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RESEARCH PAPER

## Quality of Work Life in Teacher Education Institutions

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**Key words:** *QWL, Teacher Educators, quality of work life etc.*

### **Abstract**

*The concept of Quality of Work Life originated during 1911 by a well known scientist Taylor. Quality of Work Life deals with various aspects of work environment, which facilitates the human resource development efficiently. Quality of Work Life in a Teacher Education Institute is essential for the smooth running and success of its Teacher Educators. The work-life balance must be maintained effectively to ensure that all Teacher Educators are running at their peak potential and free from stress and strain. The quality of work life contributes to the Teacher Educators performance in a holistic manner. The study also helps us to know the loop holes of the institute in providing the Teacher Educators basic necessities. It also helps us to know how the Teacher Educators are treated by the management. It also helps the Teacher Educators to address their grievances. As a whole a study on Quality of Work Life helps in the development of Teacher Educators.*

### **Introduction**

Human beings are basically psychosomatic entities. They join organizations in their capacities to satisfy their economic, social and psychological needs. In any organization an employee has to adhere to the given quality of work life and play pre-formatted prescribed roles. Hence, a good quality of work life of any organization play an important role in improving an employee's working situations, their skills, attitudes and performance at large.

The concept of Quality of Work Life can be traced back during 1911 when a well known scientist Taylor published his book "The Principles of Scientific Management" in which he elaborated the concept of scientific management that till today form the basis for designing jobs in almost every organization across the world. The traditional job design of scientific management focuses on division of labour, job hierarchy, close supervision and the one best way of doing work. The system of job hierarchy has made employees totally dependent upon their superior resulting demoralization of employee's personal skills. The demanding to develop the humanized jobs which can satisfy worker's higher needs, their skills, and to make them better citizens, spouses and parents. The traditional job design needs to be replaced by enriched job design. Employers had two basic reasons for re-designing the job

such as: (1) classical design originally gave inadequate attention to human needs, and (2) the needs and aspirations of workers themselves were changing, hence, required appropriate attention. Quality of Work Life deals with various aspects of work environment, which facilitates the human resource development efficiently. Thus, Quality of Work Life helps in the development of human resources. In fact, QWL includes and motivates the employees to perform further for present and future roles.

Employees at the grass root level experience a sense of frustration because of the low level wages, poor working conditions, unfavourable terms of employment, inhuman treatment by their superiors and the like, whereas managerial personnel feel frustrated because of alienation over the conditions of employment, interpersonal conflicts, role conflicts, job pressures, lack of freedom in work absence of challenging work etc.

There are two ways of looking at what QWL means, one way it equals Quality of Work Life with a set of objective, organizational conditions and practices. The other way equates QWL with employee's perceptions that they are safe, relatively well satisfied and able to grow and develop as human beings. This relates QWL to the degree to which the full ranges of human needs are met. QWL refers to the favourableness' or unfavourableness of a job environment for people. QWL like programs usually emphasize employee skill development, the reduction of occupational stress and development of more cooperative labour management relations.

Quality of work life refers to the level of happiness or dissatisfaction with one's career. Those who enjoy their careers are said to have a high quality of work life, while those who are unhappy or whose needs are otherwise unfilled are said to have a low quality of work life. Quality of work life is viewed as an alternative to the control approach of managing people. The quality of work life approach considers people as an 'asset' to the organization rather than as 'costs'. It believes that people perform better when they are allowed to participate in managing their work and make decisions. This approach motivates people by satisfying not only their economic needs but also their social and psychological ones. To satisfy the new generation workforce, organizations need to concentrate on job designs and organization of work. Further, today's workforce is realizing the importance of relationships and is trying to strike a balance between career and personal lives.

Quality of Work Life in a Teacher Education Institute is essential for the smooth running and success of its Teacher Educators. The work-life balance must be maintained effectively to ensure that all Teacher Educators are running at their peak potential and free from stress and strain. The Quality of Work Life can affect such things as Teacher Educators timings, his or her work output, his or her available leaves, etc. Quality of Work Life helps the Teacher Educators to feel secure and like they are being thought of and cared for by the Institution in which they work. An Institute's HR department assumes responsibility for the effective running of the Quality of Work Life for their Teacher Educators. This being the real fact and

since there was absenteeism and lack of job satisfaction among the Teacher Educators in Ajmer.

