

# To Study Gender Differences in Quality of Work Life of Academicians

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**Abstract** Quality of Work Life refers to the quality of an individual's working life. It means the level of satisfaction of an employee from his job. Quality of work life is defined as how much favorable or unfavorable is the job environment for people working in an organization. An employee who is satisfied is said to have a high Quality of Work Life. High QWL means that the organization provides job security, career growth plans, rewards and recognition and increased employee participation, job enrichment and flexible work timings. The present study examines the Quality of Work Life of Male and Female faculty members working in private engineering colleges in Gwalior.

**Keywords:** Quality of Work Life, Academicians, Gender, Engineering Colleges

## INTRODUCTION

The term QWL originated from an international labor relations conference held in 1972 at Arden House, Columbia University, New York (Davis & Cherns, 1975). It relates to the well-being of employees. QWL is important since there is evidence demonstrating that the nature of the work environment is related to satisfaction of employees and work-related behaviors. QWL is also found to affect employees' work responses in terms of organizational identification, job satisfaction, job involvement, job effort, job performance, intention to quit, organizational turnover and personal alienation (Efraty & Sirgy, 1990). Lawler (1982) defines quality of work life in terms of job characteristics and work conditions. He highlights that the core dimensions of the entire quality of work life in the organization is to improve employees' well-being and productivity. In the present study, an attempt is made to determine the gender differences in the perception of male and female faculty members in an organization regarding their Quality of Work Life. A sample size of 250 faculty members working in different private engineering colleges in Gwalior was taken. T-Test was applied to determine gender differences.

## REVIEW OF LITERATURE

**Tabassum, Rahman and Jahan (2011)** conducted a study on "QWL among Male and Female Employees of Private Commercial Banks in Bangladesh". It was a comparative study of the QWL of male and female

employees of the private commercial banks. The study was conducted on 128 male and 64 female employees. It was found that there exists a significant difference between the QWL of male and female employees. The QWL of employees was found to be significantly different in the following factors: adequate and fair compensation, flexible work schedule and job assignment, employee relations and attention to job design.

**Bolhari et al., (2011)** examined the level of QWL of information technology staffs and investigated the relationship between QWL and a few demographic characteristics existing among them. The study was carried out among IT staff members and it was found that no significant relation exists between gender and QWL.

**Tabassum et al.,(2012)** carried out a study on “An Evaluation of the QWL :A Study of the Faculty Members of Private Universities in Bangladesh”. The study revealed that there are three positively perceived dimensions of QWL. They are social relevance of work life, social integration in the work organization and safe and healthy working conditions. It was also concluded that a significant relationship exists between QWL and its dimensions. It was also concluded that different genders and different departments of the university perceived QWL differently.

**Kara(2012)** examined gender differences on perceptions of employees’ quality of work life indicators in five star hotels in Turkey. QWL was measured using 16 items scale with 7 dimensions. These seven dimensions were examined with respect to gender variable. Significantly different mean scores were reported for male employees in case of health and safety needs, actualization needs and knowledge needs in quality of working life indicators. Social needs, economic and family needs, esteem needs and aesthetic needs factors were not statistically significant.

**Tasmin(2006)** in his study claimed that women teachers’ job satisfaction is influenced by their work environment, interpersonal relation and supervision of the head teacher, whereas men teachers’ job satisfaction is influenced by salary and job security. In this study it was found that male employees are more satisfied than female employees. Chi Square test shows that there is no significant relationship between demographic characteristics of employees and QWL. From this study it was found that adequacy of resources is more correlated and training and development is less correlated with QWL in teaching staffs and in case of non teaching staffs compensation and rewards are more correlated and work environment is less correlated with QWL. In correlation analysis it was found that all the dimensions of QWL are positively correlated with QWL of faculties, which indicates that enhancement in the dimensions of QWL can lead to increase in the overall QWL of faculties.

**Elamparuthi,D and Jambulingam,S. (2015)** studied the level of quality of work life of IT professionals and examined the relationship between QWL and various demographic factors of IT professionals. They found that the level of QWL was medium and the management needs to give attention towards the improvement of QWL. No significant relationship was found between gender and QWL but relationships between QWL and age,

QWL and work experience and income were found significant. In another study on it free trade managers it was noticed that the higher level of income obtained by respondents, the higher level of QWL of respondents(Raduan et.al.,2006).

**Chaturvedi and Yadav (2011)** measured the level of QWL along with the gender differences in terms of satisfaction with QWL between male and female workers. A sample of 220 employees of 3 and 4 star hotels of India was taken. Four dimensions of QWL, namely satisfaction from job, lack of clarity in direction, job stress and overall QWL feeling were considered. It was found that there exists positive relationship between job satisfaction and QWL whereas factors, like lack of clarity in direction and stressed work environment reduce QWL. It was concluded that female workers were more affected by feeling of lack of satisfaction, lack of clarity in direction and job stress than male workers.

