

CHAPTER - V

ANALYSIS OF QUALITY OF WORK LIFE OF SELF FINANCING AND GOVERNMENT AIDED ARTS COLLEGE

TEACHERS

5.1 CHECKING THE DISPARITY IN QUALITY OF WORK LIFE BETWEEN THE STAFF MEMBERS OF SELF-FINANCING AND GOVERNMENT AIDED ARTS COLLEGES

Quality of work life also comprises of the factor in which the employee should feel convenience/comfort to execute his duty. Any decision or rules followed by the employer or management must help to enhance the productivity of the employees in the work place. These are the basic things expected by the employees from the employers. The quality of work life differs from concern to concern and person to person. The colleges are also not an exception to the aforementioned things.

With the aim to check whether there is any significant difference between the quality of work life between the self-financing college staff members and the government aided college’s teaching faculty, the statistical tool independent sample ‘t’ statistic was employed and the result is given in the table 5.1.

TABLE 5.1

INDEPENDENT SAMPLE TEST

Quality of	Equal variance	Levene’s Test for equality of variances		t - test for equality of means		
		F	Sig.	t	Sig	Std. error difference

work life	assumed				(2 tailed)	
		58.30	.000	6.65	.00	0.53

Source: Computed from Primary data

It was hypothesised that there is no statistically significant difference between the quality of work life of government aided college staff members and the self-financing college staff members. But it is affirmed from the table that there is a significant difference in the level of QWL among the staff members in various college system. Both the test i.e., Levene’s test for equality of variances and the ‘t’ test for equality of means reveals that the quality of work life differs from the government aided college staff members to the self-financing college staff members at 1% level of significance. It can be interpreted that the facilities offered by the administrators / management, privileges enjoyed by the staff members cannot be same when the mode of administration is different.

5.2 ANALYSIS OF QUALITY OF WORK LIFE USING ‘MANOVA’ TEST

In this part, an attempt has been made by the researcher to know whether there is any significant association between the various dimensions of quality of work life and nature of the college, gender and marital status of the respondents simultaneously. For this purpose MANOVA test is used. MANOVA Test is framed to analyse the association between the Two Independent variables simultaneously with the dependent variables since more than one independent variable is present in the study. Multivariate *F* value involves matrix algebra and examines the differences between all of the dependent and independent variables simultaneously. In this part, association between the six dimensions of quality of work life namely, a. Quality of Monetary Benefits b. Quality of Working Environment c. Quality of Human Resource Management d. Quality of Infrastructure e. Quality of Relationship f. Quality of Recognition and the following three set of independent variables are analysed.

1. Nature of College and Gender
2. Nature of College and Marital Status
3. Gender and Marital Status

To know the significant interaction between these three set of two independent variables F value is calculated and the results are presented in the following tables.

TABLE 5.2

MULTIVARIATE TEST BETWEEN NATURE OF COLLEGE AND GENDER

Effect		Value	F	Hypothesis Df	Error df	Sig.
Nature of College * Gender	Pillai's Trace	0.368	26.151	9.000	405.000	.000

Design: Intercept + Nature of college + Gender + Nature of College * Gender

It is inferred that there is a significant interaction between Nature of College and Gender ($F(9,405) = 26.151, p < .01$).

TABLE 5.3

MULTIVARIATE TEST BETWEEN NATURE OF COLLEGE AND MARITAL STATUS

Effect		Value	F	Hypothesis Df	Error df	Sig.
Nature of College * Marital status	Pillai's Trace	0.148	7.801	9.000	405.000	.000

Design: Intercept + Nature of college + Marital Status + Nature of College * Marital Status

It is inferred that there is a significant interaction between Nature of College and Gender ($F(9,405) = 7.801, p < .01$).

TABLE 5.4

MULTIVARIATE TEST BETWEEN NATURE OF GENDER AND MARITAL STATUS

Effect		Value	F	Hypothesis df	Error df	Sig.
Gender * Marital Status	Pillai's Trace	0.386	28.280	9.000	405.000	.000

Design: Intercept + Gender + Marital Status + Gender * Marital Status

It is inferred that there is a significant interaction between Nature of College and Gender ($F(9,405) = 28.280, p < .01$).

