

Quality of Work Life: Imaginations & Reality

A Report on Savants

Parle Kalyan Chakravarthy¹

Centurion University of Technology and Management, Odisha¹

Abstract: Work life quality is almost priority to every individual to stay healthy and have mental peace. People work for their own individual development and also for company growth and prosperity. The management of every unit must give a compatible, balance and healthy work life to each employee in the organizations whether it may be manufacturing or service organizations. This study based on the imaginations and the reality of teachers in higher education-based service organizations. Five Engineering college faculty has been considered randomly to get the data prior to their expectations and reality in the work place. Maximum faculty found that they feel satisfied what they get to survive in the workplace to maintain a quality in the field. They are dedicatedly working as per the policies of the institute as well as they feel good what they get as returns.

Keywords: Quality of Work Life, Engineering College Faculty, Work-Life Balance.

I. INTRODUCTION

Quality of Work Life (QWL) has its roots in scientific management advocated by F.W. Taylor way back in 1940's. The mechanical approach or quantitative approach that scientific management assured gave way to the frustration of workers which led to human relations movement and later socio-technical movement which is the basis for today's Quality of Work Life. Thus, the evaluation of the concept QWL was mainly in three phases- Scientific management, human relations movement and finally socio-technical movement. QWL is a philosophy, a set of principles, which holds that people are the most important resource in the organization as they are trustworthy, responsible and capable of making valuable contribution and they should be treated with dignity and respect. The elements that are relevant to an individual's quality of work life include the task, the physical work environment, social environment within the organization, administrative system and relationship between life on and off the job. QWL consists of opportunities for active involvement in group working arrangements or problem solving that are of mutual benefit to employees or employers, based on labour-management cooperation. People also conceive of QWL as a set of methods, such as autonomous work groups, job enrichment and high-involvement aimed at boosting the satisfaction and productivity of workers. It requires employee commitment to the organization and an environment in which this commitment can flourish. Thus, QWL is a comprehensive construct that includes an individual's job-related well-being and the extent to which work experiences are rewarding, fulfilling and devoid of stress and other negative personal consequences.

II. LITERATURE REVIEW

QWL refers to the favourableness or unfavourableness of a job environment for the people. QWL is "The degree to which members of a work organization are able to satisfy important personnel needs through their experience in the organization". By J Richard and J Loy' Richard E. Watson explains quality of work life in terms of eight broad conditions of employment that constitute desirable quality of work life. He proposed the same criteria for measuring QWL. 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. , 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 organization and employee group.

III. METHODOLOGY

The study is based on both primary and secondary data. Primary data is collected from the faculties of different engineering colleges in Orissa state with the help of a questionnaire. The secondary data is collected from organization

records, management reports and special project reports to understand the present state of nature. The sample size is 150 out of five engineering colleges. The sample design is as follows

Sl. No	Name of the Institute	Total No. of Faculties	Sample Size	% of Sample Size
01	Institute-1	90	45	50%
02	Institute-2	65	30	46%
03	Institute-3	55	30	54%
04	Institute-4	45	25	55%
05	Institute-5	35	20	57%
	Total	290	150	52%

The HRD climate survey developed by Rao and Abraham (1990) was used in the present study. The HRD climate of organization can be assessed by getting the opinions of its employees on statements describing HRD aspect. For this purpose, 40 questions are designed and the options of the faculties on each question were obtained with the help of a questionnaire. The questionnaire used a five-point scale and for each statement the respondents were asked to assign rating on the five-point scale as felt by them at the time of answering. The rating pattern is as follows:

S.No	Choice of Response	Rating
1	To a great extent	5
2	To a moderate extent	4
3	To some extent	3
4	To a little extent	2
5	Not at all	1

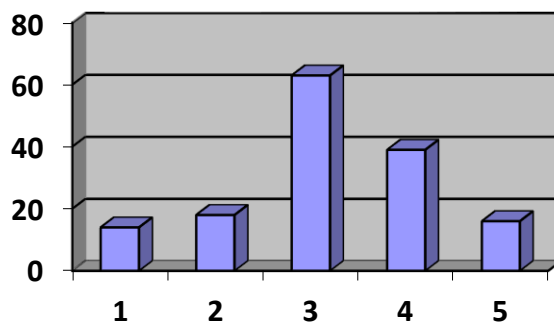
Percentage Score = (Mean Score-1)*25

This is done on the assumption that the mean score of 1 indicates zero percent, 2 indicates 25 percent, 3 indicates 50 percent, 4 indicates 75 percent, 5 indicates 100 percent. The percentage score indicates the degree to which a particular dimension exists in that organization out of the ideal 100. Thus, it is certainly described for the organization to have percentage scores above 50 on each statement as well as overall on all statements.

