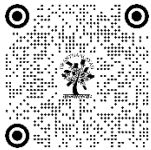


QUALITY WORK LIFE BALANCE OF SELF-FINANCING COLLEGE TEACHERS IN PALAKKAD DISTRICT IN PERSPECTIVE OF TOILING CLASS THEORY

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ABSTRACT

Kerala's performance in the area of higher education is widely recognized. Self-financing college have played relevant role in educational sector. Teachers from self-financing colleges faced different problems to balance their work and family life together. The schedules are busier than ever before. They should impart all types of qualities for doing their job. When they satisfied and doing, they are given a skilled society or world. According to the KM Mani Theory of the toiling class, there is a group included farmers, teachers, labours, and those belong to working class who survive not merely on labour power alone but marginal ownership of production-management, entrepreneurship and tradeable skills and they jointly ensure their rights. By the way qualified teachers of self-financing college are not getting adequate mental and financial support from the superiors of the institutions, definitely lead to job dissatisfaction. For the successful running of the self-financing college is possible only by retaining satisfied teachers. In this study an attempt to throw light on work-life stress issues of 50 self-financing college teachers in Palakkad district.

Keywords: Quality of Work Life Balance, Toiling Class Theory, Superior Subordinate Relationship, Stress, Job Satisfaction

1. INTRODUCTION

We heard many stories about children's waiting for their working parents back from institutions or offices for to go for shopping or for watching movies or for attending family functions. The parents usually do try to make it up for their kids but can't even possible in many times due to busy work or even felt tiredness or stress after from job. We can't blame the father or mother for such situations or not even the children for their small desires. Here the term work life balance plays a major role in every one's life.

Work life balance teaches us that we all have the right to be ambitious in pursuing our career goals, but not at the cost of losing important emotional and personal ties with people whom we are going to share relationships with throughout our life.

One of the principal observations of work life balance is that when work becomes a hobby and co-workers become family, there would be sufficient time to give to both career and family.

For all institution human resources are most important. The role of teachers is very important for the development of a good society. As per UGC changing rules the duties of a teacher are not finished only by engaging students in a class room ...it has been more and more he or she needs to complete. Many documentations work a teacher has to be maintained about students, department and enrich their knowledge, update their skills through attending seminars, workshops, publishing papers etc. They should impart all types of qualities for doing their job. When they satisfied and doing, they are given a skilled society or world. So, it is necessary to treat the teachers with all the considerations by the management, superiors, students, parents as well as family and society.

2. REVIEW OF LITERATURE

Kirchmeyer (1995) identified three types of organizational response to non-work (separation, integration, respect) and used the data collected from 221 managers, active in multiple domains, to assess the effectiveness of these organizational responses. "separation" was a response where employers were concerned mainly with the workers' fulfilling their work responsibilities, and viewed workers' non-work lives as solely the concern of workers themselves. In the case of integration response, employers treated work and non-work as related words that affected one another, and acted to reduce the gap between them in an effort to help workers manage their multiple domains. "respect" referred to the employer acknowledging and valuing the non-work participation of workers and committing to support it.

Dr. L. Buffardi, K. Baughman and K. Morse (2004) conducted a survey on the task force in George Mason universities employees to correctly measure the quality of work life. Using Eisenberger's construct of perceived organisational support (pos) survey was done to know which key factor influencing employees commitment to the organization, job satisfaction and general quality of work life. According to this survey researcher said that employees are looking for various factors which comes under the quality of work life constructs these are: salary, health care benefits, retirement benefits, job security, work space, special recognition for achievements, availability of on campus child care, adequate input in the decision process and fair and equitable performance appraisal equitable distribution of resources.

Tymon et al (2011) that employees can improve their perceived career success by balancing long and short term goals, improving their competence, and communicating openly with their managers. There are four factors as revealed by Rasdi et al. (2009) which have predictive potential on manager's career success are Individual-related factors, organizational related factors, managerial competencies-related factors, and the person environment fit factor.

Seema Arif and Maryam Ilyas (2013) focussed on quality of work life of private universities in Lahore, Pakistan. They explored various dimensions of quality of work life which affect life and the attitude of teachers. This quantitative study took 360 members of university and analyses their perception of QWL. This study also investigated the QWL effects on employee commitment, engagement, job involvement and reputation of the university. This research suggested that the perceived value of work, work climate, work-life balance and satisfaction are the main factors which shaped the work attitude and also improving employees work life.