There is a significant interaction between the Independent variables for all the three set of variables. The following are part analyses the association between these three set of independent variables and the six dimensions (dependent variables) of quality of work life in the form of following framework.

- a. Association between the six dimensions of the quality of work life and the nature of college as well as Gender of the respondents.
- b. Association between the six dimensions of the quality of work life and the nature of college as well as Marital Status of the respondents and
- c. Association between the six dimensions of the quality of work life, the Gender as well as Marital Status of the respondents are analysed, and the results are presented in the tables 5.5 – 5.22.

TABLE 5.5

**TEST OF NATURE OF COLLEGE AS WELL AS GENDER BETWEEN
QUALITIES OF MONETARY BENEFITS**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College * Gender	V1 - Gross income is fair	3.506	1	3.506	3.816	.051
	V2 - Maintenance of wage equality is fair	17.669	1	17.669	34.583	.000
	V3 - Provision of fee concession to staffs' children is good	28.526	1	28.526	34.668	.000
	V4 - Financial assistance offered to staffs' child is good	4.506	1	4.506	4.577	.033
	V5 - Staffs are allowed to gain external source of income	0.139	1	0.139	0.218	.641
	V6 - Chance of opportunity to earn other than salary in the campus is good	30.305	1	30.305	30.501	.000
	V7 - Possibility of acquiring benefits through auction will happen	3.467	1	3.467	5.458	.020
	V8 - Fair contribution to academic oriented expenditure of staff	2.347	1	2.347	3.239	.073

Note: V1, V2...V8 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V2, V3, V4, V6 and V7.

TABLE 5.6

**TEST OF NATURE OF COLLEGE AS WELL AS MARITAL STATUS
BETWEEN QUALITIES OF MONETARY BENEFITS**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College * Marital Status	V1 - Gross income is fair	34.759	1	34.759	37.834	.000
	V2 - Maintenance of wage equality is fair	12.927	1	12.927	25.301	.000
	V3 - Provision of fee concession to staffs' children is good	8.679	1	8.679	10.548	.001
	V4 - Financial assistance offered to staffs' child is good	1.645	1	1.645	1.671	.197
	V5 - Staffs are allowed to gain external source of income	2.142	1	2.142	3.350	.068
	V6 - Chance of opportunity to earn other than salary in the campus is good	39.772	1	39.772	40.029	.000
	V7 - Possibility of acquiring benefits through auction will happen	17.012	1	17.012	26.782	.000
	V8 - Fair contribution to academic oriented expenditure of staff	0.029	1	0.029	0.040	.841

Note: V1,V2...V8 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V1, V2, V3, V6 and V7.

TABLE 5.7

**TEST OF GENDER AS WELL AS MARITAL STATUS BETWEEN
QUALITIES OF MONETARY BENEFITS**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Gender * Marital Status	V1 - Gross income is fair	0.060	1	0.060	0.065	.798
	V2 - Maintenance of wage equality is fair	1.595	1	1.595	3.122	.078
	V3 - Provision of fee concession to staffs' children is good	0.007	1	0.007	0.008	.928
	V4 - Financial assistance offered to staffs' child is good	1.664	1	1.664	1.691	.194
	V5 - Staffs are allowed to gain external source of income	0.102	1	0.102	0.160	.689
	V6 - Chance of opportunity to earn other than salary in the campus is good	2.829	1	2.829	2.847	.092
	V7 - Possibility of acquiring benefits through auction will happen	31.727	1	31.727	49.948	.000
	V8 - Fair contribution to academic oriented expenditure of staff	29.235	1	29.235	40.347	.000

Note: V1,V2...V8 are Variables

From the above, it is inferred that there is a significant univariate intersection of Nature of College by Gender on V1, V2, V3, V6 and V7.

From the MANOVA results shown in the tables 5.5, 5.6 and 5.7, it is inferred that there is a significant univariate intersection of independent variables namely 1. Nature of College by Gender 2.

