



## RESEARCH ARTICLE

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## Quality of Worklife of Academic Professionals

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### ABSTRACT

Quality of work life involves wide variety of components that are influenced on the performance of the employees. Good Quality of Work life is necessary for an organization to attract and to attain skilled and talented employees. The role of higher education in national development is well established. Higher education in India has expanded very rapidly in the last four decades after independence. The purpose of this study is to analyze the Level of Quality of work life of Academic Experts working in various colleges in Chennai with special reference to Tambaram.

**Keywords:** Quality, Work Life, Demographic Characteristic, Work Atmosphere & Academic Experts.

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## INTRODUCTION

A nation may be endowed with abundant natural, physical resources, necessary capital and technology but unless there are competent people, who can mobilize, organize the resources for production of goods and services, it cannot make rapid strides towards economic and social advancement. The strength and weakness of organization are determined by the quality of its human resources, which play a vital role of using other resources and the development process of modern economies. Human resource is the most strategic resource as no other resources can be fully utilized to generate income and wealth of a nation without the active involvement of these resources. In fact the differences in the level of economic development of the countries are largely a reflection of the differences in quality of their human resource and their involvement in national building. Work has become an indispensable part of the everyday life of mankind in which they spend more than one third of their life at the workplace. Quality of work life is relating to job satisfaction and it is also consider as the predictor of absenteeism and turnover. The factor contribute to quality of work life includes work life balance, job security, social integration in the work place, stress at work, Management policies and communication at the workplace.

QWL is also viewed as a wide-ranging concept which include adequate and fair income, safety and healthy work conditions and social integration in the work organization the enables a person to develop and utilize all his or her capacities. Faculty members have multiple priorities to balance-commitments to research and teaching; commitments to the department, college/university and the field; the most important thing is commitments to themselves, their friends and family. Managing these priorities with successful, productive, and fulfilled can be challenging. There is no single path to balance, and version of balance will look different from others and may look different from time to time. While the feelings associated with balanced state may feel familiar the actions that will change over time. Education has been recognized as a basic human rights and it is reviewed as a process of human resource development where the knowledge, skills and capabilities are developed to achieve a wide range of objectives. The success of democracy, developed programmes, community involvement, utilization of physical and human resources, national integration, cultural emancipation etc., are influenced by the education of the masses. There is no meaning in aiming for development without paying emphasis on education.

Education is a nation building activity and Academic Experts are not only perceived as the pillars of the

educational system but also the builders of the nation. A good number of inputs like school buildings, community support, physical facilities, finances, administrative support and Academic Experts are needed for a good educational system. But, it is basically the quality Academic Experts who occupy a pivotal and frontline position and all the other inputs are secondary. With the advent of Information and Communication Technology our educational system is getting modernized and even then the role of a Academic Experts in the academic system can never be under - estimated. The success of the school system, especially in a country like India, which is rural and backward in its nature, is basically determined by the level of commitment and concern on the part of Academic Experts to contribute their role to the cause of primary education. Academic Experts require a wide range of skills like communication skills, skill of reinforcement, reasoning, questioning and especially the exploratory skills. These skills are essential as the Academic Experts works amidst several deficiencies like lack of school buildings, lack of community participation, lack of teaching- learning materials, hardware equipment etc- The Academic Professional is expected to perform his functions in the best possible way by the authorities and here comes the ability of the Academic Experts to top and utilize the local resources for education at the grass-root levels. Teaching is not merely transmitting the content; Academic Experts has to impress the students to learn more. It is the responsibility of the Academic Experts to simplify the new things to learn. If the Academic Experts is innovative in devising, planning and carrying out his classroom activity, the achievement will be valid and sustaining. It is the duty and work of elementary school Academic Experts to shape the students to make them the asset of the nation. The students spend most of the time with Academic Experts where the Academic Experts shapes the students for the future. He must teach with affection using innovative methods overcoming the idleness and carelessness on the part of students. The classroom might be transformed into a knowledge giving recreational theatre, by creating an entertaining atmosphere expansion of number of schools and increase of enrolment ratio have definitely helped in making education accessible to a larger section of population, but on the other hand, it has resulted in dilution of quality in terms of teaching-learning process as well as quality of student's achievement. The quality variation is clearly observed among schools situated in urban, rural areas, and tribal areas. The quality of education depends on the quality of Academic Experts. The key role of Academic Experts is as facilitator and supportive to learning. Originally,

teaching was considered as an art because it involved so many subjective factors like insight and judgment. Teaching methods denote the modes of instructions, education, interaction, communication etc. It is considered as bi-polar process involving giving and taking of ideas by Academic professional and students respectively. There is no single method that is effective in all learners to learn in similar ways. Each Academic Experts has to find one's own 'style' of learning through perceptive practice. Education is the sub-set of social reality and the education process that goes in the schools, is the outcome of man-made environment created specially in order to manipulate the same, thereby the desired objectives of the education are achieved. In this process, the role of Academic Experts becomes crucial. Teaching fraternity has constituted an important segment of any society since times immemorial. Creation of a good society is certainly the main objective of this fraternity through working towards the all round development of children. Any education must be able to respond to societal aspirations. If any quality in school education is to be achieved, it is possible only if the teaching community is constantly enabled to develop professionally. Education has become an inevitable factor for the development of various aspects of society. Education is a functional part of total society.

