



EFFECT OF QUALITY OF WORK LIFE ON JOB PERFORMANCE AMONG THE TEACHERS OF PRIVATE SCHOOLS IN CUDDALORE

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ABSTRACT

The current research investigates the impact of work life quality on the performance of the teachers. The study is conducted among the teachers of private schools in Cuddalore. The data needed for the study is collected by establishing the questionnaires. Random sampling technique is used in the research to select the respondents of the study. The method of analysis used to explore the association of work life quality with the performance of the teachers is the regression. The statistical analysis of the research study is performed by SPSS. The sample size of the study is 100 private school teachers. The study outcomes show that the job performance of the teachers is influenced by the work life quality.

KEYWORDS: Quality of Work Life, Job Performance

INTRODUCTION

Different from the other approaches of management, work life quality is not based on a single, specific theory. It also does not propose to apply any specific technique for its evaluation. In the words of Deborah Shaw Cohen (1979), regarding the work life quality, work life quality is the procedure of combined decision making, teamwork and establishing mutual respect between the employees and the management. In other words, it is the process of making changes in the work environment in such a way that the employees work efficiently for better performance.

In a wide manner, the concept of work life quality had been studied. But still a confusion persists that the term has not been explained in a detailed manner (Nadler & Lawler, 1983). Work life quality refers to the widespread range of projects and issues and the concept had been defined differently by different experts. The concept had been reframed and redesigned many times according to different practitioners and experts.

The job performance of the individual can be affected by the job features as perceived by the individuals (Hackman and Oldham, 1975). The best way to achieve the objectives by the employees is to clearly understand the firm in which they are working. Making the human work force involved in the organization is essential for the firm to explore creative ways, procedures and chances for the best utilization of the human work force. In order to accomplish the objectives of the organization, the management of the organization should first evaluate and consider the performance of the employees, job features and the organizational commitment.

OBJECTIVE

The purpose of this research article is to evaluate the influence of work life quality on the job performance of the teachers in private schools of Cuddalore district.

REVIEW OF LITERATURE

Dean Elmuti (2003) had reviewed the influence of participation of the employees in the program of self-managed teams which is based on internet, on their work life quality and also on the performance. The research was carried on among the employees of a manufacturing company for a span of three years. The company was running with a work force of about 920 employees, from among which the study engaged 420 employees who were working in departments like clerical, production, sales, accounting, internet network and distributional activities. The work life quality was evaluated on the basis of the forthcoming components; providing suggestions, participatory decision making, communication between the work groups, challenges, personal duty and responsibility, advancements and accomplishments. It was explored that, when compared with the non-participants, the participants of the self-managed teams had greater levels of enhancements in work life quality. This enhancement was shown to have an effect on the productivity, quality, performance and efficiency of the employees. Further, the findings of this research exhibited that the program followed in the company offers the workers with the freedom to act and also make decisions which makes their work more challenging and powerful.

Mesut Akdere (2006) focused on the facts which were related to enhancing the work life quality of the employees. The study explained the challenges that existed in making a balance between the life and work and also described the way in which this influenced the productivity and the performance of the employees. The balance between work and life appears in all fields of life and involves gender, age and relationships between

family and work which directly affects the motivation and retention of employees, too much of work timings, taking leave for specific reasons and part time job. The scholar of this paper had concluded that the human work force had got an unique chance to extend a helping hand to the organizations for accomplishing the plans and policies which will enhance the work life quality by making a balance in life and work.

RESEARCH METHODOLOGY

The study done here is conducted among the teachers of private schools in Cuddalore district. Structured questionnaire is the data collection instrument adopted for the purposes of the study. the participants are selected through random sampling procedure. Regression technique is adopted in thto analyze the association between the study variables. The statistical analysis of the data was done through SPSS. The sample size of the study is 100 private school teachers.

ANALYSIS AND INTERPRETATION

R	R Square	Adjusted R Square	F	Sig.
.935(a)	.874	.865	97.185	.000(a)

	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	.290	.149		1.949	.054
Adequate and Fair Compensation,	.182	.026	.281	6.945	.000
Safe and Healthy Working Conditions,	.329	.030	.555	10.871	.000
Immediate Opportunity to Use and Develop Human Capacities,	.204	.025	.359	8.163	.000
Opportunity for Continued Growth and Security,	.069	.044	.091	1.552	.124
Social Integration in the Work Organization,	-.009	.026	-.018	-.345	.731
Constitutionalism in the Work Organization,	.143	.032	.213	4.501	.000
Works and Total Life Space	.128	.031	.182	4.106	.000
Social Relevance of Work Life.	-.129	.029	-.252	-4.396	.000

a Dependent Variable: job performance

The table of multiple regression exhibits that the independent variable positively influences the dependent variable. The significance of R^2 is checked by performing ANOVA. The value obtained for F is 97.185 ($P < 0.000$) which shows that the factors related with work life quality affect the job performance of the teachers. It is deduced from the coefficients table. Regression analysis is made in the study with the help of 8 independent variables which show that the work life quality factors positively affects the work performance.

CONCLUSION

The findings of the study show that the teachers tend to perform well, if they are given the freedom to take their own plan of action, job autonomy, identity for the job, recognition in work, supportive actions from the management, fair compensation, safe working atmosphere, social relevance of work, chances for development and also helping co-teachers. These factors are considered to be the factors of work life quality which may increase the job performance of the teachers which will ultimately prove to be beneficial for the management.

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