

## **CHAPTER - IV**

### **ANALYSIS OF SOCIO - ECONOMIC STATUS AND FACTORS INFLUENCING THE QUALITY OF WORK LIFE OF COLLEGE TEACHERS**

This chapter analyses the Socio economic factors of the respondents and determinants of Quality of the staff members working in Government aided and self -financing colleges.

#### **4.1 ANALYSIS OF SOCIO - ECONOMIC FACTORS OF THE RESPONDENTS**

The foremost intention of this study is to assimilate the socio-economic background of the sample respondents. To study this objective, the researcher gathered information related to the social as well as economic status of the college teachers such as sex, religion, social group, marital status, native place, monthly income, monthly expenditure, value of asset, years of experience, nature of college, respondent's highest qualification and attitude of the respondents.

**TABLE 4.1**

**SOCIO – ECONOMIC BACKGROUND OF THE RESPONDENTS**

<b>S.No</b>	<b>Socio-economic details</b>	<b>Number of respondents</b>	<b>Percent</b>
<b>1.</b>	<b>GENDER</b>		
	Female	202	48.10
	Male	218	51.90
<b>2.</b>	<b>MARITAL STATUS</b>		
	Married	285	67.90
	Unmarried	135	32.10
<b>3.</b>	<b>RESIDENTIAL PLACE</b>		
	Urban	146	34.80
	Semi-urban	137	32.60
	Rural	137	32.60
<b>4.</b>	<b>FAMILY TYPE</b>		
	Nuclear Family	278	66.20
	Joint Family	142	33.80
<b>5.</b>	<b>NATURE OF COLLEGE</b>		
	Self-financing	240	57.10
	Government aided	180	42.90
<b>6.</b>	<b>LOCATION OF THE COLLEGE</b>		
	Urban	58	13.80
	Semi urban	114	27.20
	Rural	248	59.00

<b>7.</b>	<b>NATURE OF HOUSE</b>		
	Own	281	66.90
	Rental	111	26.40
	On Contract	28	6.70
<b>8.</b>	<b>NATURE OF JOB</b>		
	Permanent	180	42.90
	Temporary	240	57.10
<b>9.</b>	<b>HIGHEST DEGREE</b>		
	Ph.D	130	31.00
	M. Phil	283	67.40
	P.G only	7	1.60
<b>10.</b>	<b>KIND OF ATTITUDE</b>		
	Positive	256	61.00
	Neutral	146	34.70
	Negative	18	4.30

**Source: Computed from Primary data**

#### **4.1.1 Gender**

The table 3.1 explains that the socio-economic conditions of the sample respondents. As far as the gender of the respondents concerned, both male and female are more or less equally distributed. It reflects that the profession of college teacher is equally preferred by both the genders and equal chances are offered to them in this service sector.

#### **4.1.2 Marital Status**

When the marital status of the respondents is considered, around 68 per cent of the respondents got married and nearly one third of the respondents' are unmarried.

#### **4.1.3 Residence of the respondents**

It is inferred that the respondents are by and large equally distributed. That is every one of the three respondents hail from the urban set up. Alike the semi-urban and urban respondents, respondents from the rural setup are also represented their share equally.

#### **4.1.4 Family type**

It is known from the table that only around 34 per cent of the respondents are attached with the joint family system and the remaining are living in nuclear families. It reflects the trend of formation of new families after the marriage of a son in a family and gets separated from his parents which results in two nuclear families emerge in the place of one household. Hence it resembles that even in the educated group, the joint family system gradually loses its place and has been split into nuclear families.

#### **4.1.5 Nature of College**

As for the nature of college where the respondents pursue, around 57% of the respondents are working in self-financing colleges and nearly 43 % of the respondents are working in government aided colleges. It resembles that the self-financing colleges are providing more job opportunities than the government aided colleges.