3. OBJECTIVES OF THE STUDY

- 1) To study the socio and demographic profile of the respondents.
- 2) To analyse the superior subordinate relationship in self-financing colleges of Palakkad district.
- 3) To analyse the stress factors of male and female respondents.
- 4) To understand the level of satisfaction of self-financing college teachers along with their work life balance.
- 5) To give suitable suggestions to improve the quality work life of self-financing college teachers

4. SIGNIFICANCE OF THE STUDY

According to the Theory of the toiling class, there is a group included small and marginal farmers, agriculture labours, artisans, traders, teachers, shop keepers belong to the category of working class who survive not merely on labour power alone but marginal ownership of production-management, entrepreneurship and tradeable skills and they

stood stand together to ensure their rights. As same way Management and teachers of self-financing college teachers maintain a good harmony and coordination in their working where mutual cooperative harmony that exists between people of the toiling class theory as it will be a basis of a move towards people socialism here in this study it will lead to institutional and personal success of both management and teachers.

HYPOTHESIS: -

H0: There is no significant difference on stress factors of male and female teachers

H1: There is significant difference on stress factors of Male and Female teachers

5. RESEARCH METHODOLOGY:

It is a way to systematically solving the research problem, various steps are adopted for studying the problem along with the logic behind them. The research methodology includes description about why the research study has been undertaken, how the hypothesis, if any has defined, what data have been collected and what particular method have been adopted.

6. SOURCES OF DATA

RESEARCH DESIGN:

The study is empirical and analytical in nature. This study conducted as a survey method by using structured questionnaire to identify the responses of college teachers towards various dimension of quality work life.

SAMPLE DESIGN

The convenience random sampling method has to be used to select 50 self-financing college teachers for the study due to limited time period. The sample in my study which are teachers belong to the toiling class as envisaged by shri. KM Mani.

TOOLS FOR DATA ANALYSIS

Percentage analysis, Weighted average and Chi square test are used in this study.

LIMITATIONS OF THE STUDY:

The study was restricted to self-financing college teachers of Palakkad district

The result depends on the information given by the respondents

Time limited for the study.

7. DATA ANALYSIS AND INTERPRETATION

Simple percentage analysis

Table No .1 Demographic Profile Of The Respondents

Sl no	status	Number of respondents	percentage
1	GENDER		
	Male	14	28
	Female	36	72
	TOTAL	50	100
2	AGE		
	Below 25	11	22
	25-35	23	46
	35-45	12	24

	45 and above	4	8
	TOTAL	50	100
3	MARITAL STATUS		
	Single	19	38
	married	31	62
	TOTAL	50	100
4	EDUCATIONAL QUALIFICATIONS		
	PG	7	14
	PG WITH NET	31	62
	MPHIL	5	10
	PHD doing	3	6
	P HD	4	8
	TOTAL	50	100
5	MONTHLY INCOME		
	up to 15000	7	14
	15000-18000	21	42
	18000-21000	10	20
	21000-24000	8	16
	Above 24000	4	8
	TOTAL	50	100

(Source: Survey data)

INTERPRETATION:

The above table 1 shows the demographic factors like gender, age, marital status, educational qualifications and monthly income of the respondents. Where more female faculties are working in self-financing colleges of Palakkad while compare to male faculties. In case of age level 46% of the respondents are under the category of 25-35.62% are the married faculties .62% of the respondents obtained the qualifications of PG with NET. Only 8% have possessed PhD as their higher qualification.42% have attaining their monthly income under the category 15000-18000 and only 8% have achieved above 24000 as their monthly income.

Table No .2 Year Of Experience

SL NO	YEAR OF EXPERIENCE	Number of respondents	percentage
1	Up to 1 year	9	18
2	1 -5 years	25	50
3	5-10 years	11	22
4	Above 10 years	5	10
	TOTAL	50	100

(Source: Survey data)

INTERPRETATION:

Table 2 deals with year of experience of respondents. It reveals that 50% of teachers have 1-5 years of experience. 22% of teachers have 5-10 years' experience and 18% of teachers only have 1 year experience and 10% have above 10 years of experience.

Table No .3 Respondents' Opinion Towards Salary Package

SL NO	Responses	Number of respondents	percentage
1	Strongly agree	7	14
2	Agree	14	28
3	Neutral	15	30
4	Disagree	6	12
5	Strongly Disagree	8	16
	total	50	100

(Source: Survey data)

INTERPRETATION

Table 3 deals with the salary package of respondents. It reveals that 30% of respondents have neutral opinion about salary package. 28% have agree with salary package given by the institutuion. 16% are strongly disagree with the salary package. 14% respondents are strongly agreeing with the salary. 12% respondents are disagreeing with the salary package.

