 27 respondents (16.98 per cent) opted neutral with infrastructure facility, 51 respondents (32.07 per cent) opted satisfied with infrastructure facility, 36 respondents (22.64 per cent) opted highly satisfied with infrastructure facilities.

Hence it could be ascertained that the 51 respondents (32.07 per cent) opted satisfied with infrastructure facility.

Table - 05

Showing Opinion Regarding Library Facility

Library Facilities	No. of Respondents	Percentage
Highly Dissatisfied	30	18.86
Dissatisfied	51	32.07
No Opinion	42	26.41
Satisfied	21	13.21
Highly Satisfied	15	09.43
TOTAL	159	100

Source: Field Data

It could be inferred from the table-05, 30 respondents (18.86 per cent) opted highly dissatisfied with library facility, 51 respondents (32.07 per cent) opted dissatisfied with library facility, 42 respondents (26.41 per cent) opted neutral with library facility, 21 respondents (13.21 per

cent) opted satisfied with library facility, 15 respondents (09.43 per cent) opted highly satisfied with library facilities.

Hence it could be inferred that the 51 respondents (32.07 per cent) opted dissatisfied with library facility.

Table - 06

Showing Opinion Regarding Pay Benefits

Opinion on Pay Benefits	No. of Respondents	Percentage
Highly Dissatisfied	12	07.54
Dissatisfied	18	18.32
No Opinion	30	18.86
Satisfied	81	50.94
Highly Satisfied	18	11.32
TOTAL	159	100

Source: Field Data

It could be observed from the table-06, 12 respondents (07.54 per cent) opted highly dissatisfied with pay benefits, 18 respondents (18.32 per cent) opted dissatisfied with pay benefits, 30 respondents (18.86 per cent) opted neutral with pay benefits, 81 respondents (50.94 per cent) opted satisfied with pay benefits, 18 respondents (11.32 per cent) opted highly satisfied with pay benefits.

Hence it could be observed that the 81 respondents (50.94 per cent) opted satisfied with pay benefits.

Table - 07

Showing Opinion Regarding Freedom to Handle Classes

Handle Classes	No. of Respondents	Percentage
Highly Dissatisfied	18	11.32
Dissatisfied	24	15.09
No Opinion	18	11.32
Satisfied	60	37.73
Highly Satisfied	39	24.53
TOTAL	159	100

Source: Field Data

It could be understood from the table-07, 18 respondents (11.32 per cent) opted highly dissatisfied with freedom to handle classes, 24 respondents (15.09 per cent) opted dissatisfied with freedom to handle classes, 18 respondents (11.32 per cent) opted neutral with freedom to handle classes, 60 respondents (37.73 per cent) opted satisfied with freedom to handle classes, 39 respondents (24.53 per cent) opted highly satisfied with freedom to handle classes.

Hence it could be understood that the 60 respondents (37.73 per cent) opted satisfied with freedom to handle classes.

Table - 08

Showing Opinion Regarding Working Hours

Opinion On Working Hours	No. of Respondents	Percentage
Highly Dissatisfied	15	09.43
Dissatisfied	27	16.98
No Opinion	36	22.64
Satisfied	57	35.84
Highly Satisfied	24	15.09
TOTAL	159	100

Source: Field Data

It could be learned from the table-08, 15 respondents (09.43 per cent) opted highly dissatisfied with working hours, 27 respondents (16.98 per cent) opted dissatisfied with working hours, 36 respondents (22.64 per cent) opted neutral with working hours, 57 respondents (35.84 per cent) opted satisfied with working hours, 24 respondents (15.09 per cent) opted highly satisfied with working hours.

Hence it could be learned that the 57 respondents (35.84 per cent) opted satisfied with working hours.

Table - 09**Showing Opinion Regarding Additional Duties**

Additional Duties	No. of Respondents	Percentage
Highly Dissatisfied	15	09.43
Dissatisfied	36	22.64
No Opinion	18	11.32
Satisfied	69	43.39
Highly Satisfied	21	13.21
TOTAL	159	100

Source: Field Data

It could be gained from the table-09, 15 respondents (09.43 per cent) opted highly dissatisfied with additional duties undertaken, 36 respondents (22.64 per cent) opted dissatisfied with additional duties undertaken, 18 respondents (11.32 per cent) opted neutral with additional duties undertaken, 69 respondents (43.39 per cent) opted satisfied with additional duties undertaken, 21 respondents (13.21 per cent) opted highly satisfied with additional duties undertaken.

Hence it could be gained that the 69 respondents (43.39 per cent) opted satisfied with additional duties undertaken.

