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The impact of demographic factors on quality of work life among the teachers of Engineering Colleges

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ABSTRACT: Engineering education is a basic and essential input for national development and strengthening of the industry, economy and ultimately improving the quality of life of the people. The basic components of a technical institute are the students, the infrastructure, the teachers, the curriculum, the teaching and learning aids, the linkage mechanism with industry-institute and other user system, the management system, the support services system, the guidance and counselling, the internal and external evaluation system, the feedback system, etc. There are other important components namely., the way of teaching, the way the students learning, students activities beyond the regular time table, the motivation of both faculty and students, attitude of the management, the overall academic climate, the opportunities and encouragement for innovations and creativity, research and development, the openness of communications, the leadership qualities of head of institutions and of departments, the sense of involvement in providing quality services, the organization structure, the quality of team work, the reward and recognition system, the faculty development programme, the appraisal system, the clarity in the vision and objectives of the organization. This study will explore the impact of quality of work life on employee commitment, job satisfaction on employee outcome such as turnover intention.

Key Words: Quality of Work Life, Technology, Education, Engineering Colleges, Teachers

INTRODUCTION

Recent Indian scientific, industrial and technological development, particularly in space, nuclear and missile technology, computer engineering and information science has achieved a lot. Since technical education determines the development and socioeconomic condition of a nation, there is a greater need for high quality technical education to produce technically skilled manpower in India. The basic components of a technical institute are the students, the infrastructure, the teachers, the curriculum, the teaching and learning aids, the linkage mechanism with industry-institute and other user system, the management system, the support services system, the guidance and counselling, the internal and external evaluation system, the feedback system, etc. There are other important components which are called the process components. They are, way of teaching,

the way the students learning, students activities beyond the regular time table, the motivation of both faculty and students, attitude of the management, the overall academic climate, the opportunities and encouragement for innovations and creativity, research and development, the openness of communications, the leadership qualities of head of institutions and of departments, the sense of involvement in providing quality services, the organization structure, the quality of team work, the reward and recognition system, the faculty development programme, the appraisal system, the clarity in the vision and objectives of the organization.

Today engineering colleges must not only provide their graduates with the intellectual development and superb technical capabilities but following industry's lead, colleges must educate their students to work as part of teams, communicate well, and understand the economic, social, environmental and international context of their professional activities. These changes are vital to the nation's industrial strength and to the ability of engineers to serve as technology and policy decision makers.

REVIEW OF LITERATURE

Muftah & Lafi, (2011) proclaimed three factors (physical, psychological and social factors) as potential predictors of QWL and revealed a positive significant relationship with QWL which indirectly impact employees' satisfaction. The positive results are being

Taher (2013) suggests that organizational leaders should focus more on maintaining human network (interpersonal relationship), the nature and content of jobs performed in order to make the best use of human resources as the QWL of organizations is best revealed by the extent to which the employees of the organization are involved in their jobs.

Shalla & Fazili (2014) pointed out a strong divergence in the perception of employees towards quality of work life and job satisfaction across gender and nature of job. The dimensions of QWL (work-life balance & work conditions) were reported to be more positively associated with job satisfaction. On the whole, the researchers suggest that the universities should improve the quality of work conditions and focus on all the grey areas like growth & opportunity for career advancement of teaching staff as it acts one of the significant dimensions for job engagement of the employees.

Basher & Kee., (2014). revealed that job satisfaction and organizational commitment are significantly related to lower-order QWL, while team spirit is significantly related to higher-order QWL and job satisfaction. The study assumes enormous significance of institutionalizing ethics in an organization. It argues that in order to increase employee job satisfaction and organizational commitment, institutions should try to enhance the lower order QWL (i.e., meeting health/safety needs; providing good pay and job security) and in order to boost employee team spirit, firms should try to enhance higher-order QWL (i.e., collegiality at work, recognition/appreciation of work, realization of one's potential).