Table No .4 Family classification of respondents

SL NO	Type of family	Number of respondents	percentage
1	Nuclear	31	62
2	joint	19	38
	total	50	100

(Source: Survey data)

INTERPRETATION:

62% of the respondents are lived in nuclear family where 38% of the respondents have lived in joint family.

Table No .5 Quality Of Life At Home

SL NO	Quality of life at home	Number of respondents	percentage
1	Moderate	12	24
2	Good	21	42
3	Very Good	17	34
	total	50	100

(Source: Survey data)

INTERPRETATION

24% of the respondents have moderate level of quality of life at home. Where 42% of the respondents have good quality of life at home and 34% of the respondents have very good quality of life at home.

Table No .6 Superior Subordinate Relationship Of The Respondents

Basis	Excellent (5)	Very good (4)	Good (3)	Not bad (2)	Bad (1)	scores	Weighted average	Rank
Openness in communication	13	7	22	5	3	172/50	3.44	2
Relationship maintenance	10	10	19	6	5	164/50	3.28	3
Equal consideration	11	8	14	7	10	173/50	3.46	1
Trust	9	11	16	9	5	153/50	3.06	4

(Source: Survey data)

INTERPRETATION

The 1st rank got to superior subordinate need to show equal consideration one another ,2nd rank got to openness in communication and 3rd rank got to relationship maintenance and 4th rank got to Trust need to maintained by one another.

Table No .7 Job Satisfaction Factors Of The Respondents

Job satisfaction factors	Excellent 5	Very good 4	Good 3	Not bad 2	Bad 1	Score	Weighted Average	Rank
Job security	16	18	12	2	2	194/50	3.88	1
Motivation	20	10	8	6	6	182/50	3.64	3
Increment in salary	17	15	12	4	2	191/50	3.82	2
Development opportunities	10	12	9	10	9	154/50	3.08	4
Flexible working and autonomy	12	9	10	9	10	154/50	3.08	4

(Source: Survey data)

INTERPRETATION:

This table shows the factors which influence the satisfaction level of respondents. Here majority of the teachers give importance on the job security second preference to increment in salary and third rank given to the motivation given by superiors or colleagues and fourth rank given to both development opportunities and Flexible working and Autonomy.

Table No .8 Respondents' Opinion About Stress

Sl no	opinion	No of teachers	percentage
1	Strongly agree	12	24%
2	Agree	26	52%
3	neutral	8	16%
4	Disagree	2	4%
5	Strongly disagree	2	4%
	Total	50	100

(Source: Survey data)

INTERPRETATION:

In Table no:8 shows the respondents opinion about stress. Here 52% people are agreeing that they were faced stress.24% respondents are strongly agreeing that they are faced stress .16% respondents are faced neutral opinion about stress and 4% respondents are disagree with stress and 4% are strongly disagree with stress.

Table No .9 Stress Factor Of Male And Female Respondents

Stress factor	Work load	Semester system	Superior subordinate problems	Others	Total
male	8	9	3	8	28
female	7	6	3	6	22
Total	15	15	6	14	50

(Source: Survey data)**INTERPRETATION**

In table no 9 shows the stress factors of male and female faculties of self-financing college. Workload stress faced by male faculties are more compare to female respondents and stress on semester system also faced more in male other than female faculties, stress on superior subordinate relationship is same to both male and female faculties. In case of other factors also male faced more stress other than female teachers.

HYPOTHESIS: -

H0: There is no significant difference on stress factors of male and female teachers

H1: There is significant difference on stress factors of Male and Female teachers

Chi square test

O	E	(O-E)	(O-E) ²	(O-E) ² /E
8	8.4	-0.4	0.16	0.0190
9	8.4	0.6	0.36	0.0428
3	3.36	-0.36	0.1296	0.0385
8	7.84	0.16	0.0256	0.0032
7	6.6	0.4	0.16	0.0242
6	6.6	-0.6	0.36	0.0545
3	2.64	0.36	0.1296	0.0490
6	6.16	-0.16	0.0256	0.0041
50				0.2356

(Calculated values)

Chi square test= $\sum \frac{(O-E)^2}{E}$

$$=0.2356$$

Degree of freedom:3

Table value@5%level of significance=7.815

INTERPRETATION

H0 is accepted because the calculated value is less than table value. Hence there is no significant difference in stress factors of male and female respondents.