Nature of College by Marital Status and 3. Gender by Marital Status on the four common dependent variables under the qualities of monetary benefits dimensions namely Maintenance of wage equality is fair, Provision of fee concession to staffs' children is good, Chance of opportunity to earn other than salary in the campus is good and Possibility of Acquiring benefits through auction happen in the institution for sports articles, books, journals etc.

TABLE 5.8

**TEST OF NATURE OF COLLEGE AS WELL AS GENDER BETWEEN
QUALITIES OF WORKING ENVIRONMENT**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College * Gender	V1-Space allotted is neat and enough	24.614	1	24.614	26.867	.000
	V2-Place which has good ventilation	21.100	1	21.100	20.581	.000
	V3-Leave and Holiday availability is more satisfactory	0.310	1	0.310	0.216	.643
	V4-Right to speak and intervene is good	8.722	1	8.722	8.606	.004
	V5-Job security is high	0.002	1	0.002	0.001	.972
	V6-Staff club is properly working	28.796	1	28.796	25.683	.000
	V7-Orientation is given at regular interval	920.246	1	920.246	30.631	.000
	V8-On the job training provided is satisfactory	30.083	1	30.083	35.441	.000
	V9-Covered with good health insurance scheme by institution	10.437	1	10.437	8.332	.004

	V10- Secured by the social security measures like provident fund, pension etc	0.001	1	0.001	0.001	.973
	V11-Conducive climate to teach and carry research	0.582	1	0.582	0.882	.348
	V12-College is not at all a place for sexual harassment	0.062	1	0.062	0.065	.799

Note: V1, V2...V12 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V1, V2, V4, V6, V7, V8 and V9.

TABLE 5.9

TEST OF NATURE OF COLLEGE AS WELL AS MARITAL STATUS BETWEEN QUALITIES OF WORKING ENVIRONMENT

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College * Marital Status	V1-Space allotted is neat and enough	0.667	1	0.667	0.728	.394
	V2-Place which has good ventilation	0.022	1	0.022	0.022	.882
	V3-Leave and Holiday availability is more satisfactory	4.449	1	4.449	3.090	.080
	V4-Right to speak and intervene is good	0.253	1	0.253	0.249	.618
	V5-Job security is high	1.550	1	1.550	1.145	.285
	V6-Staff club is properly working	97.571	1	97.571	87.024	.000
	V7-Orientation is given at regular interval	211.214	1	211.214	7.030	.008

	V8-On the job training provided is satisfactory	21.456	1	21.456	25.278	.000
	V9-Covered with good health insurance scheme by institution	35.542	1	35.542	28.375	.000
	V10- Secured by the social security measures like provident fund, pension etc	53.436	1	53.436	43.430	.000
	V11-Conducive climate to teach and carry research	0.026	1	0.026	0.039	.843
	V12-College is not at all a place for sexual harassment	13.865	1	13.865	14.642	.000

Note: V1, V2...V12 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V6, V7, V8, V9, V10 and V12.

TABLE 5.10
TEST OF GENDER AS WELL AS MARITAL STATUS BETWEEN
QUALITIES OF WORKING ENVIRONMENT

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Gender * Marital Status	V1-Space allotted is neat and enough	0.797	1	0.797	0.870	.351
	V2-Place which has good ventilation	2.384	1	2.384	2.326	.128
	V3-Leave and Holiday availability is more satisfactory	0.334	1	0.334	0.232	.630
	V4-Right to speak and intervene is good	0.142	1	0.142	0.140	.709
	V5-Job security is high	1.317	1	1.317	0.973	.325

V6-Staff club is properly working	1.785	1	1.785	1.592	.208
V7-Orientation is given at regular interval	657.019	1	657.019	21.869	.000
V8-On the job training provided is satisfactory	36.242	1	36.242	42.698	.000
V9-Covered with good health insurance scheme by institution	18.079	1	18.079	14.434	.000
V10- Secured by the social security measures like provident fund, pension etc	4.180	1	4.180	3.398	.066
V11-Conducive climate to teach and carry research	7.309	1	7.309	11.078	.001
V12-College is not at all a place for sexual harassment	5.126	1	5.126	5.414	.020

Note: V1, V2...V12 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V7, V8, V9, V11 and V12.