#### **4.1.6 Location of the college**

As the location of the college is also an influential factor in determining the QWL and satisfaction of the respondents, information was collected about the location of the colleges. It is observed that nearly 14% of the respondents work in the urban colleges. And around 27% of the respondents are working semi-urban colleges. It is a pleasure to find that 59% of the respondents are working in rural colleges. Because it reflects that the numbers of colleges are growing in the rural areas and provide better job opportunities to educated people.

#### **4.1.7 Nature of house**

It could be known from the table that majority of the respondents (about 67%) have their own house. But unfortunately, the respondents remaining are unable to dwell in their own house. It reflects that even the educated group can not settle with the own housing facilities.

#### **4.1.8 Nature of job**

Always there is a correlation between the nature of job and the quality of work life. So the nature of job of the respondents was studied. It is clear from the table that around 57% of the sample

respondents pursue their career on permanent basis and the remaining respondents work on temporary basis.

#### **4.1.9 Degree possessed by the respondents**

Before expecting the good work life, it is the duty of educators to attain highest degree or minimum requirements fixed by the authorities. Hence the respondents are asked to mark their highest degree. It is found that only 31% of the respondents have obtained the Ph.D degree i.e., minimum requirement of the authority. About 67% of the total respondents have completed their M.Phil degree. Moreover the remaining respondents (1.60%) have been working just with their masters degree. It reflects the real picture of the colleges which fail to promote research activities.

#### **4.1.10 Kind of attitude**

The kind of attitude which a person has, also affect their personal life and work life. Therefore, the respondents' attitude was studied. It is revealed from the table that majority of the respondents have positive attitude in their behaviour. It is also observed that nearly 4% of the total respondents are pessimistic in their character. And about 35% of them have neutral attitude.

## **4.2 DETAILS OF THE RESPONDENTS ABOUT THEIR OCCUPATION**

Before the assessment of quality of work life, it is predominant to know the details about the occupation. To accomplish this, information was collected regarding the allied occupation, job security,

appraisal of performance, and stick with the career like occupation, ability to get the same job somewhere else, updation of the skills and wish for transition.

**TABLE 4.2**  
**DETAILS OF THE RESPONDENTS ABOUT THEIR OCCUPATION**

S.NO	Particulars	Yes	No
1.	Having Allied occupation	60 (14.30%)	360 (85.70%)
2.	Job security	200 (47.60%)	220 (52.40%)
3.	Regular Performance appraisal	204 (48.67%)	216 (51.43%)
4.	Stick with the career like occupation	318 (75.70%)	102 (24.30%)
5.	Ability to get the same job anywhere-else	333 (79.30%)	87 (20.70%)
6.	Regular updation of skills	306 (72.90%)	114 (27.10%)
7.	Wanting transition from the present job	219 (52.10%)	201 (47.90%)

**Source: Computed from Primary data**

Note: Figures in the parenthesis are percentage to the row total

As the allied occupation may positively or negatively affect the respondents' quality of work life, the researcher was keen to study this. While the question was asked to the respondents, whether they have any allied occupation apart from the teaching business, around 86% of the respondents replied

that they were not involved in any kind of secondary business. However nearly 14% of them were engaged in some allied occupation.

The feel of job security is vital in any kind of profession to ensure the good quality in work life. If he does not have any job security the worker would face frustration constantly. Hence the status of job security of the respondents was analysed. For this, more than one of the every two respondents denied that they have a secured job. It is noted from the survey that in self-financing colleges, the job security is zero to the educators. In a profession like this, job security is very important to yield good output. However, it could not be provided the security in job, on because of rigid rules maintained by the self-financing college administrators and not being able to fulfil the eligibility by the college teachers.

The performance appraisal improves the quality of work life. Since the reason for sluggish performance of the educators can be ascertained through the regular performance appraisal. This the problem can be solved through remedial measures. It leads to good quality of work life. Hence the researcher was interested to know whether the performance is appraised regularly. In this connection more than half of the respondents replied negatively. In this, most of them are working in the institute which has no proper view on human resource management system.