IV. DATA ANALYSIS AND INTERPRETATION

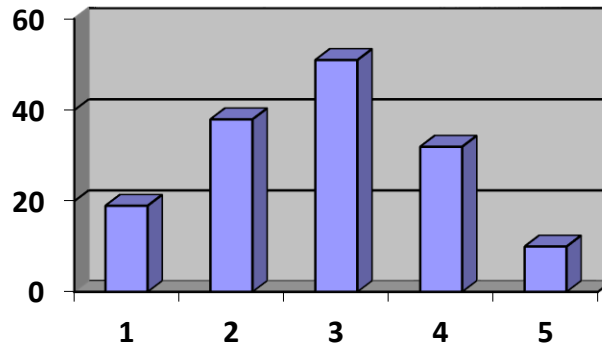
Satisfaction of faculty with the salary comparison with other colleges

The Graph reveals that 42% of the respondents satisfied to some extent on their salary in comparison with other colleges. This is followed by more than ¼ of the respondents are satisfied to a moderate extent. 12% of the respondents are satisfied to a little extent, more than 1/10th of the respondents are satisfied to a great extent and interestingly nearly 1/10th of the respondents are not at all satisfied.



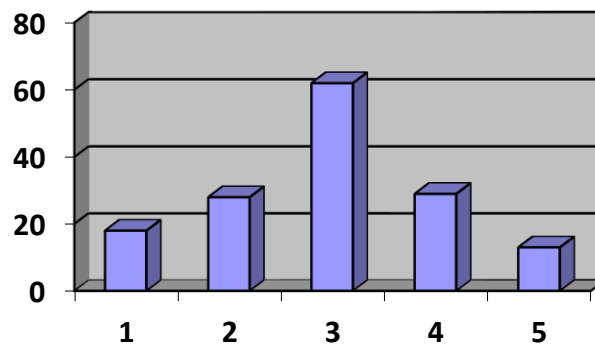
Salary Satisfaction in comparison with qualification

The Graph reveals that 34% of the respondents satisfied to some extent on their salary in comparison with their qualification. This is followed by more than ¼ of the respondents are satisfied to a little extent. More than 1/5th of the respondents are satisfied to a moderate extent, nearly 7% of the respondents are satisfied to a great extent and interestingly more than 12% of the respondents are not at all satisfied.



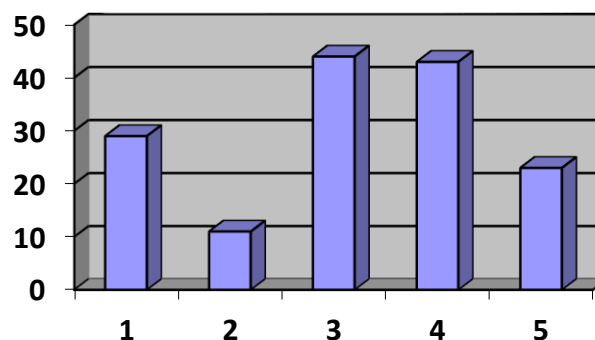
Salary Satisfaction with cost of living

The Graph reveals that 41% of the respondents satisfied to some extent on their salary with cost of living. This is followed by less than 1/5th of the respondents are satisfied to a moderate extent and also 1/5th of the respondents are satisfied to a little extent, less than 1/10th of the respondents are satisfied to a great extent and interestingly nearly 12% of the respondents are not at all satisfied.



