

DETERMINANTS OF QUALITY OF WORK LIFE OF TEACHERS

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Abstract

Education is fundamental thing for creating good human being. Teacher is the most important pillar of education system, because of education system creates nothing without qualified teachers. This present study is focusing on an analysis on "Determinants of quality of work life of teachers". This study is a descriptive and analytical study in nature and based on primary data and secondary data. Findings from this study help to know General Determinants and Specific Determinants of quality of work life of teachers. These Determinants influence the quality of work life of teachers. A good quality work life can only ensure good teaching. A qualified teaching only contributes good children or good citizens as real asset of the nation.

Key words:- Quality of work life, Human resources, Determinants of Quality of Work Life, education system.

Quality of work life (QWL) refers to the favorableness or unfavorableness of a job environment for the people (teachers) working in an organization. Quality of work life helps the people to get a sense of satisfaction in their work. In simple,

quality of work life is the sum total of physical (working conditions), psychological and economic factors which affect the job. Human resources are the most important asset of every nation. Good human resource is the outcome of an excellent education system. Quality of

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education system is depending on quality of education or teaching. Teachers are the important pillars of every education system. Quality of teaching is greatly depending on the quality of work life of teachers.

Quality of work life of teachers depends on various factors called determinants of quality of work life of teachers. Determinants of quality of work life can be explained under two main heads namely general determinants of quality of work life of teachers and specific determinants of quality of work life of teachers. General determinants consist of job security, reward and recognition, flexible work time, employees' participation, open communication, career growth plan, job enrichment etc. Specific Determinants consists of pre-service training, study group, symposium, refresher courses, Massive Open Online Courses (MOOC), Workshops etc. These Determinants helps teachers for attaining a good quality of work life improve teaching and thereby they can make tomorrow's good citizens and good nations.

Statement of the Problem

Indian economy is classified into three sectors namely primary sector, secondary sector and service sector or tertiary sector. Education is an important component of service sector and it produces the real asset of the nation that means good human beings in terms of knowledge, skill, intelligence etc. Teachers are the back born of education system and they play a vital role in social development of our nation. Quality and commitment of a teacher greatly depends on his/ her quality

of work life is necessary and essential hence, the present study.

Significance of the Study

Teachers play a very important role in the creation of a good nation. Teachers are the main pillar of education system. Work Life Quality of teachers affects quality of teaching and it will affect future of students that mean future of our nation. So in this context this study is more relevant and adequate.

Objectives of the Study

- To identify and study various Determinants of quality of work life of teachers.

Scope of the Study

This present study is an effort to understanding of different determinants of quality of work life of teachers. This study is confined to teachers working in government schools in Kerala. In this study, for more understanding researcher study the determinants of quality of work life of teachers under two head, namely General determinants of quality of work life of teachers and Specific determinants of quality of work life of teachers.

Research Methodology

The present study is a descriptive and analytical study in nature to gather information about various determinants of quality of work life of teachers. In order to collect primary data for this study, 25 sample respondents are selected from different district of Kerala by using convenient sampling technique.

Data Collection

The study used both primary and secondary data sources. The primary data

was collected through questionnaire and secondary data collected from secondary sources of data such as Research papers, Books, Reports, e-notes, website etc.

Findings and Discussion

Quality of work life is becoming a popular concept in the present scenario. It basically explains the method in which organization can ensure the overall wellbeing of an employee instead of just focusing a work-related aspect. Various determinants or factors are influencing the job. These determinants of quality of work life of teachers can be discussed as General determinants of quality of work life of teachers and Specific determinants of quality of work life of teachers.

General Determinants of QWL

- Reward and Recognition
- Flexible Work time
- Employee participation
- Open Communication

- Career Growth

Specific Determinants of QWL

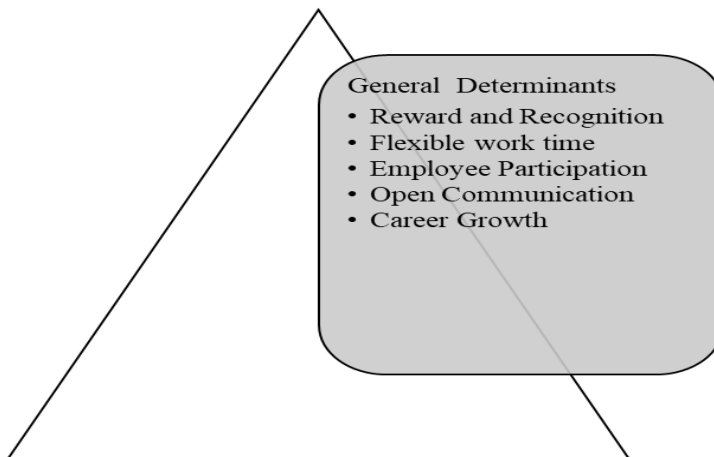
- Pre-service training
- Study group
- Symposium
- Group discussion
- Massive Open Online Courses
- Refreshment Courses
- Seminar
- Conference
- Workshop

Reward and Recognition

Teacher of the weak, Teacher profile on the morning news, Dean of the day, Hand written letter from principal as appreciation etc. Create positive attitude and great motivation on teachers. Appreciation help to improve quality of work life of teachers and thereby they can improve quality of job.