The occupation which is a career oriented or mind like will obviously increase the ability and it causes better work life. It is found from the survey that more than 75% of the respondents stick to the career like occupation. It is displeasure to record that nearly 25% of the sample respondents do not proceed with the occupation which is not liked by them.

The researcher enquired about this to study the respondent's ability to get the same job somewhere else. For this around 80% of the college teachers are confident that they have the ability to get the same job anywhere else. The remaining staff members were not sure about their ability to get the same job elsewhere.

The updating of skill is essential to shine in any business. It is not an exception to the teaching career. More importantly, the college teachers need to brush up the thoughts since they can not sustain with the very old ideas. Hence the respondents need to update their skills was enquired. Nearly 73% of the college teachers regularly update their skills by attending refresher courses, orientation programmes, seminars and workshops. It is disheartening to state that nearly 27% of the teaching group do not have regular updating and they do not try to do the same.

It is true that the present job and place may derive boredom and frustration to an employee. Hence the thrust for transition from the present job is not a peculiar thing. Therefore the respondents were asked about their wish for transition. It is observed that nearly 52% of the respondents want transition from the present place to Government College, Universities, colleges in abroad and some are wishing for other college but not their present college. The remaining 48% of the college teachers do not prefer to transit. It is to be noted that among many of them are working in government aided colleges in permanent stream.

#### **4.3 QUALITY OF LIFE IN HOME**

With an aim to know the quality of life in the respondents' home there was five point scaling option (ranging from very good to very bad) was given. If the quality of life in the home is very good,

then the respondents naturally expect all the facilities from the workplace as well. Further, if the authorities do not fulfill it then the frustration comes in the place they work.

**TABLE 4.3**

**OPINION ABOUT QUALITY OF LIFE IN HOME**

<b>S.No</b>	<b>Opinion</b>	<b>No.of respondents</b>	<b>Percent</b>
1.	Very good	135	32.2
2.	Good	200	47.6
3.	Moderate	68	16.2
4.	Bad	9	2.1
5.	Very bad	8	1.9
	TOTAL	420	100.00

**Source: Computed from Primary data**

It is learnt from the table 4.3 that majority of the respondents have better quality of life in their home. Only a meagre amount of respondents fall under the range of bad and very bad quality of life in their homes. It results that most of the respondents expected to have better quality of life in their workplace as well.

**TABLE 4.4**

**SOCIO ECONOMIC STATUS OF THE RESPONDENTS**

<b>Variables</b>	<b>N</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std. Deviation</b>
Age	420	23.00	56.00	35.37	8.99
Number of family members	420	2.00	11.00	4.29	1.59
No.of. dependent(s)	420	.00	4.00	1.6119	1.14
No of working member	420	.00	4.00	1.75	1.03
Monthly income	420	.00	96000.00	26234.95	26416.50
Monthly family income	420	.00	180000.00	43458.09	44244.07
Total Value of asset	420	.00	85000000.00	3.67	1.26
Respondents' Monthly Expenditure	420	.00	75000.00	8690.47	11685.08
Monthly Family Expenditure	420	.00	125000.00	22234.52	24964.92
Years of experience	420	.00	31.00	7.0669	8.15
Total experience	420	.00	31.00	9.0860	8.52
Gross salary	420	.00	28000.00	8787.60	7384.83
Present Gross Salary	420	5000.00	98000.00	28080.35	28372.45

Amount of yearly increment	420	.00	240000.00	4975.35	30655.33
Years spent on education	420	.00	30.00	18.01	6.98
Amount spent for Education	420	.00	2100000.00	242578.57	3.23

**Source: Primary Data**

The table 4.4 explains the maximum and minimum values encountered during the survey and the mean value was calculated. When the age of the sample respondents is considered, the highest value was found to be 56 years and the lowest value was 23 years. Its mean age was around 35 years. The standard deviation reveals that the actual values are deviated from the mean value as more or less 8 years.