From the MANOVA results shown in the tables 5.8, 5.9 and 5.10, it is inferred that there is a significant univariate intersection of independent variables namely 1. Nature of College by Gender 2. Nature of College by Marital Status and 3. Gender by Marital Status on the three common dependent variables under the qualities of working environment dimension namely, orientation to the staff at regular interval, satisfaction on the on the job training and health insurance covered by the institution.

TABLE 5.11

**TEST OF NATURE OF COLLEGE AS WELL AS GENDER BETWEEN
QUALITIES OF HUMAN RESOURCE MANAGEMENT**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College * Gender	V1 - Staff are treated well with humanity	12.455	1	12.455	17.113	.000
	V2 - Policies of the institution facilitates the teacher's development/ quantity	6.069	1	6.069	7.156	.008
	V3 - Staff are not exploited	40.005	1	40.005	42.233	.000
	V4 - There is no prejudice shown among the staff members	0.208	1	.208	0.215	.643
	V5 - Institution would like to retain the quality staff rather than dismiss	3.893	1	3.893	4.825	.029
	V6 - Institution is good at implementing the rules and regulations as prescribed by the apex body	35.926	1	35.926	48.494	.000
	V7 - Institution follows flexible policy rather than a rigid one	6.035	1	6.035	12.026	.001
	V8 - Specilisation of labour is ideal	11.616	1	11.616	17.100	.000
	V9 - Proper recognition for your feedback	1.501	1	1.501	1.738	.188

Note: V1, V2...V9 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V1, V2, V3, V5,V6,V7 and V8.

TABLE 5.12

**TEST OF NATURE OF COLLEGE AS WELL AS MARITAL STATUS BETWEEN QUALITIES OF HUMAN
RESOURCE MANAGEMENT**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College * Marital Status	V1 - Staff are treated well with humanity	40.391	1	40.391	55.496	.000
	V2 - Policies of the institution facilitates the teacher's development \ quantity	3.269	1	3.269	3.854	.050
	V3 - Staff are not exploited	0.683	1	.683	0.721	.396
	V4 - There is no prejudice shown among the staff members	3.173	1	3.173	3.287	.071
	V5 - Institution would like to retain the quality staff rather than dismiss	1.007	1	1.007	1.248	.265
	V6 - Institution is good at implementing the rules and regulations as prescribed by the apex body	57.893	1	57.893	78.145	.000

	V7 - Institution follows flexible policy rather than a rigid one	13.178	1	13.178	26.259	.000
	V8 - Specilisation of labour is ideal	13.368	1	13.368	19.678	.000
	V9 - Proper recognition for your feedback	38.782	1	38.782	44.888	.000

Note: V1, V2...V9 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V1, V2, V6, V7, V8, and V9.

TABLE 5.13

**TEST OF GENDER AS WELL AS MARITAL STATUS BETWEEN
QUALITIES OF HUMAN RESOURCE MANAGEMENT**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Gender * Marital Status	V1 - Staff are treated well with humanity	0.221	1	0.221	0.303	.582
	V2 - Policies of the institution facilitates the teacher's development \ quantity	5.640	1	5.640	6.651	.010
	V3 - Staff are not exploited	11.072	1	11.072	11.689	.001
	V4 - There is no prejudice shown among the staff members	28.629	1	28.629	29.658	.000
	V5 - Institution would like to retain the quality staff rather than dismiss	21.369	1	21.369	26.490	.000
	V6 - Institution is good at implementing the rules and regulations as prescribed by the apex body	9.562	1	9.562	12.907	.000
	V7 - Institution follows flexible policy rather than a rigid one	0.943	1	0.943	1.880	.171
	V8 - Specilisation of labour is ideal	9.977	1	9.977	14.687	.000
	V9 - Proper recognition for your feedback	9.015	1	9.015	10.434	.001

Note: V1, V2...V9 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V2, V3, V4, V5, V6, V8 and V9.

