

QUALITY OF WORK LIFE AMONG WOMEN TEACHERS OF PRIVATE SCHOOLS – AN EMPIRICAL STUDY

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Abstract:

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. 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 school 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.

Index Terms- Education, School teachers, Worklife, Schools

I. INTRODUCTION

This article guides The contribution of women as leaders is essential in every sector for the success and prosperity of nations across the world. Despite 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.

Objectives

- ❖ To know about the quality of work life of management School teachers.
- ❖ To suggest suitable policy decision, for building effective quality of work life in private management School teachers.
- ❖ 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 several 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 organization and employee group.

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 mean, 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 60 Private Management School 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 2020

Tools used for analysis of data

- ❖ Percentage
- ❖ Weighted average
- ❖ Rank Correlation

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. 8000-12000 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 school by school 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 school 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 school 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 school 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 school 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 school.
- ❖ The management should provide more recreation facilities for the physical and mental relaxation of the school 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.

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