



WORK LIFE CALIBRE OF WOMEN LECTURERS OF ARTS AND SCIENCE COLLEGES IN KANCHIPURAM DISTRICT

AUTHOR:

- ***Dr.I.SHANMUGA PRIYA**, Assistant Professor, Department of Business Administration , SRM Institute of Science and Technology, Ramapuram, Chennai-600126.

INTRODUCTION

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. The medieval education also emphasized the personal relationship between the college teachers and the taught. This aspect of teacher was slightly altered in the British regime. The teacher was expected to educate pupil to acquire new skills and modern techniques.

Women empowerment in corporate world

The contribution of women as leaders is essential in every sector for the success and prosperity of nations across the world. In spite of various challenges faced by women across the globe, they continue to make incredible progress. Today's corporate world is facing a challenge of managing its human capital which has become a critical and significant issue. The demand for talent is enormously growing across all sectors in the world. Today women are competing at par with their male counterparts and organizations are also recognizing their talents and providing equal opportunities to them. Organizations are trying to hire the best talent irrespective of the gender. Women have made their presence felt in every area. Moreover, they are front-runners of change and are emerging as leaders in their respective fields.

Problems Faced by Women at Workplace

Women have come a long way and today they are no less than “super women” juggling well their family and professional lives. But still women folk all over suffers from certain limitations unlike their male counterparts. In earlier days, women used to be quiet and passive in their attitude at their workplace since very few women actually stepped out of their home to do jobs. On the other hand, women today are believed to have well utilized their intelligence and education to scale the heights of success unlike their predecessors who didn't have access to such wide resources of education and proper awareness. Statistics reveal that almost 40percentage of business school graduates are women and 38percentage of all businesses in America are owned and operated by women. Also 25percentage of doctors and lawyers are female while 43percentage of all students in any medical or law schools are females. Famous social psychologists believe that in order to manage well both family and home they need to possess dual personality as it is commonly believed that assuming a flirtatious and bubbly character at work results in wider acceptance among male workers whereas at home they are expected to be more reserved.

The jobs in India for women have gone up and new career development programs are being initiated by organization which serve as boost to job positions for women. Women have made their foray into retail jobs, finance, executive jobs and even top managerial jobs. But still women face some obstacles at their workplace which can be related to:

- ❖ The hazards, which working women face along with their male colleagues, i.e. those risks which are common to all the workers.
- ❖ The risks, which working women face in their families and in the society.

Health Risks Faced By Women At Workplace:

While we talk of problems faced by women at corporate level its worthy to mention that those women who are working at rural sectors are at equal risk when it comes to their health. It is generally believed that women prefer part-time or work from home jobs as such jobs enable them to balance their work along with their domestic responsibilities. But in some cases it's observed that specially in case of works like-nursing jobs and contract jobs , flexible working hours as per the requirement of the employers makes things quite difficult for women.

It's important to note that absence of clearly defined work schedule increases the stress and impacts their health. A large number of women workers is said to complain of frequent headaches, back pain, fatigue and high blood pressure. Also factors such as-- Poor nutritional status, anaemia, tension, concentrated attention required by some jobs in industries related to embroidery, electric appliances, gems, jewelry etc, which demands intellectual

or mental activities increase fatigue. A large number of women workers complain of symptoms such as irritability, mood swings, depression, sadness and concentration problems.

OBJECTIVES OF THE STUDY

- ❖ To know about the work life calibre of women lecturers of arts and science colleges in kanchipuram district
- ❖ To suggest suitable policy decision, for building effective work life calibre of women lecturers of arts and science colleges in kanchipuram district

SCOPE OF THE STUDY

This study is to know the work life calibre of private management college teachers. It identifies the factors which indicate environment, salary, facilities, safety, health, freedom, job security, economic condition, job satisfaction, opportunities, fringe benefits, problems, expectations of private management college teachers and also this study is confined to improve the quality of work life of the private management college teachers.