From the MANOVA results shown in the tables 5.11, 5.12 and 5.13, it is inferred that there is a significant univariate intersection of independent variables namely 1. Nature of College by Gender 2. Nature of College by Marital Status and 3. Gender by Marital Status on the three common dependent variables under the qualities of human resources management dimension namely, policies of the institution facilitates the development of the teachers, implementation of rules and regulations of the apex body effectively and specialisation of labour in an ideal manner.

TABLE 5.14

**TEST OF NATURE OF COLLEGE AS WELL AS GENDER BETWEEN
QUALITIES OF INFRASTRUCTURE FACILITY**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College * Gender	V1-Providing appropriated teaching aids	361.665	1	361.665	16.364	.000
	V2-Class room and staff room are well build	5.255	1	5.255	7.239	.007
	V3-Providing good number of books	10.044	1	10.044	10.758	.001
	V4-Lab facilities for research work is so good	1.121	1	1.121	1.722	.190
	V5-College Bus facilities for staff are good	0.932	1	0.932	0.929	.336
	V6-Connected with the social network	0.297	1	0.297	0.271	.603
	V7-Departmental library facility	5.488	1	5.488	5.153	.024
	V8-Convenient rest room	10.754	1	10.754	6.744	.010
	V9-Recreation facilities to staff	61.277	1	61.277	52.942	.000
	V10-Existing infrastructure is enough	52.026	1	52.026	44.237	.000
	V11-Complete Banking facility in the campus	14.717	1	14.717	15.747	.000

	V12- Co-operative store facilities with comfort and affordable price	7.149	1	7.149	5.964	.015
	V13 - Canteen and mess facilities to staff	47.263	1	47.263	58.827	.000

Note: V1, V2...V13 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V1, V2, V3, V7, V8, V9, V10, V11, V12 and V13.

TABLE 5.15

TEST OF NATURE OF COLLEGE AS WELL AS MARITAL STATUS BETWEEN QUALITIES OF INFRASTRUCTURE FACILITY

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College * Marital Status	V1-Providing appropriated teaching aids	293.689	1	293.689	13.289	.000
	V2-Class room and staff room are well build	1.496	1	1.496	2.061	.152
	V3-Providing good number of books	6.723	1	6.723	7.201	.008
	V4-Lab facilities for research work is so good	18.289	1	18.289	28.102	.000
	V5-College Bus facilities for staff are good	23.136	1	23.136	23.068	.000
	V6-Connected with the social network	0.171	1	0.171	0.156	.693
	V7-Departmental library facility	5.715	1	5.715	5.365	.021
	V8-Convenient rest room	0.482	1	0.482	0.302	.583
	V9-Recreation facilities to staff	40.425	1	40.425	34.927	.000
	V10-Existing infrastructure is enough	31.169	1	31.169	26.503	.000

	V11-Complete Banking facility in the campus	16.403	1	16.403	17.550	.000
	V12- Co-operative store facilities with comfort and affordable price	0.001	1	0.001	0.001	.978
	V13 - Canteen and mess facilities to staff	3.964	1	3.964	4.933	.027

Note: V1, V2...V13 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V1, V3, V4, V5, V7, V9, V10, V11, V12 and V13.

TABLE 5.16
TEST OF GENDER AS WELL AS MARITAL STATUS BETWEEN
QUALITIES OF INFRASTRUCTURE FACILITY

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Gender * Marital Status	V1-Providing appropriated teaching aids	395.954	1	395.954	17.916	.000
	V2-Class room and staff room are well build	8.610	1	8.610	11.861	.001
	V3-Providing good number of books	1.580	1	1.580	1.692	.194
	V4-Lab facilities for research work is so good	40.412	1	40.412	62.093	.000
	V5-College Bus facilities for staff are good	18.557	1	18.557	18.503	.000
	V6-Connected with the social network	1.562	1	1.562	1.425	.233
	V7-Departmental library facility	1.380	1	1.380	1.296	.256

	V8-Convenient rest room	3.616	1	3.616	2.268	.133
	V9-Recreation facilities to staff	0.002	1	0.002	0.002	.968
	V10-Existing infrastructure is enough	0.353	1	0.353	0.300	.584
	V11-Complete Banking facility in the campus	4.390	1	4.390	4.697	.031
	V12- Co-operative store facilities with comfort and affordable price	0.555	1	0.555	0.463	.497
	V13 - Canteen and mess facilities to staff	0.260	1	0.260	0.323	.570

Note: V1, V2...V3 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V1, V2, V4, V5 and V11.

