

PROBING THE RELATIONSHIP OF QUALITY OF WORK LIFE WITH JOB PERFORMANCE: EVIDENCE FROM TEACHING FACULTIES

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ABSTRACT

The achievement of any type of organization is completely relying on the quality of work forces it has. This can be credited to the primary issue that every one of the issues of the association emerges because of social and human factor and not because of any specialized and actual factor. Thus it gets significant to deal with the human asset of an association in a proficient way. One among the crucial way to manage the human resource of an organization is to provide a better QWL (quality of work life) to the workers. It assists with improving the work execution of the work forces inside any organization. A compelling Quality of work life assist to draw in new representatives and abilities yet additionally it assists with holding the workers who are as of now existing.. On the basis of the abovementioned concept, the current research has attempted to study the impact of work life quality on the job performance of teaching faculties in Government Arts College, Kumbakonam. The study was carried out among the assistant professors, associate professors and guest lecturers from whom the data was collected with the help of a questionnaire. The respondents were selected by way of simple random sampling and the analysis of the data was done using regression. The outcomes of the analysis show that job performance is influenced by QWL and both are seen to have a positive relationship with each other.

KEYWORDS: Quality of work life, job performance, teaching faculties.

INTRODUCTION

Quality of work life alludes to the normal disposition of an individual with respect to an item, in the current investigation about the work. Rainey, (2003) identified quality of work life as the optimistic emotional attitude and reaction that a person exhibits towards his/her job. This concept includes work place ethics, safety facts, insurance, working conditions, satisfaction of the employees, balance between work and family and also integrity. Çetinkanat and Kösterelioglu, (2016) defined as the relation between the worker and his job environment in which the human factor is added to the economic and technical factor.

The yield which an individual applies as far as Quality per the assumptions for the work he/she is occupied with is alluded to as the work execution. The presentation of the individual is managed through inspiration given by the businesses and furthermore through the capacity and determination of the representative to accomplish the work. A worker's work execution is comprehensive of the multitude of exercises that are connected with work that is normal from the representatives and is additionally comprehensive of how far the work is executed with effectiveness. It's anything but an overall thought that assuming the laborer is fulfilled and glad, his presentation will likewise be improved and the representatives will be additionally inspired to perform shockingly better. To put it plainly, it tends to be properly said that, execution is the aftereffect of productive work according to the prerequisites of the association with no obstacle to the objectives and laws of the association.

This concept of has been given increasing importance in the recent days for defining the environmental values and also the humanistic values which were once ignored by the educational institutions by giving importance to advancements in technology, productivity and growth of the economy. But, it is also a fact that dissatisfaction in work was always an unavoidable issue which always has its negative impact on the workers irrespective of their grade or position in the entity. This dissatisfaction is being tried to be eradicated by the managers even if it proves to be expensive for both the employer and the employee.

Essentially every one of the associations are putting forth an attempt to improve the work life quality and usefulness as it's anything but a significant issue to be settled for the advancement of the representatives just as the association. In the current period, an association to accomplish its objective, it needs to fulfill its workers in work. This is vital on the grounds that individuals invest a large portion of their important energy in working environment and thusly which influences their state of being as well as the mental, wellbeing and furthermore the social issues. These issues thus if not addressed influences the usefulness and responsibility of the employees. The main purpose of this research paper is to make an understanding of the fact that why QWL (quality of work life) is essential to have an improved performance.

REVIEW OF LITERATURE

Josiah Roman Aketch et al., (2012) had explored the impacts of QWL on the job performance of the employees. The study was based on theories and literature studies done earlier. The author had stated that the QWL is the attitude of the employees towards the work they do and the job performance is referred to the extent to which the employees execute their job responsibilities effectively. It makes the employees to put in extra effort to accomplish the task. The factors that give rise to motivation are goals, values, needs, expectations and intentions. The authors of the study had put in effort to examine the QWL that influences motivation and organizational performance. These factors have been proved significant by explaining it through the relation between satisfaction of the employees and their performance in the entity.

Sirgy, et al., (2001); had examined the influence of QWL on the job performance of the employees. The purpose of this paper was to examine the influence of and relation between QWL and performance of the employees. As the employees are considered as the main element of the organization, providing them the high degree of QWL leads to high performance. For getting the best performance from the employees, it is essential to satisfy them and their satisfaction comes from a better degree of quality work life. Both qualitative and quantitative methods were used in this study. The sample population consisted of 70 managers and employees of different categories. Regression and Pearson correlation were employed in this study. Findings showed that there was an optimistic relation between job performance of the employees and the quality of work life.

Winter, et al., (2000); had explored the influence of QWL on the work performance of workers. The study was carried on among the employees of the automobile industries in Chennai. The main aim of this study was to examine the aspects of quality of work life and its influence on the work performance. The research design of the study was explorative and descriptive. The sample size of the study was 120 from whom the data was collected through a questionnaire. The respondents were selected by employing simple random sampling. Analysis of the data was done using inferential and descriptive statistics. Findings of the research showed that job features, healthy and safe work situations, benefits and pay, motivation and chances for development were the factors that influences the QWL. This improved quality of work life had an influence over the employee's job performance, satisfaction and their level of organizational commitment.

RESEARCH METHODOLOGY

The study done here has been done with a wide scope. The data for the study has been collected systematically. The study topics include clarifying the objectives of the study, collection data as per the research type and the analysis of data for arriving at the conclusion. The study was carried out among the assistant professors, associate professors and guest lecturers from various departments in Government Arts college, Kumbakonam with the help of a structured questionnaire. Regression was done to analyze the data and the methodology of the study was descriptive. The samples size was 50 for the study.

ANALYSIS AND INTERPRETATION

Model Summary

R	R Square	Adjusted R Square	F	Sig.
.656(a)	.432	.424	15.138	.000(a)

a. Predictor: (Constant), Quality of work life

Coefficients(a)

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.212	.247		8.772	.000
1. I have a healthy work environment.	-.164	.032	-.306	-3.872	.000
2. The top priority of my company is safety.	.028	.064	.042	.442	.636
3. Sufficient job details are provided to perform the job.	.174	.054	.258	3.056	.002
4. I am given the right to express my views in the company.	.180	.046	.321	3.652	.000
5. My needs are appropriately met by the HRM department.	.043	.054	.061	.754	.432
6. My complaints are being given immediate follow ups.	.103	.069	.143	1.545	.108

a. Dependent Variable: job performance

The table also shows a positive coefficient, which entails that independent variable had a positive relationship with the dependent variable. Data analyzed through regression exhibited that all the 6 factors had an influence on job performance. The value of R^2 was determined as 0.432 with the help of multiple regression. This implies that 43.2% of the variables which were independent had an impact on the

dependent variable, that is, job performance. Quality of work life has positive relationship with job performance.

CONCLUSION

The outcomes from this research paper proved the results of the previous literatures that the workers exhibited enhanced work-related outcomes only if they have the situation of better quality of work life. The College management should also take necessary steps to understand the needs and experiences of quality of work life of the teaching faculties and should also try to make corrective actions in case of any shortcomings for enhancing the level of quality of work life. The provision of positive QWL will enable the respondents to work effectively and subsequently this will lead to the success of the organization.

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