

CHAPTER - VI

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

This chapter analyses the association between the opinion about the various components of Quality of Work Life of Self Financing and Government Aided College Teachers in the study area. It is certain from the independent sample test that there is a significant difference between the quality of work life between the staff members in government-aided colleges and the self-financing colleges. Further, it is imperative to ascertain the factors, which make significant difference. Hence, in the present study it was taken a modest attempt to find the factors by deploying the Chi square test.

H1: There is no association between the respondents' opinion about the income and their nature of college.

It was assumed that the gross income would make difference in the quality of work life between the self-financing college staff and government aided arts college staff. Hence the respondents from both the sides it were enquired that whether their gross income was fair to their work. For this, mixed responses came from the respondents.

TABLE 6.1

OPINION ABOUT THE INCOME AND THE NATURE OF COLLEGE

Gross income is fair to the toil	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	36 (15.00)	10 (5.60)	188.605 (.000)
Disagree	113 (47.10)	0 (0.00)	
Neutral	34 (14.20)	27 (15.00)	
Agree	57 (23.80)	83 (46.10)	
Strongly Agree	0 (0.00)	60 (33.30)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about their income and nature of college they work. It can be interpreted from the table that more than 47 per cent of the self-financing college staff members disagreed that their gross income is equal to their toil and no one strongly agreed to the view of getting a fair gross income. But nearly 46 per cent of the staff members of the government aided colleges agree and one third of them strongly agree with the statement. Further the Chi square test proved that there is a

significant difference in the view of gross income being fair to the work among the staff members under various streams. Therefore, it can be concluded that in self-financing colleges, the staff members are not paid equivalent to their work and it is nothing but the exploitation of labour.

H2: There is no association between the respondents’ opinion about equal wages and their nature of college.

To reach the good atmosphere in a working campus, the wage equality is as important as the fair wage. Hence it an attempt was taken to study the perception of the respondents about the maintenance of wage equality in their campus.

TABLE 6.2

OPINION ABOUT WAGE EQUALITY AND THE NATURE OF COLLEGE

Maintenance of wage equality is fair	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	0 (0.00)	10 (5.60)	168.995 (.000)
Disagree	83 (34.60)	9 (5.00)	
Neutral	132 (55.00)	45 (25.00)	
Agree	25 (10.40)	95 (52.80)	
Strongly Agree	0	21	

	(0.00)	(11.70)	
Total	240	180	
	(100%)	(100%)	

Source: Computed from Primary data

The P value of .000 is less than the value of .05 d.f. It shows that there is an association between the opinion of the respondents about wage equality and the nature of college they are working.

It is observed from the table that none one of the self-financing college staff members strongly agree to the view of wage equality. Mostly they are coming under the perception of neutrality. Against this, more than half of the total respondents agree to maintenance of wage equality in their campus. It reflects that the wages of government aided college staff are fixed by the government authorities, but in case of self-financing college staff members, the salary was fixed by the private employers i.e., management of the particular college. Therefore, it is the possibility of arising wage disparity among the staff members. It is evident from the Chi square result that there is a significant difference in the opinion of maintenance of wage equality among the staff members in the college.

H3: There is no association between the respondents' opinion about the provision of fee concession to their children and their nature of college.

Recently many of the educational institutions provide fee concession to the children of the staff members, if they get admission in their college. It makes some impact on the quality of work life of the staff members. Hence, the other form of monetary benefits improves the dedication and endeavour of the staff members. Therefore, the respondents were asked their perception over the fee concession to the children.

TABLE 6.3

PROVISION OF FEE CONCESSION TO THE CHILDREN OF STAFF MEMBERS AND THE NATURE OF COLLEGE

Provision of fee concession to the children	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	54 (22.50)	7 (3.90)	110.571 (.000)
Disagree	51 (21.30)	0 (0.00)	
Neutral	98 (40.80)	45 (42.20)	
Agree	31 (12.90)	80 (44.40)	
Strongly Agree	6 (2.50)	17 (9.40)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the value of .05 d.f. It shows that there is an association between the opinion of the respondents about the provision of fee concession to their children and their nature of college they are working.

It is evident from the table that most of the respondents belong to the self-financing colleges respond from the range of strongly disagree to the neutral opinion. As far as the staff members bound to the government aided colleges are concerned, opinion of most of the staff members ranges from the neutral opinion to the strongly agree over the fee concession to their children only a meagre number of respondents replied with frustrated answers. The Chi-square value also proves that there is much difference in the opinion over the provision of fee concession to the child of the respondents those who are working in self-financing colleges and government aided colleges.