### Significance of the study

In recent years, there has been increasing concern for QWL due to increasing education level and consequently job aspiration of Teacher Educators, association of Teacher Educators, significance of human resource management, wide spread Institutions unrest, growing of knowledge in human behaviour etc. The present study "Quality of Work Life in Teacher Education Institutions " has become essential for the analysis of socio-economic and professional condition of the Teacher Educators. The data will also helpful for policy maker and researchers for evaluation of QWL of Teacher Educators of various organizations under study.

### Objectives

- To evaluate the various aspects of quality of work life of Teacher Educators.
- To study the various influencing factors of the QWL.
- To study the socio economic background of the Teacher Educators and their Contribution to QWL.

### Hypothesis

- There is no significant relationship between the age of the Teacher Educators and their overall quality of work life.
- There is no significant relationship between the educational qualification of the Teacher Educators and their overall quality of work life.
- There is no significant relationship between the socio economic background of the Teacher Educators and their overall quality of work life.

### Review of Literature

**Skrovan (1983)** stated that the involvement and participation of employees in the creation of their workplace were a central focus of every QWL process. Through this process, all members of the organization, through appropriate channels of communication set up for this purpose, have some say about the design of their jobs in particular and the work environment in general.

According to **Kotze (2005)** work-family balance enhances an individual's QWL, as involvement in multiple roles protects or buffers individuals from the effects of negative experiences in any one role. Beyond this buffering effect, work-family balance is thought to promote well-being in a more direct manner. Balanced individuals experience low levels of stress when enacting roles, presumably as they are participating in role activities that are salient to them.

**Normala and Daud (2010)** in their study –Investigating the Relationship between Quality of Work Life and Organizational Commitment Amongst Employees in Malaysian Firms|| say that the quality of work life of employees is an important consideration for employers interested in improving employees' job satisfaction and commitment.

### **Methodology**

It is a descriptive study of the quality of work life of Teacher Educators working in different Teacher Education Institute of Ajmer. It is propose to conduct opinion survey regarding the quality of work life of Teacher Educators in Teacher Education Institute of Ajmer. It is proposed to collect both primary and secondary sources of information for the study. .

### **Tools For The Proposed Study**

It is proposed to administer questionnaire entitle "Quality of Work Life in Teacher Education Institutions" of Ajmer for eliciting information from Teacher Educators. It is proposed to pretest the questionnaire. The questionnaire covered all the aspect of work life of a Teacher Educator, which includes health, cornier development and insurance. This socio-economic condition and social life were also be covered in the questionnaire.

### **Sampling**

It was proposed to select the 10 Teacher Education Institute for the study by adopting purposive sampling technique. It is propose to study the quality of work life of Teacher Educators working in these Teacher Education Institutes. A simple random sample of 6 Teacher Educators from each Teacher Education Institute selected for the survey. Total 60 Teacher Educators were selected for the study.

### **Finding**

- The result indicates that there is no significant relationship between the age of the Teacher Educators and their overall quality of work life. Hence, the calculated value is greater than the table value. So the null hypothesis is accepted.
- The result shows that there is no significant relationship between the educational qualification of the Teacher Educators and their overall quality of work life. Hence, the calculated value is greater than the table value. So the null hypothesis is accepted.
- The result shows that there is no significant relationship between the socio economic background of the Teacher Educators and their overall quality of work life. Hence, the calculated value is greater than the table value. So the null hypothesis is accepted.

### **Conclusion**

A happy and healthy Teacher Educators will give better result, make good decisions and positively contribute to institutes goal. An assured good quality of work life will not only

attract young and new talents but also retain the existing experienced talents. Quality of work life can affect such things as Teacher Educators timings, his or her work output, his or her available leaves, etc.

Work life balance must be maintained effectively to ensure that all Teacher Educators are running at their peak potential and free from stress and strain. So it is up to the institute to focus on their Teacher Educators and improve their quality of work life so that attrition, absenteeism and decline in Teacher Educators result can be checked. Necessary suggestions were given by the investigator for the same.

From the study we can arrive the conclusion that the quality of work life contributes to the Teacher Educators performance in a holistic manner. The study also helps us to know the loop holes of the institute in providing the Teacher Educators basic necessities. It also helps us to know how the Teacher Educators are treated by the management. It also helps the Teacher Educators to address their grievances. As a whole a study on Quality of Work Life helps in the development of Teacher Educators.

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