REVIEW OF LITERATURE

Quality of work life has been differentiated from the broader concept of quality of life. To some degree, this may be overly simplistic, as Elizur and Shye,(1990) concluded that quality of work performance is affected by quality of life as well as quality of working life. However, it will be argued here that the specific attention to work-related aspects of quality of life is valid.

Hackman and Oldham (1976) drew attention to what they described as psychological growth needs as relevant to the consideration of Quality of working life. Several such needs were identified Skill variety, Task Identity, Task significance, Autonomy and Feedback. They suggested that such needs have to be addressed if employees are to experience high quality of working life.

In contrast to such theory based models, Taylor (1979) more pragmatically identified the essential components of quality of working life as basic extrinsic job factors of wages, hours and working conditions, and the intrinsic job notions of the nature of the work itself. He suggested that a number of other aspects could be added, including individual power, employee participation in the management, fairness and equity, social support, use of one's present skills, self development, a meaningful future at work, social relevance of the work or product, effect on extra work activities. Taylor suggested that relevant quality of working life concepts may vary according to organisation and employee group.

Warr and colleagues (1979), in an investigation of quality of working life, considered a range of apparently relevant factors, including work involvement, intrinsic job motivation, higher order need strength, perceived intrinsic job characteristics, job satisfaction, life satisfaction, happiness, and self-rated anxiety. They discussed a range of correlations derived from their work, such as those between work involvement and job satisfaction, intrinsic job motivation and job satisfaction, and perceived intrinsic job characteristics and job satisfaction. In particular, Warr et al. found evidence for a moderate association between total job satisfaction and total life satisfaction and happiness, with a less strong, but significant association with self-rated anxiety.

Mirvis and Lawler (1984) suggested that quality of working life was associated with satisfaction with wages, hours and working conditions, describing the “basic elements of a good quality of work life” as safe work environment, equitable wages, equal employment opportunities and opportunities for advancement.

Bearfield, (2003) used 16 questions to examine quality of working life, and distinguished between causes of dissatisfaction in professionals, intermediate clerical, sales and service workers, indicating that different concerns might have to be addressed for different groups.

Measurement

There are few recognized measures of quality of working life, and of those that exist few have evidenced of validity and reliability, that is, there is a very limited literature based on peer reviewed evaluations of available assessments. A recent statistical analysis of a new measure, the Work-Related Quality of Life scale (WRQoL), indicated that this assessment device should prove to be a useful instrument, although further evaluation would be useful. The WRQoL measure uses 6 core factors to explain most of the variations in an individual's quality of working life: **Job and Career Satisfaction; Working Conditions; General Well Being; Home-Work Interface; Stress at Work and Control at Work.**

RESEARCH METHODOLOGY

Sampling techniques

Non probabilistic sampling technique is used because the problem of the number of the population being selected is unknown. The convenient methods means, the sample units are chosen primarily and convenient sampling methods means, the sample units are chosen primarily and basis of the convenient to the investigator's research.

Data collection method

Primary data

The data were collected through structured non disguised questionnaire cum interview method. The data were collected from 30 Private Management Arts and Science College women teachers by using convenient sampling method.

Secondary data

Secondary data were collected by documented surveys method. Therefore data were collected from reference books, websites, articles, projects which are related to the quality of work life.

Design of questionnaire

Open and close ended questionnaire with demographic, five point scale, multiple choice, dichotomous questions were used. In the project care must be taken to ensure that as far as possible, it should not cause any room for misinterpretation.

Period of Study

The researcher conducted this study during December 2019.

Tools used for analysis of data

- ❖ Percentage
- ❖ Weighted average
- ❖ Rank Correlation

Quality of work life(QWL)

Fair compensation and job security:

The economic interests of people drive them to work at a job and employee satisfaction depends at least partially, on the compensation offered. Pay should be fixed on the basis of the work done, responsibilities undertaken, individual skills, performance and accomplishments. Job security is another factor that is of concern to employees.

