
A Study on the Relationship between the Quality of Work Life of P.G Colleges' employees and their Job Satisfaction during Covid-19 in Telangana state.

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Abstract:

This article was written to inform about the job satisfaction and QWL of the faculty working in post-graduate colleges in Telangana. The QWL and Job satisfaction is a vital factor for every employee. I want to convey through this article that it is the responsibility of colleges to provide the quality of life and professional satisfaction that employees' desire. For writing this article, a set of constructive questions was distributed and the responses were collected and analyzed. Along with them, I considered past articles and case studies. I took 160 PG College Teachers from Telangana as respondents and recorded their responses. I used a 5-point Likert scale to record responses. Since it is a study related to the survey, I used simple percentage analysis for data analysis.

Keywords: COVID – 19, job satisfaction, faculty, quality of work-life

INTRODUCTION:

The QWL is a phenomenon that every employee encounters in his working life. It has already been proven in many studies that it also affects every personal life. Quality of work-life has become a major challenge not only for the employee but also for the companies. Quality of work life is not a fixed thing, because human desires are always changing so unstable desires influence the perception of unstable quality of work life. But due to the limitations of the companies, providing a QWL remains an unforgettable experience. It is therefore the responsibility of the organization to manage QWL in the organization for employees.

Employees and companies alike experienced an unexpectedly difficult period, especially during the corona epidemic. While discussing QWL in normal time can be a kind of difficulty, discussing QWL in corona time has become a major challenge. While their causes are complex for companies, their lives have become questionable for the same employees. The study on QWL in the corona time focused on these two phenomena.

I have selected some factors for this, namely job satisfaction, work-life balance, pay & compensation, work stress, and working environment. Previous research has shown that the above factors can define QWL, so I used the same factors to select teachers working in postgraduate colleges in the state of Telangana and conduct my study in corona time. Another important reason I study the QWL of college teachers is that educational institutions are important centers that produce a generation of future responsibility, teachers play an important role in such centers, so it is the minimum responsibility of the institutions to know and provide their QWL, the reason is that the teacher himself If not satisfied with the job it will very importantly hurt the future of the students.

QUALITY OF WORK-LIFE FACTORS:

The phenomenon of QWL can be defined as the summary of many things that employees do, such as the work environment, job satisfaction, the stress they experience, and the salary they receive. Providing the above factors will enable the employee to get satisfaction with the work he is doing. The work environment also changes positively due to the satisfaction received by the employee. In the same way, providing a positive environment also increases employee satisfaction. Both the work environment and employee satisfaction are inextricably linked. Research up to this point has shown that employees tend to do more satisfying work than the financial benefits they receive. Below are some of the factors summarized.



Job satisfaction:

Good service can only be provided when an employee is satisfied, and job satisfaction is a very important factor in defining QWL. Job satisfaction builds trust in the employee in retaining and in the employee. But in some special cases, the general analysis may not give the right result, for example during the corona pandemic employees faced the fear of losing their job even more than job satisfaction and the fear of salary cuts. So, in such a case the phenomenon of job satisfaction has a negative impact. When it comes to teachers, a large percentage of employees have been eliminated due to the outpouring of schools and colleges, especially the closure of revenue to private colleges. As a result, a large percentage of teachers have changed their fields.

Working Environment:

The external environment and the internal environment of the organization motivate the working conditions of the employee. Every employee who works in the company also wants to work in a healthy and positive environment. The overall external environment, i.e., sitting area and office rooms, accessible internet connectivity, relations with co-employees, and especially the problems faced by employees during the outbreak of health conditions also affected their working conditions.

Employee stress at the workplace:

There is a saying that there is no job without stress and no business without loss. This is true in full. There is also no turnover for the employee in a stress-free job. But for any employee, the health risks are compounded by the stress of the job he or she is doing. Some analysts have defined this concept as healthy stress, meaning that every company should take the responsibility of designing and implementing a stress policy that does not harm the health of an employee as well as the queen of loss to the organization.

Pay and Compensation:

Salary and Wages are rewards for a person's hard work. Similarly, the financial reimbursement given by the company is only a reward for their service. Every person expects a reward for their hard work, so it also plays a role in motivating an employee to work. During this corona pandemic, the employees faced a lot of difficulties in getting at least their basic salary, not thinking about the next benefits while at the same time they had requirements beyond the wage. This is an unforeseen event for the company and no company is ready for such unexpected events. It is a research time for companies; as such cases are not cyclical so utilizing this time can be useful for many issues that may arise in the future.

Work-life Balance

Every employee has two types of life, one is his personal life, the other is the productive life, and one employee experiences these two lives every day. So he thinks of reconciliation between these two lives, and if there is no reconciliation between these two lives it puts pressure on him, this stress affects both of those lives and also has a detrimental effect on his health. If the productive life of the employee is so affected by stress, then it is the company that affects the product alone. So there is nothing wrong with wanting an employee's work-life balance, just as companies should take it as a responsibility.