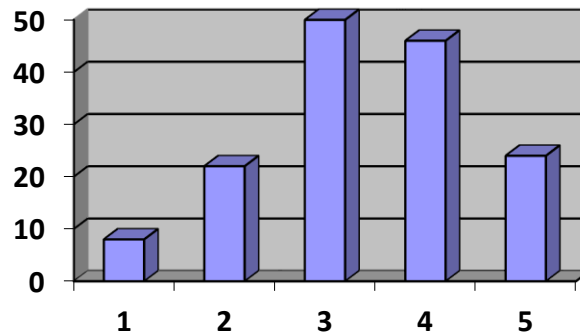
Satisfaction level with the P.F. contribution (includes management)

The Graph reveals that 30% of the respondents satisfied to some extent on their satisfaction levels with the P.F contribution. This is followed by more than 29% of the respondents are satisfied to a moderate extent. Less than 1/10th of the respondents are satisfied to a little extent, 15% of the respondents are satisfied to a great extent and interestingly nearly 1/5th of the respondents are not at all satisfied.



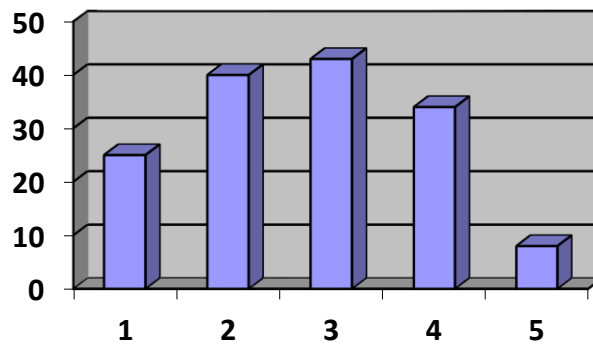
Faculty opinion about physical working conditions

The Graph reveals that 1/3rd of the respondents satisfied to some extent on physical working conditions. This is followed by more than 30% of the respondents are satisfied to a moderate extent. 15% of the respondents are satisfied to a little extent, nearly 16% of the respondents are satisfied to a great extent and interestingly nearly 1/20th of the respondents are not at all satisfied.



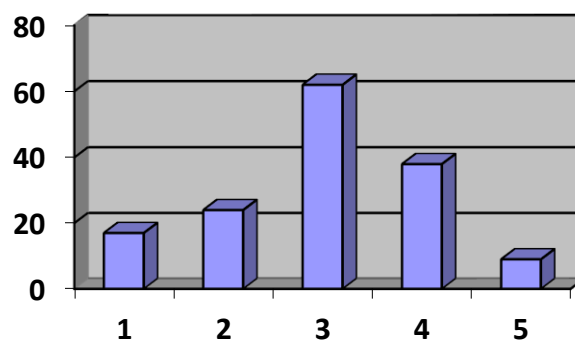
Faculty opinion about medical facilities

The Graph reveals that 29% of the respondents satisfied to some extent on their opinion about medical facilities. This is followed by more than 28% of the respondents are satisfied to a moderate extent. Nearly 27% of the respondents are satisfied to a little extent, more than 5% of the respondents are satisfied to a great extent and interestingly nearly 17% of the respondents are not at all satisfied.



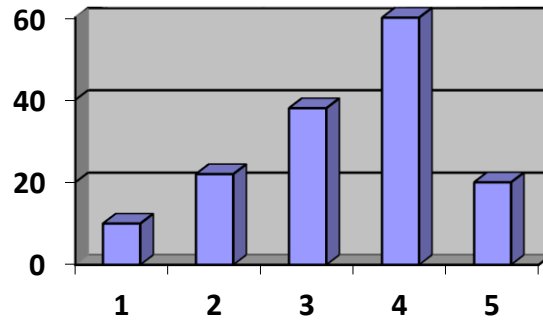
Faculty opinion about duration of rest

The Graph reveals that 41% of the respondents satisfied to some extent on their opinion about duration of rest. This is followed by more than 25% of the respondents are satisfied to a moderate extent. 16% of the respondents are satisfied to a little extent, 6% of the respondents are satisfied to a great extent and interestingly more than 11% of the respondents are not at all satisfied.