- **Health is wealth:**

Organizations should realize that their true wealth lies in their employees and so providing a healthy work environment for employees should be their primary objective.

- **Provide personal and career growth opportunities:**

An organization should provide employees with opportunities for personal/professional development and growth and to prepare them to accept responsibilities at higher levels.

- **Participative management style and recognition:**

Flat organizational structures help organizations facilitate employee participation . A participative management style improves the quality of work life. Workers feel that they have control over their work processes and they also offer innovative ideas to improve them. Recognition also helps to motivate employees to perform better. Recognition can be in the form of rewarding employees for jobs well done.

- **Work-life balance:**

Organizations should provide relaxation time for the employees and offer tips to balance their personal and professional lives. They should not strain employees' personal and social lives by forcing on them demanding working hours, overtime work, business travel, untimely transfers etc.

- **Fun at workplace:**

This is growing trend adopted by today's organizations to make their offices a fun place to work. The aim of quality of work life(QWL) is to identify and implement alternative programs to improve the quality of professional as well as personal life of an organization's employees.

Factors affecting quality of work life

- ❖ Adequate income and fair compensation
- ❖ Safe and healthy working environment
- ❖ Opportunity to develop human capacities
- ❖ Opportunities for continued growth and security
- ❖ Social integration in work organization
- ❖ Constitutionalism in the work organization
- ❖ Work and total life space
- ❖ The social relevance of working life

FINDINGS:

- ❖ 66percentage of the respondents were below 30 years of age.
- ❖ All the respondents belong to female gender.
- ❖ 63percentage of the respondents were living in nuclear family.
- ❖ 64percentage of the respondents were married.
- ❖ 40percentage of the respondents live in urban areas.
- ❖ 53percentage of the respondents living in houses for rent
- ❖ 33 percentage of the respondents earn Rs. 5000-8000 per month.
- ❖ 57 percentage of the respondents are working for one to five years in the institution.
- ❖ 87percentage of the respondents feel safe about their working environment.
- ❖ 50percentage of the respondents have been provided some kind of transport facility, 50percentage of the respondents have not been provided any kind of transport facility, and in which 40percentage of the respondents were coming to college by college bus.
- ❖ 83percentage of the respondents were updating their knowledge with the day-to-day information.
- ❖ 53percentage of the respondents have freedom to offer comments.
- ❖ 53percentage of the respondents agree that their comments were taken into consideration.
- ❖ All the respondents agree that the training program helps in improving relationship among college teachers.
- ❖ 60percentage of the respondents were given an adequate compensation for the work they do.
- ❖ 53percentage of the respondents couldn't have any interaction with the society.
- ❖ 53percentage of the respondents haven't been given any additional work apart from teaching.
- ❖ 57percentage of the respondents agrees that the management provide social security benefits.
- ❖ All the respondents feel secured about this job.
- ❖ 93percentage of the respondents were able to fulfill their family requirements.
- ❖ 77percentage of the respondents were able to spend time with their family members.
- ❖ 60percentage of the respondents agree that their working environment is healthy.
- ❖ 57percentage of the respondents agree that they enjoy a harmonious relationship with other staffs.
- ❖ 70percentage of the respondents agree that they were given a fair compensation.
- ❖ 57percentage of the respondents agree that the college does a good job of linking rewards and job performance.
- ❖ 60percentage of the respondents strongly agree that they have a good relationship with students.
- ❖ 69percentage of the respondents feel satisfied with their job.
- ❖ 47percentage of the feels satisfied about the working houses.
- ❖ 43percentage of the respondents had an average level of satisfaction about the available leave facilities.
- ❖ 47percentage of the respondents had an average level of satisfaction about their recognition for good work.