Figure 1

GENERAL DETERMINANTS OF QUALITY OF WORK LIFE OF TEACHERS



Flexible work time

Flexible working hours refers to the schedule which allows employees to start and finish their work when they want. Flexible working hours helps teacher to do their job in their convenience through offline mode and online mode.

Employees’ participation

Employees participation gives an opportunity to teachers for participate in administration, curricular and co-curricular planning, and other activities between school and social institutions. By ensuring employees participation organization can improve quality of work life of employees.

Open communication

Open communication between management and teachers and among peer group of teachers gives a clear idea about aim, policy of school, role and responsibility of Teachers etc. It helps teachers to develop their own plan for teaching

Career growth

Career development opportunities like special roles of Department head, school counselor etc. enhance motivation and dedication of teachers, experience, professional standards etc. Career growth opportunities enhance the motivation of teachers to achieve higher career position through improve their quality of work and skills.

Most of the respondents agreed with the teaching job in government school ensure merit based reward, recognition. Above ninety percentage respondents agreed with this job ensure comfortable working hours. Most of the respondents believe their participation in decision-making process of school is valid. Cent percentage of teachers agreed with, open communication among peer group within the school is possible. 71% of respondents agreed with this job give opportunities for career growth, but 14% respondents disagree with this statement and remaining parts of respondents have no opinion on this matter.

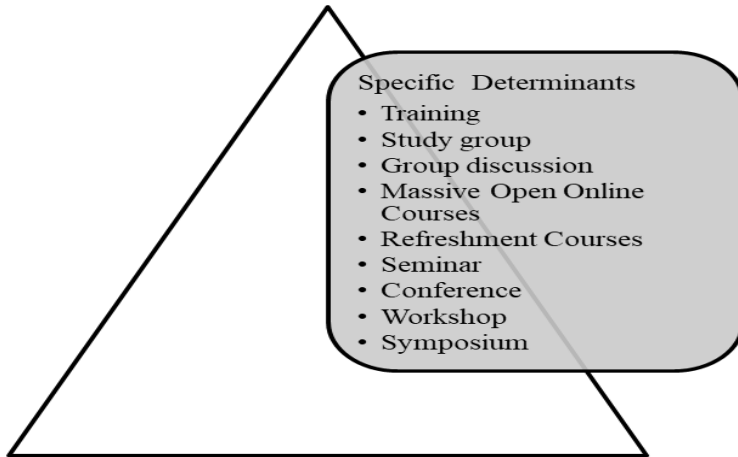
Table 1

Response of teachers on general determinants of quality of work life

Statements	Agree (in %)	Neither agree nor Disagree (in %)	Disagree (in %)	Total
Merit based reward and recognition	85.70	7.10	7.10	100
This job ensure comfortable working hours	92.90	7.10	0.00	100
This job allow participation in decision making process of school	78.60	7.10	14.30	100
This job allow open communication among peer group within the school	100.00	0.00	0.00	100
This job give opportunities for career growth	71.40	14.30	14.30	100

Source: Primary Data

Figure 2
SPECIFIC DETERMINANTS OF QUALITY OF WORK LIFE OF TEACHERS



Training

Training refers to structured activities with the aim of developing or reinforcing required knowledge and skills for a particular job. TTC programmes, B.Ed Programmes conducted by the College of Teacher Education and University Teacher Education Center can be considered as training for teachers. Training helps to enhance quality of work Life of teachers by helps to understand objectives of teaching, acquire adequate and updated content knowledge, acquire skills for teaching etc.

Study groups

Study groups are those groups formed with teachers from same discipline or department. The members of study group meet periodically to discuss the problems regarding their subject’s areas and work out new teaching techniques. Here generally teachers discuss on the topic with practical need and the

personal and professional experience. Study groups really help teachers to plan their teaching way.

Group Discussion

Group discussion simply means a group of people who are gather together for exchange of ideas and experience and knowledge with active learning process among all the participated members. Group discussions enhance participation skill, presentation skill, communications skill, self-confidence, motivation and help to analyses and understand the content thoroughly. So participation in a group discussion positively contributes to the good quality of teaching as well as good quality of work life.

Massive Open Online Course (MOOC)

Massive Open Online Course (MOOC) is online courses available to all who are interested in it. Teachers can access suitable course as a tool for self-

improvement. Massive Open Online platform provides various courses for professional development of teachers like courses for improving writing skills, communication skills, Technology skill and courses for enhancing knowledge in psychology of students etc.