Statement of The Problem

Higher educational institutions play vital role in evolving technical knowledge in the fast-moving global environment

through their faculty members. They play a significant role and contribute to transmission of knowledge. Since teachers directly interact with the students, all factors which enhance the quality are transformed through teachers to the students. Teachers have high potential for enhancing the quality of education and in educational process they play a vital role. The effectiveness of teaching thus lies in both the internal and external factors that affect their quality of performance and these factors distinguish effective teachers from others.

QWL of teachers ultimately gained momentum, and has become both 'means and ends'. It is end as it is the key of all development. Simultaneously it is the means also which involves decision making, participation, autonomy, creativity and innovativeness and thus improving productivity and overall performance like skills and competencies of teachers. Thus, the study of QWL of teachers has become vital so as to motivate them to work, going beyond their formal role, requirements and making the climate of colleges more human centred.

Gaps in the Existing Research

A critical review of research available on the subject reveals that in the past significant studies have been conducted and examined by researchers about the quality of work life, job satisfaction and organizational commitment particularly in western countries. In developing countries like India, several studies on QWL have attempted to focus on typical organization like manufacturing, IT, banking, auto, steel, local government and construction sectors. While there are only few studies wherein attempts have been made to study teachers" quality of work life in engineering higher educational institution but no study has been conducted in state of Andhra Pradesh.

Furthermore, the relationship between quality of work-life, job satisfaction and organizational commitment and turnover intention is continuing to be mostly unexplored. The existing research has not fully explained the apparent causes of quality of work life in teaching and influence of quality of work life on job satisfaction and organizational commitment. Not many studies have attempted to determine the impact of QWL on organizational commitment and job satisfaction of teachers working in engineering colleges. The present study attempts to address this gap in the existing research.

OBJECTIVES OF THE STUDY

- To study the present scenario, trends, opportunities and challenges in engineering education in India
- To study the perception of teachers towards the state of Quality of Work Life prevalent in engineering institutions
- To know various of dimensions of Quality of Work Life of Teachers of Higher Education
- To examine the relationship between Quality of Work Life, Employees Organisational Commitment, Job Satisfaction and Turner Relation.

Scope of the study

Various authors and researchers have proposed dimension of QWL, which include a wide range of factors (Loscocco

and Roschelle, 1991), it is difficult to best conceptualize elements of QWL. This study however, focuses on six dimensions such as Work Moral Environment, Job Characteristics, Wages and Remuneration, Work Group Factors, Supervision Style Factors and Decision-Making Factors of Quality of work life based on Almaghrabi (2007) model of teacher's quality of work life. The study also delimit itself to study the perceived quality of work life of teachers working in private engineering colleges affiliated to JNTUA Anantapur. Also, the study focusses on investigating influence of quality of work life on job satisfaction, employee organisational commitment and turnover intention.

Hypothesis

H01: There is no relationship between perceived overall Quality of work life of teachers with demographics factors.

RESEARCH METHOD AND DESIGN

Research Design:

The research design is a strategic framework that acts as a bridge between the research questions and the execution of the research (Durrheim, 2010). The present research design is an explanatory, descriptive cum explanatory research.

Type of research : A quantitative cross-sectional survey-based research design was used in this study. The study was descriptive in nature, as it endeavoured to describe the relationship between quality of work-life, job satisfaction, employee commitment and turnover intention. According to Durrheim (2010), descriptive studies aim to describe phenomena accurately either through narrative-type descriptions, classification or measuring relationships. The research investigated the empirical relationships between the variables used in the study.

Sampling design

The sample design of the present study comprises of the following elements:

a) Area of study

Private engineering colleges affiliated to JNTUA Anantapur in Rayalaseema region and Nellore district of Andhra Pradesh

b) Population for the study

The study population from which the sample was drawn consists of 116 engineering colleges affiliated to JNTUA Anantapur.

c) Sampling frame : The sampling for the study was drawn from the academic departments of selected engineering colleges affiliated to JNTUA, Anantapur.

d) Sampling unit : The population targeted in this study included full time teachers bearing the designations of Assistant Professor, Associate Professor and Professor from the selected engineering colleges affiliated to JNTUA, Anantapur.

e) Selection of sample colleges : selection of sample colleges for the study base on Multi- Stage Sampling Method.