**Naude, Kruger and Saayman(2015)** examined the effect of casino employees' demographic variables on quality of work life domains. In this study they discussed that out of 38 casinos in South Africa if a casino wants to be the most preferred one, quality of services offered by the casino employees should be the distinctive competitive advantage of the casino. The purpose of the article was to determine the demographic variables of the 1502 casino employees who completed the questionnaire and the relationship they had with their QWL domains. They found that majority of the casino employees were females and were young. They found that female casino employees have higher education levels than their male counterparts, more males smoke than females, male casino employees drink more as compared to female employees and the majority of males and females do not gamble. The SEM that was done was found to have acceptable fit and therefore indicated a relationship between demographic variables and QWL domains. It was found that a statistical relationship exists between drinking and the economic and QWL domain, and commitment to the company QWL domain.

**Wadud(1996)** found that QWL of public sector women employees was significantly lower as compared to their counterparts in the private sector. In addition to this, he also found that younger women employees had significantly higher perception of QWL than the older women employees. He found that the higher the experience the higher is the QWL of female employees.

**Nanjundeswaraswamy and DS(2013)** examined the Quality of Work Life of employees in Private Technical Institutions and found that there is no significant relationship between demographic characteristics of employees and QWL based on Chi Square Test. They found that male employees are more satisfied than female employees. In the workforce of IT industries no significant relationship was found between gender and QWL (Schoepke, 2004)

## OBJECTIVE OF THE STUDY

To study the QWL with respect to gender among Academicians in Private Engineering Colleges.

## HYPOTHESES

H01: There is no significant difference in Quality of Work Life between faculty members working in Private Engineering colleges based on their gender.

## METHODOLOGY

This study attempts to explain the differences in perception of male and female faculty members regarding the Quality of Work Life experienced by them while working in Private Engineering Colleges in Gwalior. The total number of respondents in the study was 250. Non-Probability Sampling was done. The instrument used for data collection was a 5 point Likert scale consisting of 35 items. The sample comprised of Assistant Professors, Associate Professors and Professors working in different engineering colleges in Gwalior. The reliability of the questionnaire was measured using Cronbach's alpha which was found to be 0.725. Data was analyzed with the help of SPSS (20.0). Descriptive and inferential statistical tools were used for analysis.

## RESULTS AND DISCUSSION

### Summary of t-test for Quality of Work Life and Gender (N=250)

#### T-test for gender

##### Group Statistics

	gender	N	Mean	Std. Deviation	Std. Error Mean
QWL	male	130	3.6154	1.17720	.10325
	female	120	3.6917	1.12866	.10303

#### Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means					
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference

								Lower	Upper	
QWL	Equal variances assumed	.893	.346	.522	248	.602	.07628	.14611	.36405	.21149
	Equal variances not assumed			.523	247	.6017	.07628	.14586	.36357	.21101

An independent samples t-test was conducted to compare Quality of Work Life between male and female faculty members. There was not a significant difference in the scores for male ( $M=3.6154$ ,  $SD=1.177$ ) and female ( $M=3.692$ ,  $SD=1.128$ );  $t(248) = -.522$ ,  $p=0.602$  in respect of perception of males and females regarding QWL. The results are not statistically significantly different. These results suggest that gender does not affect Quality of Work Life of male and female faculty members. Thus null hypothesis is not rejected.

## CONCLUSION

The results of the hypothesis suggest that gender does not affect the QWL of faculty members. This implies that in order to increase the QWL of faculty members, management of an organization should design gender neutral policies. It implies that similar policies could be designed for both male and female faculty members by various Engineering Colleges.

## DISCUSSION

In the present study no significant difference was found in the QWL of male and female faculty members. It suggests that both male and female teachers experience a similar kind of QWL. The management of private engineering colleges in Gwalior can design similar policies for maintaining the satisfaction level of both male and female employees. On the other hand, Tabassum, Rahman and Jahan(2011) in their study found that there exists a significant difference between QWL of male and female employees. Also, Tabassum et al.,(2012)carried out a study and found that different genders and different departments of the University perceived QWL differently in Bangladesh. Kara(2012) examined gender differences on perceptions of employees' QWL indicators in five star hotels in Turkey. Male employees had different indicators of QWL than female employees. Bolhari et al.,(2011) carried out a study among IT staff members and found that no significant relationship exists between gender and QWL. Schoepke(2004) found that no significant relationship exists between gender and QWL.

## DIRECTIONS FOR FUTURE RESEARCH

Similar researches could be done with a larger sample size and by including faculty members of both Government as well as private engineering colleges. In addition to this comparative study could be done between different Government and Private engineering colleges. Also, similar studies could be conducted on faculty members belonging to different fields such as Pharmacy, Polytechnic Colleges, Management colleges and Medical colleges.

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