Table - 10**Showing Opinion Regarding Work Load Of Teachers**

Opinion On Work Load	No. of Respondents	Percentage
Highly Dissatisfied	12	07.55
Dissatisfied	15	09.43
No Opinion	30	18.87
Satisfied	54	33.96
Highly Satisfied	48	30.18
TOTAL	159	100

Source: Field Data

It could be found from the table-07, 12 respondents (07.55 per cent) opted highly dissatisfied with Work load of teachers, 15 respondents (09.43 per cent) opted dissatisfied with Work load of teachers, 30 respondents (18.87 per cent) opted neutral with Work load of teachers, 54 respondents (33.96 per cent) opted satisfied with Work load of teachers, 48 respondents (30.18 per cent) opted highly satisfied with Work load of teachers.

Hence it could be found that the 54 respondents (33.96 per cent) opted satisfied with Work load of teachers.

Table - 11**Showing Opinion Regarding Completing Syllabus In Time**

Opinion On Syllabus	No. of Respondents	Percentage
Highly Dissatisfied	12	07.54
Dissatisfied	16	10.06
No Opinion	18	11.32
Satisfied	60	37.73
Highly Satisfied	53	33.33

TOTAL	159	100
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Source: Field Data

It could be ascertained from the table-11, 12 respondents (07.54 per cent) opted highly dissatisfied with timely completion of the syllabus, 16 respondents (10.06 per cent) opted dissatisfied with timely completion of the syllabus, 18 respondents (11.32 per cent) opted neutral with timely completion of the syllabus, 60 respondents (37.73 per cent) opted satisfied with timely completion of the syllabus, 53 respondents (33.33 per cent) opted highly satisfied with timely completion of the syllabus.

Hence it could be ascertained that the 60 respondents (37.73 per cent) opted satisfied with timely completion of the syllabus.

Table – 12

Correlation Matrix

(V1 – Appointment, V2 – Library Facility, V3 – Infrastructure, V4 – Freedom, V5 – Working Hours, V6 – Additional Work, V7 – Work Load, V8 – Completion of Syllabus, V9 – Pay Benefits)

	V1	V2	V3	V4	V5	V6	V7	V8	V9
V1	1.00								
V2	0.81	1.00							
V3	0.66	0.91	1.00						
V4	0.62	0.87	0.96	1.00					
V5	0.62	0.91	0.95	0.94	1.00				
V6	0.58	0.87	0.94	0.94	0.95	1.00			
V7	0.58	0.86	0.94	0.95	0.92	0.92	1.00		
V8	0.54	0.84	0.93	0.94	0.91	0.89	0.97	1.00	
V9	0.52	0.85	0.91	0.93	0.92	0.94	0.94	0.92	1.00

Source: Field Data

It could be inferred from the table-12, there is association of positive relationship among Appointment, Library facility, Infrastructure, Freedom, Working hours, Additional Work, Work Load, Completion of Syllabus, and Pay Benefits.

Findings

1. it could be found that the 108 respondents (67.93 per cent) are female.
2. it could be generalized that 74 teachers (46.54 per cent) are having post-graduation of teachers in the study have post-graduation.
3. it could be verified that 123 respondent teachers (77.35%) are employed permanently.
4. it could be ascertained that the 51 respondents (32.07 per cent) opted satisfied with infrastructure facility.
5. it could be inferred that the 51 respondents (32.07 per cent) opted dissatisfied with library facility.
6. it could be observed that the 81 respondents (50.94 per cent) opted satisfied with pay benefits.
7. it could be understood that the 60 respondents (37.73 per cent) opted satisfied with freedom to handle classes.
8. it could be learned that the 57 respondents (35.84 per cent) opted satisfied with working hours.
9. it could be gained that the 69 respondents (43.39 per cent) opted satisfied with additional duties undertaken.
10. it could be found that the 54 respondents (33.96 per cent) opted satisfied with Work load of teachers.
11. it could be ascertained that the 60 respondents (37.73 per cent) opted satisfied with timely completion of the syllabus.

12. it could be inferred that there is association of positive relationship among Apportionment, Library facility, Infrastructure, Freedom, Working hours, Additional Work, Work Load, Completion of Syllabus, and Pay Benefits.

Suggestions

The study has revealed that the quality of work life of teachers in schools at Idukki are reasonably higher. They are experiencing a good level of quality of work life. But it was experienced that the teachers are not satisfied with the library facility in the schools. Hence it will be good if the schools pay their attention to increase the reference books in the schools.

Conclusion

The study was conducted to know the quality of work life of teachers and to verify whether there is any relationship between the facilities provided and the QWL of teachers. For the purpose of the study data are collected using google forms from the teachers and one hundred and fifty nine responses have been included for the study. Analysis was done with the help of SPSS. There is a good quality of work life for teachers. The factors under study showed that there is a positive relationship between them. With the help of correlation analysis the hypothesis set is disproved and hence it is rejected.

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