When the total number of family members was taken into account, the maximum and minimum values were found to be 2 and 11 members respectively. The average number of family members is nearly 4 persons. While the number of family members were enquired, it is important to gather the number of dependents and working group in the family. Hence it was collected and the result reveals that the at least one person is being dependent in a family at average. It is also known that the average number of working force in a family was nearly 2 persons.

The monthly income of the respondents influences significantly the quality of work life. For this, the amount of monthly income was inquired to the respondents in this study. It was found that the average monthly income of the sample respondents was around Rs.26,000 with maximum income of Rs.96,000 and minimum income of Rs.4,000. It reflects that among the teaching fraternity much

disparity exists. This much of inequality arises not because of individual potentiality, experience gathered or the qualification attained, but just because of the nature of college they work i.e., in self-financing college they earn less and in government aided college, the staff members earn more salary.

The average monthly income of the respondents' family is Rs.43,458. Though it seems high to the sample respondents, it is clear from the value of standard deviation (Rs.44,244) that the monthly income of the family is not being distributed equally. As far as the total value of the asset in hand is concerned, there is also much difference between the maximum and minimum values of asset holders are also working as college teachers and millionaires are also in this profession. Hence it is evident that there is lopsided progression among the college teachers.

As for the monthly expenditure of the respondents alone, the average expenditure per month is nearly Rs.8,700. The mean family expenditure per month is nearly Rs.22,000.

When the years of experience of the respondents were taken into account, there is much disparity among the respondents. There are some novice in this profession and some are well-experienced. It is found that the minimum and maximum values were zero and 31 years respectively. The average years of total experience was above 9 years.

It was found that the amount of yearly increment also has much deviation among the respondents. For instance, there is no increment received by some of the staff members as they are working in consolidated payment scheme and some are getting attractive incentives and increments every year. The mean value of yearly increment for the sample respondent is Rs.1215.

As the respondents' career mainly depends on the years spent on education, information was collected on that as well. It can be understood from the table that the minimum years spent on education by the respondents is 18 years and the maximum for the same is 30 years. It reflects that

some have completed just their masters degree only, but some are taking the education as continuous process i.e., after investing 30 years for educational improvement and knowledge, still they are eager to study some more courses.

The respondents were also asked about the amount spent for their entire education. It was revealed from the table that the values were distributed normally. The maximum educational expenditure done by the respondent was Rs.21,00,000 and the minimum value was Rs.50,000. The mean amount of educational expenditure done so far was Rs.2,42,578.

#### **4.4 FACTORS INFLUENCING THE QUALITY OF WORK LIFE AMONG THE STAFF MEMBERS IN COLLEGES**

The status of quality of work life between the self-financing college staff members and government aided college staff members was tested. Further it was proved that there is dissimilarity in the quality of work life among these groups through the statistical test. Hence there are some factors which disturb the similarity in the quality of work life among them. It is the need of the hour to identify the factors which make difference in the quality of work life among the staff members in various colleges.

Hence in order to ascertain the factors which are determining the quality of work life of the college staff members belong to the self-financing colleges and government aided colleges, the multiple linear regression analysis was employed.

It has been picturised the regression result in the below table. It is explained from the regression analysis table, the relationship between the dependent and independent variables, and the explanatory

variables which were statistically significant with the dependent variable. The model covered the individual characteristics, income and expenditure pattern, institutional factors and the attitude of the respondents. It could be interpreted from the  $R^2$  value given in this table that the endogenous variable was explained by the exogenous variable by 92 per cent. In this table statistically significant variables were nature of college, sex of the respondents, number of dependents in the family, number of working group in the family, types of family, marital status, age of the respondents, location of the college, nature of increment, nature of job, monthly income of the respondents, monthly expenditure of the respondents, total expenditure of the family, years of experience, total experience in the college profession, allied occupation, gross salary at the date of joining, present gross salary, amount of yearly increment, security of job, performance appraisal, number of years spent for the respondents' educational attainment, career like job, updation, wanting of transition, attitude of the respondents and the quality of life in home. It can be said that most of the variables included in the model have emerged as statistically significant variable excluding the variables such as total members in the family, monthly income of the family and total value of assets in hand of the respondents. As a result, the goodness of fit value is also high and it is more than the expectation of the researcher.