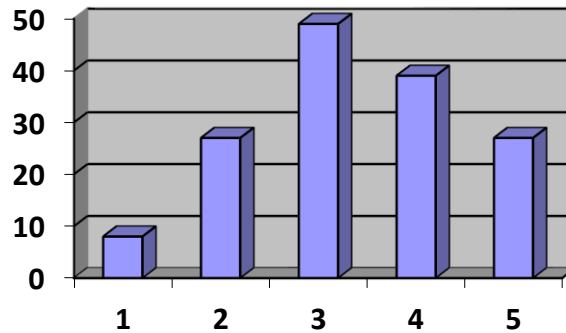
Faculty opinion about Interpersonal Behaviour

The Graph reveals that 40% of the respondents satisfied to a moderate extent on their opinion about interpersonal behaviour. This is followed by more than ¼ of the respondents are satisfied to some extent. Nearly 15% of the respondents are satisfied to a little extent, more than 13% of the respondents are satisfied to a great extent and interestingly nearly 7% of the respondents are not at all satisfied.



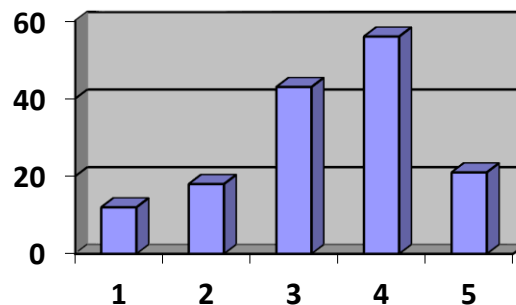
Opinion on free atmosphere to give suggestions

The Graph reveals that nearly 1/3rd % of the respondents satisfied to some extent on their opinion about free atmosphere to give suggestions. This is followed by 26% of the respondents are satisfied to a moderate extent. 18% of the respondents are satisfied to a little extent as well as great extent and interestingly 5% of the respondents are not at all satisfied.



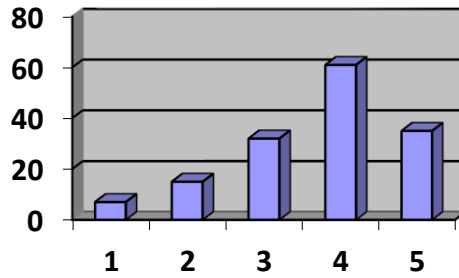
Opinion about social status is improved because of job

The Graph reveals that more than 37% of the respondents satisfied to a moderate extent on their social status. This is followed by more than 28% of the respondents are satisfied to some extent. 12% of the respondents are satisfied to a little extent, 14% of the respondents are satisfied to a great extent and interestingly 8% of the respondents are not at all satisfied.



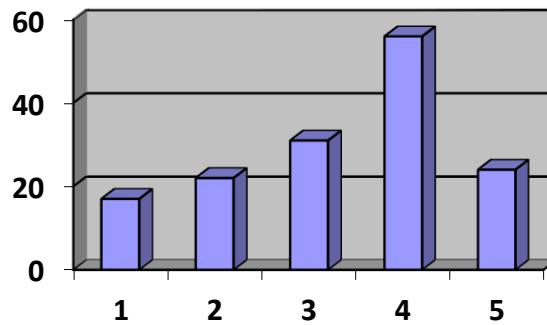
Faculty opinion about dignity and respect of the job

The Graph reveals that 41% of the respondents satisfied to a moderate extent on their opinion about dignity and respect of the job. This is followed by more than 23% of the respondents are satisfied to a great extent. More than 21% of the respondents are satisfied to some extent, 1/10th of the respondents are satisfied to a little extent and interestingly nearly 5% of the respondents are not at all satisfied.



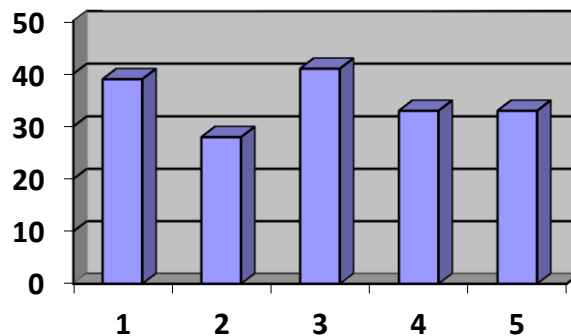
Faculty opinion about carry out work at home

The Graph reveals that more than 37% of the respondents satisfied to some extent on their opinion about carry out work at home. This is followed by more than 1/5th of the respondents are satisfied to some extent. More than 14% of the respondents are satisfied to a little extent, 16% of the respondents are satisfied to a great extent and interestingly more than 1/10th of the respondents are not at all satisfied.