Table 10 Respondents Opinion About Arrangement Of Work

SL NO	OPINION	NO: OF TEACHERS	%
1	Strongly agree	9	18
2	Agree	29	58
3	neutral	5	10
4	Disagree	5	10
5	Strongly disagree	2	4
	Total	50	100

INTERPRETATION

In this table shows that 18% of the respondents are strongly agree with arrangement of work 58% were agree with arrangement of work, 10% have neutral opinion 10% have disagreeing and 4% have strongly disagree with arrangement of work.

Table no:11 Level of Satisfaction Towards Social Status Of Work

SL NO	Satisfaction Level	No: of teachers	Percentage
1	Highly satisfied	15	30
2	Satisfied	20	40
3	Neutral	10	20
4	Dissatisfied	5	10
5	Highly Dissatisfied	0	0
	Total	50	100

INTERPRETATION

In table 10 shows the satisfaction level of teachers towards social status of work. The 30% of teachers are highly satisfied, 40% of teachers are satisfied on social status of their work and 20% of respondents have neutral opinion about satisfaction on social status of work and 10 % of the respondents have dissatisfied on social status of work.

Table no:12 Level of satisfaction towards work life balance determinants

Determinants	Highly satisfied 5	Satisfied 4	Neutral 3	Dissatisfied 2	Highly dissatisfied 1	Total	sum	mean	rank
Superior subordinate Relationship	21	24	3	2	0	50	214	4.28	1
Salary is fair	19	21	5	2	3	50	201	4.02	2
Stress	21	15	6	5	3	50	196	3.92	3
Social status	15	20	10	5	0	50	186	3.72	5
Job satisfaction	15	14	13	8	0	50	186	3.72	5
Arrangement of work	10	28	7	3	2	50	191	3.82	4

Other facilities	5	17	19	6	3	50	165	3.3	6
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INTERPRETATION

In this table reveals that majority of respondents level of satisfaction against superior subordinate relationship holds Rank no 1. And rank no 2 got to salary is fair, third rank given by majority respondents to stress factor and fourth rank to Arrangement of work and fifth rank to social status and job satisfaction and sixth rank goes to other facilities getting used by respondents.

8. FINDINGS OF THE STUDY

- More female Teachers are working in self-financing colleges of Palakkad while compare to male teachers
- 62% of the respondents obtained the qualifications of PG with NET.
- 42% have attaining their monthly income under the category 15000-18000.
- 28% have agree with salary package given by the institution.
- 62% of the respondents are lived in nuclear family.
- 42% of the respondents have good quality of life at home.
- Workload stress faced by male faculties are little bit more compare to female respondents.
- stress on superior subordinate relationship is both same in case of male and female faculties.
- There is no significant difference on male and female faculties in case of stress they faced.
- 10 % have disagree and 4% have strongly disagree with arrangement of work.
- 40% of teachers are satisfied on social status of their work.
- Majority of respondents conveys level of satisfaction against superior subordinate relationship holds Rank no 1.

9. SUGGESTIONS

- As per Toiling class theory of shri. KM Mani, workers can improve their productivity with the help of supportive management as well as management can ensure their goals with the help of subordinates. In this study Majority of respondents conveys level of satisfaction against superior subordinate relationship holds Rank no 1. So, they stood stand together to ensure their rights.
- Some institutions conduct interview before every academic year starting felt faculties more stress on their job and have feeling of insecurity on their jobs. Better to maintain qualified teachers continuously makes them work hard for the institution.
- Motivation by superiors and peer groups improved the quality of teaching and help the faculties to balance their work life.
- Many faculties are lived in nuclear family and to balance their work and life its essential to have Good salary package.
- The stress level of both male and female should be reduced by making proper work arrangement, avoiding unnecessary work load to conduct classes based on semester system smoothly.
- Yoga and meditations also counselling centres in institution itself improve the faculties to balance their work life properly.

10. CONCLUSION

In this study clearly indicates satisfied employees can manage their work and life smoothly. They can boost their commitment to institutions. According to shri KM Mani, Farmers, agriculture labourers and other workers belong to the category of working class and they should stand together to ensure their rights. And so by in educational institutions superiors or managers make necessary arrangements to faculties by making positive appreciation for their work, don't

make any partiality on faculties. Give better salary, proper work load, good facilities etc. Management and teachers of self-financing colleges are two sides of same coin and their union was essential for the upliftment of self-financing educational sector. In this study the faculties of self-financing college teachers of Palakkad district are satisfied with their work life balance determinants with some extent. By carrying out a work in a planned manner, faculties may achieve new heights which is good for the institution also. Today every institution faced competition from one to another so for to smooth running institution give importance on work life balance determinants and support faculties.

CONFLICT OF INTERESTS

None.

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None.

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