As far as the relationship with the dependent variable was concerned nature of college, sex, number of working group in the family, type of family, marital status, location of the college, monthly income of the respondents, monthly income of the family, total experience in this profession, allied occupation, gross salary at the date of joining, present gross salary, amount of yearly increment, job security, performance appraisal, career oriented profession, updation of skills, attitude of the respondent and the quality of life in home were positively related.

The variables such as age of the respondents, total number of members in the family, number of dependents, monthly expenditure of the respondents, total expenditure of the family, years spent on

education at regular, amount spent for the respondents entire education, wanting transition from the present institution, nature of increment and the nature of job were inversely related to the dependent variable i.e., the index of quality of work life. The reasons for influencing and not influencing, positive relation and negative relation with the dependent variable are discussed in detail in the following lines.

**TABLE 4.5**  
**FACTORS INFLUENCING THE QUALITY OF WORK LIFE**

Code of the variable	Variable Type	Expansion of the code	Standardised coefficient	t - value
		<b>Constant</b>	<b>161.153</b>	<b>27.539*</b>
NC	D	Nature of College (Govt.aided =1; Self-financing =0)	0.808	-20.133*
GR	D	Gender (Male = 1, Female = 0)	0.327	8.023*
Age	Q	Age of the respondent	-0.710	-10.510
DMS	D	Marital Status (Married =1; Others = 0)	0.225	8.098*
DLC	D	Location of the College Urban =1; Others = 0	0.177	6.921*
DI	D	Nature of increment (Uniform to all =1; Others = 0)	-0.327	-10.158*
DJ	D	Nature of Job (Permanent =1; Others = 0)	-0.823	-20.544*

DAT	D	Attitude of the respondents (Positive =1; Others =0)	0.199	5.094*
QLH	Q	Quality of life in home (Good =1; Bad =0)	0.148	6.525*
NF	Q	Number of members in the family	-0.035	-1.128
ND	Q	Number of dependents in the family Number of working group in the family	-0.329	-8.890*
NWG	Q	Type of family (Nuclear Family=1;Joint Family =0)	0.250	7.518
TF	D	Monthly income of the respondents Monthly income of the family	0.120	3.578
MYR	Q	Total value of asset in hand	0.375	3.15*
MYF	Q	Monthly expenditure of the respondents	0.370	0.917
TA	Q	Total expenditure of the family	-0.018	0.986
ME	Q	Years of experience in the profession	-0.107	-2.816*
TEF	Q	Allied occupation		
EXP	Q	Yes = 1; No =0 Gross salary at the date of joining	-0.668 1.424	-15.298* 8.597*
AO	D	Present gross salary Amount of yearly increment		
GSI	Q	Job security Yes = 1; No =0	0.181	5.582*

GSP	Q	Performance appraisal	1.836	12.915*
INC	Q	Yes = 1; No =0	0.178	9.840*
JS	D	Years spent on education at regular		
PA	D	Amount spent for the entire education	0.314	6.457
YED	Q	Stick with the career like occupation	-0.355	-9.428*
ASEO	Q	Yes = 1; No =0	-0.214	-7.579*
		Updation of the skills	0.141	4.139*
Car	Q	Yes = 1; No =0		
		Wanting transition from the present institution	-0.129	4.939*
UPT	Q			
TRAN	Q	Yes = 1; No =0	-0.150	-3.574*
		R <sup>2</sup> = 0.92		
		Standard error of the estimate = 9.66		

**Source: Computed from Primary data**

**D = Dummy variable; Q = Quantitative variable; \* - Significance at 1% level**

The justification for the factors which influence and not influence quality of work life among the staff members in colleges is given below.