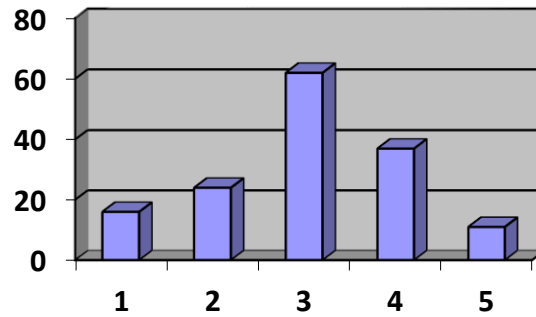
Opportunity of faculty to participate in management decisions

The Graph reveals that 27% of the respondents satisfied to some extent on participation in management decisions. This is followed by 22% of the respondents are satisfied to a moderate extent. More than 18% of the respondents are satisfied to a little extent, 6% of the respondents are satisfied to a great extent and interestingly more than 1/4th of the respondents are not at all satisfied.



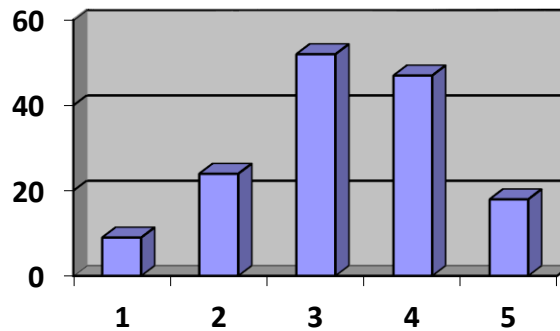
Faculty opinion about management in adequate and fair pay

The Graph reveals that 41% of the respondents satisfied to some extent on their opinion about management in adequate and fair pay. This is followed by nearly 1/4 of the respondents are satisfied to a moderate extent. 16% of the respondents are satisfied to a little extent, more than 7% of the respondents are satisfied to a great extent and interestingly more than 1/10th of the respondents are not at all satisfied.



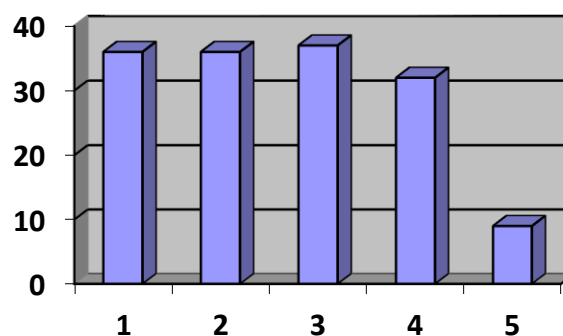
Faculty statement about good working conditions in the organizations

The Graph reveals that more than 34% of the respondents satisfied to some extent on good working conditions in the organizations. This is followed by more than 31% of the respondents are satisfied to a moderate extent. 16% of the respondents are satisfied to a little extent, 12% of the respondents are satisfied to a great extent and interestingly 6% of the respondents are not at all satisfied.



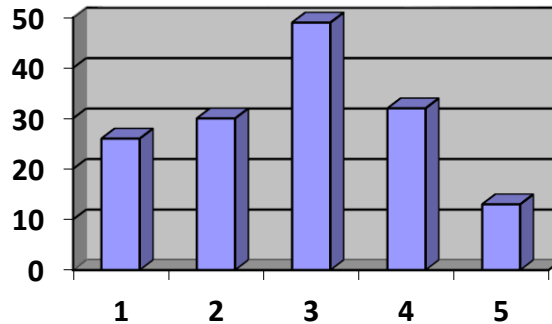
Faculty encouragement for participation in management decisions

The Graph reveals that nearly 1/4th of the respondents satisfied to some extent on encouragement for participation in management decisions. This is followed by more than 21% of the respondents are satisfied to a moderate extent. 24% of the respondents are satisfied to a little extent, 6% of the respondents are satisfied to a great extent and interestingly nearly 1/5th of the respondents are not at all satisfied.