Criteria for inclusion of colleges in the study:

- Two colleges from each district of Rayalaseema region and Nellore district of Andhra Pradesh
- More than 10 years old colleges

- Either accredited by NBA or NAAC
- Having autonomous status

f) Selection of the sample size

As the population targeted in this study included full time teachers working in private engineering colleges affiliated to JNTUA Anantapur in Rayalaseema region and Nellore district of Andhra Pradesh, the population is a finite population. There are approximately 2,953 full time faculty members who are working in the selected in private engineering colleges affiliated to JNTUA Anantapur. The proposed sample size for the study has been estimated on the basis of the following formula developed by Taro Yamane (Yamane, 1973):

$n = N/1+N(e)^2$
$n = 2953/1+2953*0.05*0.05$
Sample Required: 352
Sample taken: 500

Sampling Technique

For the purpose of selecting the sample of faculty working in private engineering colleges affiliated to JNTUA Anantapur in Rayalaseema region and Nellore district of Andhra Pradesh is selected base on stratified random sampling method is adopted.

Survey instrument

The respondents were administered a structured questionnaire. The questionnaire begins with a brief introduction revealing the purpose and importance of the study in addition to the statements allaying fears regarding participation and confidentiality of their responses in the survey. The self-administered questionnaire was developed using scales from previous studies. The questionnaire used opened-closed ended, multiple choice, five– point Likert scale type statements.

Reliability and Validity of Instrument

The researcher implemented the following measures to ensure a valid and reliable research process:

Validity : Validity is the degree to which the measuring instrument adequately reflects the real meaning of the concepts being investigated (Babbie & Mouton, 2009). Both internal and external validity are imperative for an effective research design.

Data analysis: The data collected is edited, codified and classified and transformed into a meaningful and usable format to conduct the statistical analysis. The SPSS (Statistical Package for the Social Sciences, Version 23) programs were used to analyse the data.

FINDINGS OF THE STUDY

The designation of the respondents is portrayed in table 3. The sample for the study consists Assistant professors (292), Associate Professors (136) and Professors (72). On the whole it is observed that majority of the respondents are belongs to Assistant professors (58.4 per cent) and their responses to the administered questionnaire are the basis for overall analysis of the study.

The details of annual salary of the respondents are presented in table 4. It is clear from the table that 207 respondent (41.40 per cent) have below Rs. 2.5 lakhs, 135 respondents have Rs. 2.5 – 5.0 lakhs, 132 respondents have Rs. 5.0-10,0 lakhs and 26 respondents have Rs. 10 lakhs and above.

It is evident from table 5 that majority of the respondents irrespective of their

marital status have fallen under the highly perceived quality of work life. The Chi-square value is not significant. Thus, it can be concluded that there is no association between marital status and quality of work life in the present study. From this the hypothesis so formulated that there exists no significant relationship between marital status and quality of work life is accepted.

Majority of the respondents of Hindu,Muslim,Christian and other categories of employees have perceived their quality of work life as high and very few are perceived as low (Table 6). The Chi-square value is significant at 0.05. Thus, it can be concluded that there is association between religion and quality of work life in the present study. From this the hypothesis so formulated that there exists no significant relationship between religion and quality of work life is rejected.

Table 7 reveals the details of caste and quality of work life. It is noticed from the table that the perceived quality of work life is high among all communities of the employees.The Chi-square value is significant. Thus, it can be concluded that there is association between caste and quality of work life in the present study. From this, the hypothesis so formulated that there exists no significant relationship between caste and quality of work life is rejected.