The Academic Experts should be emotionally and professionally satisfied. The feeling of dissatisfaction affects his/her expectation and experience, and his/her behavior. At present job satisfaction is an important issue. Employees are interested to work in the incident as well as the services here they get more satisfaction. It is human behavior. But in practical manner how far such job satisfaction will be ensured is a questionable in different jobs is a questionable.

#### Review of literature

An overview of the literature in the field of psychology and management research conducted with the variables selected is presented with a view to draw a conceptual, theoretical and empirical development of the variables and their assessment.

To understand the concept of QWL one must note about the initial stages of the concept. The concept of work Life" is relatively new; the reality it encompasses is not from recent origin. For more than three decades a sizable quantity of literature developed on QWL. In India scholars, HRM peoples and IR managers developed a new faces of this study.

Legal enforcement in early twentieth century to protect employees from de hiring and to eliminate from hazardous work conditions, followed by the union movement in-between 1930's and 1940's in this direction.

The importance was given to job security emphasis economic gain to worker. The 1950's and the 1960's saw the creation of various theories by psychologists proposing a smooth relationship between morale and productivity which improves the human relation. Equal employment opportunities and job enrichment schemes were also introduced. Finally in the 1970's the idea of QWL is broader than these earlier development and the values are heart of these earlier reform movements and human needs and aspirations'. QWL historically explain about issues of wages, working conditions etc. It expanded to include such factors as the extent of worker's involvement in job, satisfaction in work environment and to achieve job goals.

#### Objectives of the Study

- To know the quality of work life among the Academic Experts.
- To find out the impact of demographic variables on quality of work life.
- To analyze the factors influencing work life of the Academic Experts.
- To find out the levels of satisfaction of the employees.

#### Hypothesis of the study

- For testing the hypothesis the researcher has used Chi-Square test.
- There is a relationship between management policies and experience of the academic experts in quality of work life
- There is a relationship between gender and favorable work environment in QWL of Academic Experts

#### Research Methodology

This study is descriptive in nature. Convenient sampling is used for selecting respondents. The Academic Experts working in 20 colleges including engineering and Arts and Science colleges were approached for the collection of data.

#### Data Analysis:

The convenient sampling method was adopted for respondent selection. 180 questionnaires were distributed in that 130 samples were collected. The tentative results and questionnaire were tested using Chi-Square test. This study is purely based on the primary data collected.

It is trustworthy that majority of the respondents were male members. The respondents working in the colleges come under the age group of below 30 years. 60% of the respondents are coming under the category of married and 40% are single. It was found that 63% of the respondents are receiving the income of Rs 10,000 - 20,000 out of 130 respondents. While analyzing the experience of the academic Experts 50% are having the experiences of 2-5 years.

**Data analysis and Interpretation**

Factor	Description	Number of Respondent		Total/Percentage
		Arts & Science	Engineering	
<b>Gender</b>	Male	45	25	70(54%)
	Female	35	25	60(46%)
<b>Age</b>	Below 30 years	39	31	70(54%)
	30-40 years	28	12	40(31%)
	40 and above	13	07	20(15%)
<b>Marital Status</b>	Married	42	36	78(60%)
	Single	28	24	52(40%)
<b>Income</b>	Below Rs 10,000	16	04	20(15%)
	Rs 10,000-20,000	47	35	82(63%)
	Rs 20,000 and above	17	11	28(22%)
<b>Experience</b>	Below 2 years	37	12	49(38%)
	2-5 years	34	31	65(50%)
	5 years and above	9	7	16(12%)

**Table 1: Demographic variables of the respondent**

Source: Primary Data

Sl. no	Dimensions of QWL	Always	Often	Sometimes	Rarely	Total
1	Stress	62(48%)	49(38%)	15(11%)	04(3%)	130(100%)
2	Work life balance	56(43%)	34(26%)	18(14%)	22(17%)	130(100%)
3	Job Security	60(46%)	28(22%)	17(48%)	25(48%)	130(100%)
4	Social Integration at workplace	72(48%)	38(48%)	14(13%)	6(5%)	130(100%)
5	Communication at work Place	63(48%)	27(21%)	25(19%)	15(12%)	130(100%)
6	Management Policies	51(39%)	36(28%)	32(25%)	11(8%)	130(100%)