The nature of college taken into account in this present study is government aided and self-financing only. It is often expected that government aided colleges have the ability to offer good quality

work life when compared to the self-financing colleges. It is due to the reason that government aided colleges are functioning under the aegis of various educational funding agencies. Hence it was studied whether the nature of college influences the quality of work life of the staff members. As expected the result derived from the analysis states that the nature of college greatly influences the quality of work life of the staff members of the college. It may be due to the reason that government aided college facilitates their staff members as per the UGC norms for their salary, working load, emoluments etc. But in case of self-financing college the management fixed separate norms and the staff members are expected to obey the decree. It really affects the quality of work life in self-financing colleges.

The sex of the respondents has also emerged as a significant variable in affecting the quality of work life of the staff members of the college. It can be interpreted from the table that male staff members are enjoying more while compared to their opposite sex staff members. It is a dummy variable; the value given to male is 1 and the female is 0. Hence it could be understood from the value of standardised co-efficient (0.327) that the male staff members get better quality of work life. It arises on because of majority in the staff club, hesitation of lady members to raise their voice and the lady staff members are not accustomed to work with the existing facilities.

Age of the respondents is an important factor in determining the quality of work life of the staff members. It has been proved in the present study as well through the regression result. The age factor has emerged as an influential factor at 1% level of significance. Further it is noted from the result that there is a negative relationship between the age of the respondent and the quality of work life gained by the respondent. It resembles that grey hair yields lower amount of quality of work life from their colleges as compared to the younger group, even though the same facilities arranged by the authorities.

The rationale behind this is as age grows, the experience grows as well grows. Hence it can be said that the senior staff members experience low quality of work life from their perception as compared to the junior staff members.

As the marital status also makes impact on the quality of work life of the employee, the present study does not fail to include the marital status in the regression model. It is observed from the table that it has emerged as a significant variable in affecting the quality of work life. It is a dummy variable and it states that married employee gets more quality of work life when compared to the unmarried employee or widower. It reflects that marital status makes the employee flexible and to tolerate the existing facilities provided by the employer so that they earn more quality of work life.

The quality of work life of a employee also depends upon where the institution is situated. If the institution is located at the urban side, the access to basic facilities will be easier to the employee. Hence it was expected that the staff members who belong to the urban side college would get better benefits so that the quality of work life would also be high. As the reason spelt out by the researcher, the employee from the urban colleges has high quality of work life than the employee from semi urban or rural colleges and it was proved by the regression result.

The nature of increment offered to the employee by the employer is of many kinds. The increment may be fixed on the basis of the employee's qualification or performance or experience or for extra - activities by uniform basis. It is firm that it will strongly make an impact on the quality of work life. Hence it was taken into the model. As expected, this factor came out as a significant one. It is a dummy variable, the uniform basis of increment is given the value of 1 and all other type of increment is

given the value of 0. As the relationship between the dependent and independent variable is shown negative, it could be interpreted that the uniform basis of increment increases the quality of work life of the employee. On the contrary, other kind of increment does not encourage the employee, it is just because of the reason that the employees feel other than the uniform basis of increment leads to the prejudice and it causes unhealthy relationship among the staff members.

The foremost factor that affects the quality of work life of the employee is the nature of job i.e., whether it is permanent nature or temporary nature or contract basis. Any employee working in a concern wants to be a permanent employee which offers many sops. Hence it was checked whether it influences the quality of work life of the staff members of the college. The regression shows that it is a significant variable which is negatively influencing the quality of work life of an employee. It means if the staff member is working as permanent basis, his quality of work life is high as compared to the temporary or contract employee.