CONCLUSION

The study focused on the major dimensions of Quality of Work Life and found that it was high and moderate and all the dimensions were equally important in the prevailing level of QWL as perceived by a cross section of teachers working in selected engineering colleges of Rayalaseema region and Nellore District. The degree of importance given to quality of work and levels of satisfaction and performance when analysed indicated almost perfect association between them. The results upheld that there is significant association between demographic factors and quality of work life. There seems to be a need for increasing organizational performance. This may be achieved only through a high QWL. Efforts to nurture a quality culture therefore are imperative.

Table 1

Reliability of instruments

S.No	Scale	Number of items	Reliability- Cronbach Alpha (α)
1	Perceived Quality of Work Life	36	Composite Reliability-.852
1.1	Work Moral Environment	6	.821
1.2	Job Characteristics	6	.793
1.3	Wages and Remuneration	6	.681
1.4	Work Group Factors	6	.684
1.5	Supervision Style Factors	6	.763
1.6	Decision Making Factors	6	.781
2	Job Satisfaction	5	.814
3	Employee Organisational Commitment	8	.861
4	Turnover Intention	3	.784

Source : Field Survey

Table 2
Gender-wise Distribution of the Respondents

Gender of the Respondent					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	357	71.4	71.4	71.4
	Female	143	28.6	28.6	100.0
	Total	500	100.0	100.0	

Source: Field Survey

Table 3
Designation of the Respondents

Designation of the Respondents					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Assistant Professor	292	58.4	58.4	58.4
	Associate Professor	136	27.2	27.2	85.6
	Professor	72	14.4	14.4	100.0
	Total	500	100.0	100.0	

Source: Field Survey

Table 4
Distribution of the Respondents according to their Annual Salary (In Rs.)

Annual Salary (in Rs.)					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	250000	207	41.4	41.4	41.4
	250001 to 500000	135	27.0	27.0	68.4
	500001 to 1000000	132	26.4	26.4	94.8
	Above 1000000	26	5.2	5.2	100.0
	Total	500	100.0	100.0	

Source: Field Survey

Table 5
Association between Marital Status and Quality of Work Life

Crosstab						
			Perceived Quality of Work Life			Total
			Low	Moderate	High	
Marital Status of the Respondents	Married	Count	114	26	244	384
		Expected Count	106.0	25.3	252.7	384.0
	Unmarried	Count	24	7	85	116
		Expected Count	32.0	7.7	76.3	116.0
Total		Count	138	33	329	500
		Expected Count	138.0	33.0	329.0	500.0

Chi-Square Tests	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.969[a]	2	Not Significant

Source : Field Survey

Table 6 Association between Marital Status and Quality of Work Life

Crosstab						
			Perceived Quality of Work Life			Total
			Low	Moderate	High	
Religion	Hindu	Count	87	24	182	293
		Expected Count	80.9	19.3	192.8	293.0
	Muslim	Count	38	5	81	124
		Expected Count	34.2	8.2	81.6	124.0
	Christian	Count	8	4	50	62
		Expected Count	17.1	4.1	40.8	62.0
	Others	Count	5	0	16	21
		Expected Count	5.8	1.4	13.8	21.0
Total		Count	138	33	329	500
		Expected Count	138.0	33.0	329.0	500.0

Chi-Square Tests	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.623[a]	6	Significant at 0.05 level

Source : Field Survey

Table 7 Association between Caste and QWL

Crosstab						
			Perceived Quality of Work Life			Total
			Low	Moderate	High	
Caste	OC	Count	82	14	146	242
		Expected ount	66.8	16.0	159.2	242.0
	OBC	Count	50	13	133	196
		Expected ount	54.1	12.9	129.0	196.0
	SC	Count	5	4	44	53
		Expected ount	14.6	3.5	34.9	53.0
	ST	Count	1	2	6	9
		Expected ount	2.5	.6	5.9	9.0
Total		Count	138	33	329	500
		Expected ount	138.0	33.0	329.0	500.0

Chi-Square Tests	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	18.256[a]	6	Significant at 0.05 level

Source : Field Survey

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