- ❖ 50percentage of the respondents were benefited through the available opportunities.
- ❖ 43percentage of the respondents agree that the welfare facilities reduce absenteeism.
- ❖ 74percentage of the respondents had enjoyed the recreation facilities.
- ❖ 37percentage of the respondents feel that they have an autocratic style of management.
- ❖ 33percentage of the respondents were not provided any sort of fringe benefits.
- ❖ 43percentage of the respondents haven't faced any problem in this profession.
- ❖ 33percentage of the respondents feel entertaining about the valuation of exam papers.
- ❖ 50percentage of the respondents have normal contact with their higher authorities.
- ❖ 35percentage of the respondents use library for recreation.
- ❖ 9 of the weighted mean respondents reasoned that the job improves mental health of the college teachers.
- ❖ First rank has been given by the respondents to the expectations from the Management in future to the salary.

Suggestions

- ❖ The researcher suggests that the management may increase the salary and make opportunities for easy loan and banking facilities.
- ❖ The management may offer social security benefits like maternity pay, legal assistance, etc;
- ❖ Though the management provides various training programs, they should make the college teachers in interact with the society to improve the practical knowledge.
- ❖ The researcher found that 53percentage of the respondents have the freedom to offer comments and the remaining 47percentage also respond considerably. So the management should give freedom to their staff members to offer suggestions and comments and they can consider their comments for the development of their college.
- ❖ The management should provide more recreation facilities for the physical and mental relaxation of the college teachers.

Conclusion

A person can improve her performance and chance of success only when the QWL strategies are adopted. Quality of work life benefits a person to attract and hold talent, increase productivity, strengthen commitment, build a positive image in the workplace, improve access to a broader resource pool, strengthen families, society and education.

BIBLIOGRAPHY

1. HRM REVIEW/ authors – N.Sudheer Kumar & G.Susmitha / Vol-IX/ Issue – XII. December 2009, page no-21, 22 & 23 / Pub – The Icfai University press.
2. Carayon P, Haim Mc and Yang CL (2000), “Physiological work factors and work organizations”, Department of Industrial Engineering University of Wisconsin-Madison
3. Lawler III E and Porter L, (1966). Managers pay and their satisfaction with their pay. *Personnel Psychology*. XIX 363-73.
4. Elizur D & Shye S 1990 Quality of work life and its relation to quality of life. *Applied psychology: An international review*. 39 3 275-291.
5. Warr, P, Cook, J and Wall, T (1979) Scales for the measurement of some work attitudes and aspects of psychological well being. *Journal of Occupational Psychology*. 52, 129-148.
6. Mirvis, P.H. and Lawler, E.E. (1984) Accounting for the Quality of Work Life. *Journal of Occupational Behaviour*. 5. 197-212.
7. Baba, VV and Jamal, M (1991) Routinisation of job context and job content as related to employees quality of working life: a study of psychiatric nurses. *Journal of organisational behaviour*. 12. 379-386.
8. Sirgy, M. J., Efraty, D., Siegel, P & Lee, D. (2001). A new measure of quality of work life (QoWL) based on need satisfaction and spillover theories. *Social Indicators Research*, 55, 241-302.
9. Lawler, E. E. (1982). Strategies for improving the quality of work life. *American Psychologist*, 37, 2005, 486-493.
10. Danna, K. & Griffin, R. W. (1999). Health and well-being in the workplace: A review and synthesis of the literature. *Journal of Management*, 25, 357-384.
11. Loscocco, K. A. & Roschelle, A. N. (1991). Influences on the Quality of Work and Nonwork Life: Two Decades in Review. *Journal of Vocational Behavior*, 39, 182-225.
12. <http://www.indusladies.com>
13. http://www.azadindia.org/social-Issues/problems_of_working_women.html
14. <http://www.articlesbase.com>
15. www.indianexpress.com/full-story.php?content_id=14358
16. www.gti.org/press-room/women-in-managment.asp
17. <http://www.12manage.com>