Attitude of the respondents was included in the model to know the impact of this factor on the quality of work life of the staff members of the various colleges. Because the attitude of a person certainly makes him to react in his work place. If a person has positive attitude, he will reflect positively and the working place will be a better look for him. On the other hand if he has negative attitude, he will find mistakes and cannot adjust in work place at all time. Ultimately, the workplace will be dull to the employee. It is found from the regression result that the employee who has positive attitude receives good quality of work life and vice-versa. Further it is noted that it has emerged as significant variable at 1% level of significance in this study.

It was hypothesized that the quality of life in home would influence the quality of work life in the institution. It is sure that the employee will expect the work life in office, as like he enjoyed in the home. Perhaps an employee has a rich life and quality one, he definitely will look for a quality work life. On the contrary it is quite natural that if a person does not enjoy a superior life in home, he will adjust in the working place with the existing benefits. But unexpectedly the regression result shows that an employee who has good quality of life in home enjoys higher quality of work life in the work place. The reason observed during the survey is the employer who has good quality of life states morally that it is unfair to expect the facilities from the college as it is enjoyed in the home. Further it could be understood that those who said they had poor quality of life in home was not really having poor quality of life, but they cannot adjust with the existing resources.

The family matters also play vital role in affecting the quality of work life of the staff members in the college. Because the family pressure reflects in the work place as well. Hence the family details say type of family number of members in the family, number of dependents in the family and the number of working group in the family were considered into account in forming the regression model. Out of these four factors, number of dependents in the family alone emerged as a significant variable. And all other three variables did not emerge as influential factors. Though the number of working group did not affect the quality of work life in college campus, the number of dependents came as impact making variable. It could have been due to the reason that the salary earned from the institution must be distributed among the dependents in the family. Hence if the number of dependents increased to more than the limit, it will affect and make pressure in the working place. Ultimately it will adversely affect the quality of work life in the college campus.

Alike the details of the members in the respondents family, the income matters of the family was also collected from the staff members of the various colleges and those factors were included in the regression model to check whether it significantly influence the quality of work life of the respondents. For this, the information received are monthly income of the individual respondent, monthly income of the family and the total value of assets in hand. Among these three variables, only the monthly income of the respondent came as a significant variable in affecting the quality of work life. It may be due to the reason that what the respondents earn from his labour derive more satisfaction and it increases quality of work life. If the monthly income of the respondent is low and is not par to his labour, it will reduce the quality of work life in his working place.

Both the monthly expenditure of the respondent and total expenditure of the family have come out as a significant variables at 1% level of significance. Further it can be known from the regression result that both are having negative relationship with the quality of work life of the respondent. As the expenditure of the respondent and the family increase, it make pressure to the respondents to earn more from his labour. As a result, though the employer offers good salary, the employee will accept with the bitter mind by keeping in view of his family expenditure. At last the quality of work life in the college campus will reduce.

The years of experience in this profession has emerged as an impact making factor in this study at 1% level of significance. As the years of experience grow, the employee will come to know all the things which are favorable and unfavorable to him from the employer's side. Besides, the staff members of the college will be more interested in his job and he will want to deliver more service than the previous years. Further there is a chance to get boredom in rendering the same kind of job. But in the present study the relationship between the years of experience and the quality of work life of the

respondents are positive. Hence it can be said that the quality of work life of the staff members is enhanced by the increasing years of experience in the profession.

It could be seen in practice that the college teachers those who feel shortage in monthly income and having additional time to do allied job with the present work are choosing some allied occupation. It will definitely make some impact on the quality of work life of the employee. As expected, this factor has emerged to be significant in affecting the quality of work life of the respondents. It is revealed from the result that if a respondent allocating his non college hours to the allied occupation, then he felt better quality of work life in the campus. The rationale behind this is, deficit in the family budget can be recovered through this occupation and he will have no time to find faults in the work place. As a result, the facilities offered by the management satisfy the respondent. Ultimately he feels good quality of work life in the college premises.