From the MANOVA results shown in the tables 5.14, 5.15 and 5.16, it is inferred that there is a significant univariate intersection of independent variables namely 1. Nature of College by Gender 2. Nature of College by Marital Status and 3. Gender by Marital Status on the two common dependent variables under the qualities of infrastructure facility dimension namely, providing with appropriate teaching aids and availability of complete banking facilities in the campus.

TABLE 5.17
TEST OF NATURE OF COLLEGE AS WELL AS GENDER BETWEEN
QUALITIES OF RELATIONSHIP

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
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Nature of College * Gender	V1 - Cordial relationship with all members of the department	11.039	1	11.039	15.335	.000
	V2 - Smooth relationship with all staff members of the college	2.684	1	2.684	3.996	.046
	V3 - Good association between the male and female staff members	1.460	1	1.460	1.813	.179
	V4 - Good relationship between the teaching staff and non teaching staff	3.536	1	3.536	5.568	.019
	V5 - Better relationship between the staff members and the students	3.153	1	3.153	4.934	.027
	V6 - Relationship with the management is good	1.928	1	1.928	1.936	.165
	V7 - Better relationship with the staff members working in neighbouring institution	4.544	1	4.544	5.210	.023
	V8 - Management and higher authorities are easily accessible	27.819	1	27.819	37.421	.000
	V9 - Relationship with retired staff members in the college is good	8.147	1	8.147	10.532	.001

Note: V1, V2...V9 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V1, V2, V4, V5, V7, V8 and V9.

TABLE 5.18

TEST OF NATURE OF COLLEGE AS WELL AS MARITAL STATUS BETWEEN QUALITIES OF RELATIONSHIP

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College *	V1 - Cordial relationship with all members of the department	.016	1	.016	.022	.882

Marital Status	V2 - Smooth relationship with all staff members of the college	6.340	1	6.340	9.439	.002
	V3 - Good association between the male and female staff members	.049	1	.049	.061	.805
	V4 - Good relationship between the teaching staff and non teaching staff	5.177	1	5.177	8.152	.005
	V5 - Better relationship between the staff members and the students	.848	1	.848	1.328	.250
	V6 - Relationship with the management is good	15.090	1	15.090	15.152	.000
	V7 - Better relationship with the staff members working in neighbouring institution	1.285	1	1.285	1.473	.226
	V8 - Management and higher authorities are easily accessible	6.164	1	6.164	8.292	.004
	V9 - Relationship with retired staff members in the college is good	.025	1	.025	.032	.858

Note: V1, V2...V9 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V2, V4, V6 and V8.

TABLE 5.19

**TEST OF GENDER AS WELL AS MARITAL STATUS BETWEEN
QUALITIES OF RELATIONSHIP**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Gender * Marital Status	V1 - Cordial relationship with all members of the department	1.914	1	1.914	2.659	.104
	V2 - Smooth relationship with all staff members of the college	17.449	1	17.449	25.980	.000
	V3 - Good association between the male and female staff members	2.871	1	2.871	3.564	.060
	V4 - Good relationship between the teaching staff and non teaching staff	6.632	1	6.632	10.443	.001
	V5 - Better relationship between the staff members and the students	.036	1	.036	.057	.812
	V6 - Relationship with the management is good	.279	1	.279	.280	.597
	V7 - Better relationship with the staff members working in neighbouring institution	2.410	1	2.410	2.763	.097
	V8 - Management and higher authorities are easily accessible	18.030	1	18.030	24.254	.000

	V9 - Relationship with retired staff members in the college is good	19.805	1	19.805	25.602	.000
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Note: V1, V2...V9 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V2, V4, V8, and V9.