Review of literature:

QWL has done a lot of research on improving the QWL in the workplace thereby improving job satisfaction. Below are some of the reviews mentioned, especially in educational institutions?

Research on university teachers has shown that their commitment and involvement helped them achieve their organizational goals, but they also had to face some challenges in achieving them. In this research, QWL was elaborated on from different angles. The research looked at university teachers' understanding of QWL and their job satisfaction. All variables in terms of QWL in this study gave positive results. (Shahnaz, 2018). A study of university faculty to determine the relationship between QWL and job satisfaction demonstrated that job satisfaction can also be measured by the measurements used to determine QWL. For this, multiple regression analysis was used. Thus it is known that there is a significant positive correlation between job satisfaction with QWL measurements. This study

demonstrated that gender differences were not related to QWL measurements. (Ibid., 2018). Studies on the QWL concept have proven to be beneficial to management and employees. Acquisition of QWL is based on several factors, including cooperation, task restructuring, problem-solving efforts, and legal management practices. Apart from these, things like work schedules, control, and technology have also been proven to influence QWL achievement. Job Satisfaction is known to be important for increasing motivation and employee interest in his work. This study has proven that employees are getting psychological satisfaction due to job satisfaction. (Sekhara Rao, 2018).

Research Gap:

My study of this was done about the faculty working in the post-graduate colleges in Telangana State. And a study of this has been made of their status quo in corona time. The reason is that the work done by the faculty during corona time is different from other normal times and their QWL and job satisfaction is also likely to be different. In my view, this corona time is a favorable time for research, because such cases have not yet come up, and such studies may be useful for dealing with them in the future when they come. Importantly, teachers are under a lot of stress in terms of conducting online classes, working from home, network problems, new use of technology, and lack of training on technology. Lack of cooperation from students is also a reason for their stress. This study will be useful in identifying factors that contribute to job satisfaction in corona time, as well as the relationship between these factors and QWL.

The objective of the Study:

1. To know the association between job satisfaction and QWL of employees working in Post Graduate Colleges in Telangana.

Hypothesis:

H0: There is no association between QWL factors and the job satisfaction of employees working in postgraduate colleges in Telangana.

H1: There is an association between QWL factors and the job satisfaction of employees working in postgraduate colleges in Telangana.

Research Methodology:

To make the study used a descriptive research methodology. Primary data and secondary data are used to analyze the study. Used primary and secondary data to analyze the association between QWL and Job satisfaction of employees in private colleges of Telangana state. Data was collected by using a pre-structured questionnaire distributed among the employees, using a convenient method to select the employees to gather the data. Used SPSS software to analyze the data.

Data Collection Sample: used a simple random sampling technique and pre-determined questionnaire to collect the data. A total of 160 responses were recorded after keeping meticulous efforts. Used a 1 to 5-point Likert scale to collect the responses. 1 represents strongly dissatisfied, 2 represents dissatisfied, 3 represent neutral, 4 represents satisfied, and 5 represents strongly satisfied.

Data Analysis:

		Gender	Designation
N	Valid	160	160
	Missing	0	0

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	74	46.3	46.3	46.3
	Male	86	53.8	53.8	100.0
	Total	160	100.0	100.0	

		Freq	%	Valid %	Cumulative %
Valid	Assistant Professor	74	46.3	46.3	46.3
	Associate Professor	59	36.9	36.9	83.1
	Professor	27	16.9	16.9	100.0
	Total	160	100.0	100.0	

	Strongly Dissatisfied	Dissatisfied	Neutral	Satisfied	Strongly Satisfied	Total
Male	3	30	36	15	3	87
	3.45	34.48	41.38	17.24	3.45	100
Female	2	21	25	19	6	73
	2.74	28.77	34.25	26.03	8.22	100.00
Total	5	51	61	34	9	160
	3.09	31.62	37.81	21.63	5.83	100

	Strongly Dissatisfied	Dissatisfied	Neutral	Satisfied	Strongly Satisfied	Total
Male	4	28	35	16	2	85
	4.71	32.94	41.18	18.82	2.35	100
Female	3	21	23	21	7	75
	4.00	28.00	30.67	28.00	9.33	100.00
Total	7	49	58	37	9	160
	4.35	30.47	35.92	23.41	5.84	100

	Strongly Dissatisfied	Dissatisfied	Neutral	Satisfied	Strongly Satisfied	Total
Assistant Professors	3	21	28	17	5	74
	4.05	28.38	37.84	22.97	6.76	100

Associate Professors	2	15	18	19	5	59
	3.39	25.42	30.51	32.20	8.47	100.00
Professors	1	9	7	6	4	27
	3.70	33.33	25.93	22.22	14.81	100.00
Total	6	45	53	42	14	160
	3.72	29.05	31.42	25.80	10.02	100.00