Any employee in a concern will feel that gross salary should be increased at present from the date of joining. Because it can be assessed from this that whether the employer recognized the employees' service in the right manner. An employer can do many things for the deserving candidates. However the amount of increment to the employee is an instant recognition for rewarding the employer. Therefore these three factors say, the gross salary at the date of joining in the institution, present gross salary and the amount of yearly increment were included in the model. It can be known from the regression result that all the three variables aforementioned came as significant at one per cent level of significance. Further all the three variables have direct relationship with the quality of work life of the staff members.

To augment the quality of work life of the employee, the feeling of job security among the staff members is very important. It is certain that the sudden replacement and dismissing the staff members from the service will create anxiety among the staff members. Therefore it was checked whether this variable significantly influences the quality of work life of the respondents. The variable was included in the model as a dummy variable i.e., if the respondent feels job security, then the value given is 1 and 0 to the feeling of insecurity. It is interpreted from the result that the status of job security influences more on the quality of work life. Further, it can be said that if the feeling of job security increases, the quality of work life also increased.

The performance appraisal occupies vital place in influencing the quality of work life of the staff members of the college. Because if the performance of the employee is appraised by the employer, there is in necessity to improve the performance by the employee. Apart from this, the needs of the employee and suggestions from the employee to increase their performance can be received through the feed back of the self – performance appraisal. Because of this importance and advantage, the performance appraisal has claimed a significant part in the regression model. It is interpreted from the result that the performance appraisal of the employee at regular interval positively influences the quality of work life of the employee.

The educational matters of the respondents are also responsible for the quality of work life of the employee. For this, the number of years spent on education at regular stream and the amount spent for the entire educational attainment of the respondents were incorporated in the model. The included variables also did not fail to emerge as an important variable in explaining the dependent variable. It is

due to the reason that if the large amount of time and money was spent by the employee on education, definitely it will be expected to produce high quality of a work life. If the expectation failed even in a minor amount, then the quality of work life will be greatly disturbed. Hence it can be concluded that when an employee has high degree of qualification which was gained through large investment of time and money, the quality of work life will be low as per the perception of the employee himself.

It is important to feel comfortable in a job, the particular employee must stick with the career like occupation. Particularly, the profession like teaching must be opted with the choice. Otherwise the teacher could not expect the job satisfaction. If he/she does not feel satisfied with the job, the quality of work life will be low whatever he /she was offered to pursue his job. In the present study, it was proved that the employee should stick with the career like profession to enjoy good quality of work life. The regression result states the positive relationship between these two variables.

The updating of skill is very important in any kind of job to sustain the interest in the job and to shine further. Otherwise the employee will get boredom and get vexed with the present job. Then the quality of work life will be disturbed like anything. Hence this factor was considered as an important variable in determining the quality of work life of the college staff members. As expected, the variable has come out as a significant one in influencing the dependent variable. It is revealed from the result that there is a positive relationship between the updating of skills and the quality of work life. It means that those who update their skills every time, they will enjoy good quality of work life in their work premises.

Usually we feel that a transition from the existing job will favour the work life. Hence most of the employees want transition from the present institution. But the quality of work life of the employee during the period of preferring transition is a million dollar question. To derive the answer for this query,

it was checked with the regression analysis. The regression result states that the relationship between the quality of work life of the employee and the decision to transfer from the present institution are inversely related. It reflects that those who want to exit from the present institution are highly disturbed with the norms framed by the institution or could not adopt the climate prevailing in the campus. Hence it is quiet natural that the quality of work life of the employee is negative to those who want to exit from the current work place.

#### **4.6 SUMMARY**

From analyzing the first part of this chapter it could be understood that the socio – economic background of government aided college staff members and self-financing college staff members, is a pre – requisite for any research. This part clearly depicts the personal affairs of the respondents, which influence the quality of work life. The last part of this chapter is attempted to ascertain the determinants of quality of work life of the college staff members using multiple linear regression analysis. The next chapter analyses the comparison of QWL of self-financing and government aided college teachers using MANOVA and Inter Correlation Matrix.