**Table 2: Factors affecting the Quality of Work Life**

Source: Primary Data

Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Conductive work environment	32 (25%)	27 (21%)	29 (22%)	28 (23%)	14 (10%)	130(100%)
Create Spirit	28 (22%)	25 (19%)	29 (22%)	31 (24%)	17 (13%)	130(100%)
Give Recognition and Appreciation	32 (25%)	28 (23%)	31 (24%)	24 (18%)	15(11%)	130(100%)
Motivate Excellent Job Performance	40 (31%)	29 (22%)	21 (16%)	31(23%)	09 (10%)	130(100%)
Equal Treatment	39 (25%)	21 (24%)	16 (12%)	28 (22%)	26 (20%)	130(100%)
Being respected and valued	32(25%)	31(24%)	27 (21%)	26 (20%)	14 (10%)	130(100%)
Accessible an approachable	38(29%)	40 (31%)	27 (21%)	19(15%)	6(05%)	130(100%)

**Table 3: Favorable work environment**

Source: Primary Data

With the help of the above displayed table, it was preponderance that the factors like Stress, Work life Balance, Job Security, Communication, Management Policies, Social Integration at work place influences the Quality of Work Life of the Academic professional. It was found in the research that 48% of the respondents are facing stress always in the work environment. Majority of the respondents are state that they are having job facility and social integration at work place. Out of total, 63 respondents are of the opinion that they are having good communication at their work place.

The research found that out of total respondent 25% states that they are having encouraging work environment. Majority of the respondents are expecting to get recognition and appreciation from the management. According to the opinion of the respondents motivation is needed to exhibit excellent job performance.

Out of total 20% of the respondents are feeling equal treatment is needed. Among the employees while analyzing the receptiveness and value to the employees only the least respondents are disagree with the statement.

Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Job enrichment	39 (25%)	21 (16%)	24 (18%)	28 (23%)	18 (14%)	130(100%)
Career growth development	42 (32%)	22(17%)	18(14%)	31 (24%)	17 (13%)	130(100%)
Smooth relationship with hierarchy	36 (27%)	21 (16%)	40 (30%)	16 (12%)	17 (13%)	130(100%)
Relationship between colleagues	40 (30%)	24 (18%)	25 (19%)	36(28%)	15 (12%)	130(100%)
Balance between work & Non work	31 (24%)	17 (13%)	47 (36%)	18 (14%)	17(13%)	130(100%)

**Table 4: Mode to improve quality of work life**

Source: Primary Data

Quality of work life can be improved through providing job enrichment and career growth development. Out of total 27 % of the respondents are opined that they are having smooth relationship with the hierarchy. Majority of the respondents are able to balance between work and non work environment.

**Chi - Square Test**

“There is a relationship between the gender and the favorable work environment of the QWL in Academic Experts”.

**Observed frequency**

Work environment is favorable	Gender		Total
	Male	Female	
Yes	36	37	73
No	34	23	57
Total	70	60	130

**Chi square table**

O	E	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
36	39	-3	9	0.23
37	34	3	9	0.26
34	31	3	9	0.29
23	26	-3	9	0.35
<b>Total</b>				<b>1.13</b>

$D.F=(C-1)(R-1)=(2-1)(2-1)=1 \times 1=1$

For 1 degree of freedom @ 5% level of significance= 3.841

Since the calculated value is less than the table value, so hypothesis is accepted. Hence, it is concluded that there is a relationship between the Gender and favorable work environment of the QWL.

**Chi- square test**

“There is a relationship between the management policies and experience of Academic Experts in the QWL”

**Observed frequency**

Experience	Management Policies		Total
	Favorable	Not favorable	
0-2 years	28	21	49
2-5 years	39	26	65
Above 5 years	14	02	16
total	81	49	130

**Chi square table**

O	E	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
28	31	-3	9	0.29
39	40	-1	1	0.03
14	10	4	16	1.60
21	18	3	9	0.50
26	25	1	1	0.04
02	6	-4	16	2.67
<b>Total</b>				<b>5.13</b>

$d.f=(C-1)(R-1)=(2-1)(3-1)=1 \times 2=2$

For 2 degrees of freedom @ 5% level of significance, table value is 5.991. Since the calculated valued is less than the table value, the hypothesis is accepted.

Hence, it is concluded that there is a relationship between the management policies and experience of Academic Experts in the QWL

**Findings of the Study**

•Out of the total respondent majority comes under the category of Male: in the academic field.

- While considering the mode to improve quality of work life least respondent feels it has to improve.
- While analyzing the income received is more for the Engineering College staff than the Arts and Science College.
- 50% of the total respondents are having experience of 2-5 years.
- It is very clear that 55% of the total respondents have more job security feeling, even though there is high stress exist at the work place
- At the work place the environment is favorable as found by the researcher by the respondents.
- The researcher concluded that there is a relationship between the gender and favorable work environment.
- With the help of statistical analysis it was found that there is a relationship between the management policies and the experience in quality of work life.

**CONCLUSION**

To conclude the quality of work life of the academic experts is indeed a difficult task. This can be made into success by avoiding the absenteeism and the turnover of employees as per the above analysis.

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