The variance of Gender in Job satisfaction and Work-life balance

		Sum of Squares	df	Mean Square	F	Sig.
Job Satisfaction	Between Groups	1.753	1	1.753	.975	.325
	Within Groups	284.147	158	1.798		
	Total	285.900	159			
Worklife Balance	Between Groups	.387	1	.387	.216	.643
	Within Groups	283.588	158	1.795		
	Total	283.975	159			

Association among Gender, Job satisfaction, Designation, and Work-life balance

Dependent Variable: Designation						
Source		Type III Sum of Squares	df	Mean Square	F	Sig.
Intercept	Hypothesis	319.678	1	319.678	256.383	.040
	Error	1.247	1	1.247 ^a		
Jobsatisfaction	Hypothesis	3.533	4	.883	1.936	.269
	Error	1.825	4	.456 ^b		
WorklifeBalance	Hypothesis	2.215	4	.554	1.850	.283
	Error	1.197	4	.299 ^c		
Gender	Hypothesis	1.247	1	1.247	1.884	.362
	Error	.849	1.283	.662 ^d		
Jobsatisfaction * WorklifeBalance	Hypothesis	.712	3	.237	.756	.588
	Error	.941	3	.314 ^e		
Jobsatisfaction * Gender	Hypothesis	1.825	4	.456	1.821	.463
	Error	.310	1.236	.251 ^f		
WorklifeBalance * Gender	Hypothesis	1.197	4	.299	1.392	.601
	Error	.158	.736	.215 ^g		
Jobsatisfaction * WorklifeBalance * Gender	Hypothesis	.941	3	.314	.546	.651
	Error	78.089	136	.574 ^h		

a. MS(Gender)

b. MS(Jobsatisfaction * Gender)

c. MS(WorklifeBalance * Gender)

d. $1.463 \text{ MS}(\text{Jobsatisfaction} * \text{Gender}) + 1.331 \text{ MS}(\text{WorklifeBalance} * \text{Gender}) - 2.404 \text{ MS}(\text{Jobsatisfaction} * \text{WorklifeBalance} * \text{Gender}) + .610 \text{ MS}(\text{Error})$
e. $\text{MS}(\text{Jobsatisfaction} * \text{WorklifeBalance} * \text{Gender})$
f. $1.242 \text{ MS}(\text{Jobsatisfaction} * \text{WorklifeBalance} * \text{Gender}) - .242 \text{ MS}(\text{Error})$
g. $1.379 \text{ MS}(\text{Jobsatisfaction} * \text{WorklifeBalance} * \text{Gender}) - .379 \text{ MS}(\text{Error})$
h. $\text{MS}(\text{Error})$

Source	Variance Component					
	Var(Gender)	Var(Jobsatisfaction * Gender)	Var(WorklifeBalance * Gender)	Var(Jobsatisfaction * WorklifeBalance * Gender)	Var(Error)	Quadratic Term
Intercept	53.723	10.784	10.776	4.638	1.000	Intercept, Jobsatisfaction, WorklifeBalance, Jobsatisfaction * WorklifeBalance
Jobsatisfaction	.000	7.369	.000	4.611	1.000	Jobsatisfaction, Jobsatisfaction * WorklifeBalance
WorklifeBalance	.000	.000	8.097	5.119	1.000	WorklifeBalance, Jobsatisfaction * WorklifeBalance
Gender	53.723	10.784	10.776	4.638	1.000	
Jobsatisfaction * WorklifeBalance	.000	.000	.000	3.712	1.000	Jobsatisfaction * WorklifeBalance
Jobsatisfaction * Gender	.000	7.369	.000	4.611	1.000	
WorklifeBalance * Gender	.000	.000	8.097	5.119	1.000	
Jobsatisfaction * WorklifeBalance * Gender	.000	.000	.000	3.712	1.000	
Error	.000	.000	.000	.000	1.000	

Conclusion:

Faculty members should be considered as very important assets to the colleges as they are playing an important role in the growth for an organization. The organization must have the ability to use their experience and knowledge for the growth of students. Therefore, there is a need for institutions to retain faculty wherever possible. For that the institution should be able to define the HR Policies required for the conditions. It has been proven in corona time that the same specific polishes are not always useful. For my study, 160 sample sizes were taken, of which 86 were males (53.0%) and 74 were females (46.30%).

In my study I used simple percentage analysis and ANOVA analysis using SPSS to get results. The results in Table 7 show that QWL has no association with job satisfaction. The reason is that the sig value is more than 0.05 i.e., 0.325 is recorded. Accordingly, it has been established that there is no association between job satisfaction and QWL for teachers who have worked in corona time in private PG colleges. The same thing makes sense if we look at the general percentage analysis and see that the neutral value is higher in other tables. So that null hypothesis is accepted and alternative hypothesis is rejected.

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