From the MANOVA results shown in the tables 5.17, 5.18 and 5.19, it is inferred that there is a significant univariate intersection of independent variables namely 1. Nature of College by Gender 2. Nature of College by Marital Status and 3. Gender by Marital Status on the three common dependent variables under the qualities of relationship dimension namely, smooth relationship with all staff members of the college, good relationship between the teaching and non-teaching staff and the easy accessibility with the management and higher authorities.

TABLE 5.20
TEST OF NATURE OF COLLEGE AS WELL AS GENDER BETWEEN
QUALITIES OF RECOGNITION

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College * Gender	V1-Staff are always rewarded for achievements	2.617	1	2.617	2.659	.104
	V2-Staff are always motivated for their excellence	2.756	1	2.756	3.727	.054
	V3-Staff are given chance to correct their mistake	0.001	1	0.001	0.001	.970

	V4-Staff are paid special allowance for their extra qualification	0.713	1	0.713	0.755	.385
	V5-Announcement about awards for best researcher and teacher	3.081	1	3.081	3.715	.055
	V6-Staff are regularly honoured before all the staff members	0.245	1	0.245	0.200	.655
	V7-Staff are scolded individually	15.018	1	15.018	14.221	.000
	V8-College is having a separate motivation cell	0.015	1	0.015	0.018	.894

Note: V1, V2...V8 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V7 only.

TABLE 5.21

**TEST OF NATURE OF COLLEGE AS WELL AS MARITAL STATUS
BETWEEN QUALITIES OF RECOGNITION**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Nature of College * Marital Status	V1-Staff are always rewarded for achievements	19.570	1	19.570	19.888	.000
	V2-Staff are always motivated for their excellence	22.796	1	22.796	30.830	.000
	V3-Staff are given chance to correct their mistake	32.348	1	32.348	34.848	.000
	V4-Staff are paid special allowance for their extra qualification	62.262	1	62.262	65.956	.000
	V5-Announcement about awards for best researcher and teacher	6.866	1	6.866	8.280	.004
	V6-Staff are regularly honoured before all the staff members	5.717	1	5.717	4.674	.031
	V7-Staff are scolded individually	23.230	1	23.230	21.998	.000
	V8-College is having a separate motivation cell	32.535	1	32.535	37.259	.000

Note: V1, V2...V8 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on all variables.

TABLE 5.22

**TEST OF GENDER AS WELL AS MARITAL STATUS BETWEEN
QUALITIES OF RECOGNITION**

Independent Variables	Dependent Variables	Type III Sum of Squares	df	Mean Square	F	Sig.
Gender * Marital Status	V1-Staff are always rewarded for achievements	15.688	1	15.688	15.943	.000
	V2-Staff are always motivated for their excellence	27.615	1	27.615	37.347	.000
	V3-Staff are given chance to correct their mistake	1.924	1	1.924	2.073	.151
	V4-Staff are paid special allowance for their extra qualification	2.622	1	2.622	2.778	.096
	V5-Announcement about awards for best researcher and teacher	23.736	1	23.736	28.624	.000
	V6-Staff are regularly honoured before all the staff members	7.371	1	7.371	6.027	.015
	V7-Staff are scolded individually	40.084	1	40.084	37.957	.000
	V8-College is having a separate motivation cell	15.492	1	15.492	17.742	.000

Note: V1, V2...V8 are Variables

From the above it is inferred that there is a significant univariate intersection of Nature of College by Gender on V1, V2, V5, V6, V7 and V8 only.

From the MANOVA results shown in the tables 5.20, 5.21 and 5.22, it is found that there is a significant univariate intersection of independent variables namely 1. Nature of College by Gender 2. Nature of College by Marital Status and 3. Gender by Marital Status on the only one common dependent variable under the qualities of recognition dimension namely, staff are scolded individually.

5.23 SUMMARY

The First part of this chapter confirmed the disparity in the quality of work life among the staff members of government-aided colleges and self- financing colleges. The result enabled the researcher to move the next part i.e., why does the disparity occur? The second part of this chapter analysed the opinion about both the college staff members about the working condition and policies of their institution. Further, it is attempted to find the relationship between the government aided college staff members and self financing college staff members in terms of their working environment using MANOVA.