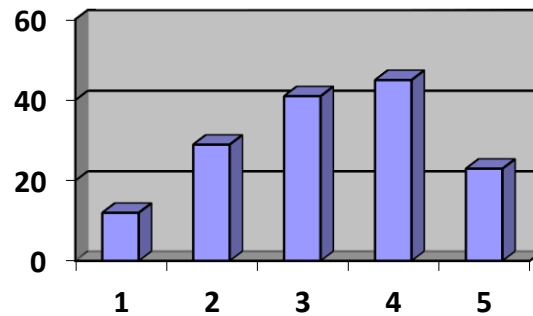


Faculty statement for fairness in promotion policy

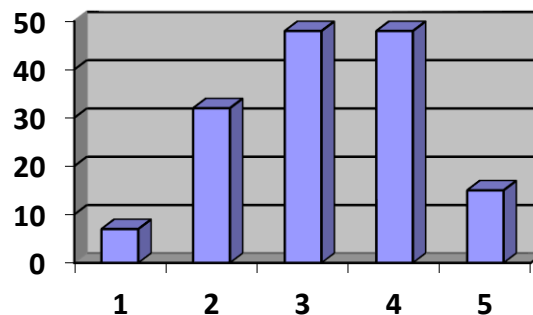
The Graph reveals that more than 32% of the respondents satisfied to some extent for fairness in promotion policy. This is followed by more than 1/5th of the respondents are satisfied to a moderate extent. 1/5th % of the respondents are satisfied to a little extent, more than 8% of the respondents are satisfied to a great extent and interestingly nearly 18% of the respondents are not at all satisfied.

**Faculty opinion about the organization for helping in career planning and growth**

The Graph reveals that 30% of the respondents satisfied to a moderate extent on their opinion about the organization for helping in career planning and growth. This is followed by more than 27% of the respondents are satisfied to some extent. Nearly 1/5th of the respondents are satisfied to a little extent, more than 15% of the respondents are satisfied to a great extent and interestingly less than 1/10th of the respondents are not at all satisfied.

**Faculty opinion about work as a motivational factor**

The Graph reveals that 32% of the respondents satisfied to some extent as well as to a moderate extent on their opinion about work as a motivational factor. This is followed by more than 1/5th of the respondents are satisfied to a little extent and interestingly nearly 5% of the respondents are not at all satisfied.

**Findings of the study**

- Nearly one third of the faculties are satisfied to some extent about their salary levels with comparison to their qualification and cost of living.
- Faculties are satisfied with a moderate extent with their P.F. Contribution
- Nearly fifty percent of the faculties are satisfied with the facilities of drinking water, canteen facilities.
- One fifth of the faculties are satisfied with interpersonal behavior and mingling with others.
- One fourth faculties are not at all satisfied with for not participating in Management decisions. More than one fourth faculties are satisfied up to a little extent for not getting adequate and fair pay.

- One third faculties are getting counseling before taking major decisions.
- Nearly one fourth faculties are satisfied to a little extent for fairness in promotional policies. One eighth of the faculties are not at all satisfied about career counseling policies.
- Nearly one third of the faculties are given statement that they are getting frequency on boredom resulting on job.

Suggestions

- Faculty salary must be comparison with their qualification and work efficiency
- Medical facilities should be facilitate to every faculty
- A/C facilities should be provided to the faculties inside the college
- Faculty should be facilitate to participate Management decisions and to give suggestions
- Faculty should not carry work at home
- Management should provide adequate and fair pay to the faculties
- Faculties must be consulted before taking major decisions
- Management should encourage faculty for participate in their decisions
- Management should take necessary steps for fairness in promotional policy
- Management should encourage faculty for career counselling policies

V. CONCLUSION

As per the Survey conducted for the five Engineering colleges in the state of Orissa, we have found that the pay particulars, Working conditions, social integration of Quality of Work Life, faculty opinion on Management and views of employees on career planning & growth are in some extent comparatively with all the four colleges except one college which is having up to a moderate extent. The faculties of different Engineering Colleges have given the right opinions regarding the stated statements in the five-point scale which has given a clear conclusion that the statements are not comparatively with each other based on their views.

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BIOGRAHY

Dr P Kalyan Chakravarthy, Assistant Professor, School of Management, Centurion University of Technology and Management, Odisha, completed his Doctoral degree in Human Resource Management (Stress Management), 12 Years of teaching Experience, Holding an Honorary Rank of 'Lieutenant' in National Cadet Corps, Indian Army Wing NCC Division, CUTM, affiliated to 1(O) CTC NCC, Berhampur, Odisha Directorate.