Refresher courses

Refresher courses are conducted to help the teachers to update with latest development in their subject as well as in the theory and practice of education. It is an important tool for re-orientation of teachers. The courses are conducted and directed by experts in relevant field of study. Refreshment courses make significant contribution to improving Quality of Work Life of teachers by reducing stress level and enhancing the professional and academic efficiency of teachers.

The table 2 inferred that most important helping factor for increasing teaching quality, quality of work life of teachers. Refreshment Courses, Study group with peers, Group discussion with peers, Massive Open Online Courses (MOOCs) are helping teachers for

increasing their teaching qualities in following rank basis as rank two, rank three, rank four, rank five respectively.

Seminar

Seminar is a popular tool to enhancing professional qualities of teachers. Educational seminars often conducted on various problems of education and teaching faced by teachers. Seminars provide friendly and informal atmosphere to exchange ideas and discuss problems of education and teaching faced by teachers. So seminars help the teachers to solve their teaching and academic and career problems hence they can improve the quality of teaching and job satisfaction, self-confidence and self-motivation etc., ultimately seminars help teachers to enhance their Quality of work life.

Conference

Conference is a formal meeting of people with a shared interest, typically one that take place over several days. A conference helps the teachers to collect immediate feedback of their present study. Conference improve quality of work life of teachers by providing an opportunity to build a good network

Table 2

Response of teachers on specific determinants of quality of work life

Determinants	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Total	Rank based on Mode
Pre-service and in-service training	20	2	3	0	0	25	1
Refreshment courses	2	19	0	5	0	26	2
Study group with peers	3	2	16	5	0	26	3
Group discussions with peers	0	3	5	14	3	25	4
Massive Open Online Courses (MOOCs)	0	0	2	0	23	25	5

Source: Primary Data

with experts and peer groups, improving communication skills and presentation skill, opportunity to get new idea and concept relating to teaching.

Workshop

Workshop is a popular tool used to give training to teachers in specific area, in an educational workshop persons have to engage in some productive task to produce something tangible. The product may be some teaching equipment, teaching instructional materials, an action plan etc. An active engagement in workshop helps a teacher to develop practical and realistic knowledge regarding the topic concerned, to develop the feeling of co-operation and group work, ability to tackle a problematic situation and the ability to make subject matter interesting to the student thereby increase the quality of teaching and job satisfaction and ultimately leads to good quality of work life.

Symposium

Symposium simply refers to an official arrangement for discuss a particular subject by experts before an audience with the directions of a moderator. If a teacher participates in symposium, he/she can improve

knowledge, thinking level, communication skill, content conveying proficiency etc. Active participation in a symposium helps teachers to improve their quality of work life by giving an opportunity to learn how can analyses a problem or subject in different viewpoint and to get ability to take problems or constraints in their work life with different attitude or view point.

The table 3 inferred that, Seminar is the highly helping factor for increasing teaching quality of teachers. Workshops, Conference, Symposium are the following helping factors for increasing quality of teaching of teachers. so it has given second, Third, and Fourth ranks respectively.

Conclusion

Human resources are the real asset of every nation. Good human resource is the outcome of good Education system. Quality of teaching is depending on Quality of work life of teachers, because it ensures a sense of satisfaction in their teaching. Quality of work life is depending on various factors called Determinants of quality of work life. Quality of work life only can improve through efficient management of these determinants. So every management of

Table 3

Response of teachers on specific determinants of quality of work life

Determinants	Rank 1	Rank 2	Rank 3	Rank 4	Total	Rank based on Mode
Seminar	13	3	6	3	25	1
Conference	2	8	9	6	25	3
Work shops	9	11	5	0	25	2
Symposium	0	6	2	17	25	4

Source: Primary Data

education system or institution should take necessary action for efficient management of determinants of quality of work life of teachers, because quality of work life

influences the quality of teaching, only good teaching makes good children, tomorrow's good citizens and good future of our nation.

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STATEMENT ABOUT THE OWNERSHIP AND OTHER PARTICULARS ABOUT THE MANAGEMENT RESEARCHER

Form IV (See Rule 8)

- | | | |
|-------------------------------|---|---|
| 1. Place of Publication | : | Trivandrum, Kerala |
| 2. Period of Publication | : | Quarterly |
| 3. Printer's Name and Address | : | Navadhara Printers
Sreekaryam, Trivandrum - 695 017 |
| 4. Editor's Name and Address | : | Dr. C.V. Jayamani
TC 8/123, Pooja, Kavil Lane
Cheruvakal, Sreekaryam
Trivandrum - 695 017 |
| 5. Ownership | : | Institute of Management Development
and Research (IMDR),
Mylam, Cheriyakonni PO,
Thiruvananthapuram-695013 |

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