H4: There is no association between the respondents' opinion about the financial assistance offered to the children of staff members for higher education and their nature of college.

Educational institutions can show their responsibility to the staff members of their college by way of contributing some amount to their children's education as a token of respect to their invaluable service. As a result, it also improves the potentiality of both the employers and employees of the college. Hence the researcher was keen to observe the situation prevailing in the self financing colleges and government aided arts colleges.

TABLE 6.4

FINANCIAL ASSISTANCE TO THE CHILDREN OF STAFF FOR HIGHER EDUCATION AND THE NATURE OF COLLEGE

Financial assistance for higher education	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	41 (17.10)	7 (3.90)	61.972 (.000)
Disagree	36 (15.00)	7 (3.90)	
Neutral	104 (43.30)	60 (33.30)	
Agree	47 (19.60)	89 (49.40)	
Strongly Agree	12 (5.00)	17 (9.40)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion about the financial assistance offered to the children of staff members for education and their nature of college.

It can be revealed from the table that, in case of self-financing colleges, most of the respondents' (43.30%) favoured with the neutral words. While the government aided college staff members are concerned, most of them agreed that their colleges contribute some marginal amount to their children's education. However it is disheartening to state that there is a difference of opinion between the perception of the self-financing college staff members and the government aided college staff members. It has been proved from the chi square test as well.

H5: There is no association between the respondents' opinion about the scope for gaining income through external sources and their nature of college.

The smooth functioning of the educational institution depends on the liberty given to the staff members working in the institutions. The kind of liberty may be giving permission to guest lecture in other colleges, valuation of answer scripts in other colleges and universities, to attend board meeting and allow them to receive the monetary benefits for their above services. As some of the colleges tighten their staff members from gaining external source of income, they could be frustrated and their quality of work life may be affected. Hence the researcher was interested to know the opinion of the staff members from both the sides towards the permission to gain external sources of income.

TABLE 6.5

SCOPE FOR GAINING INCOME THROUGH EXTERNAL SOURCES AND THE NATURE OF COLLEGE

Staffs are allowed to gain external source of income	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	0 (0.00)	7 (3.90)	26.741 (.000)
Disagree	25 (10.40)	9 (5.00)	
Neutral	76 (31.70)	71 (39.40)	
Agree	129 (53.80)	72 (40.00)	
Strongly Agree	10 (4.20)	21 (11.70)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the scope for gaining income through external sources and their nature of college.

It can be summarized from the table that both the staff members of self-financing colleges and government aided colleges are mostly allowed to gain external sources of income. It can be pointed out that nearly 54% of the staff working in self-financing colleges opined that they agreed to the aforementioned statement as against the 40% of the staff members of the government colleges agreed to the statement. However the chi square value states that there is much difference in the opinion

towards the external source of income between the self financing college staff members and government aided arts college staff members. It may arise due to the differences in the range of opinion among the staff members.

H6: There is no association between the respondents' opinion about the opportunity to earn other than salary in the campus itself and their nature of college.

In colleges, the staff members have a plenty of opportunity to earn other than salary in the campus itself. The staff members can earn more through of remedial coaching classes, internal valuation, income from certificate courses,. But these things are under the control of administrators as they can restrict or forbid the opportunities to the staff members. It was eagerly checked by the researcher that whether the opinion from the staff members are favourable towards the chance of opportunities to earn other than salary in the campus itself or not.

TABLE 6.6

OPPORTUNITY TO EARN INCOME OTHER THAN SALARY IN THE CAMPUS ITSELF AND THEIR NATURE OF COLLEGE

Opportunity to earn other than salary in the campus is good	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	34 (14.20)	33 (18.30)	67.347 (.000)
Disagree	125 (52.10)	35 (19.40)	
Neutral	34 (14.20)	25 (13.90)	
Agree	41 (17.10)	87 (48.30)	
Strongly Agree	6 (2.50)	0 (0.00)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the respondents' opinion about the opportunity to earn income other than salary in the campus itself and their nature of college.

It was observed from the result that in self-financing colleges most of the staff members' opinion fall between 'strongly disagree' to the 'neutral statement' towards the same. Whereas in case of

government-aided colleges most of the staff members have the positive perception i.e., agreed that they have plenty of chance to earn through the other activities in the college. The chi square value 67.34 and the 1 per cent level of significance reveals that there is a significant difference in the opinion of chances of earning in the college campus between the self-financing college staff members and government aided college staff members.

H7: There is no association between the respondents’ opinion about the possibility of acquiring benefits through auction sale in the college and the nature of college.

The auction may be conducted for the old but reusable goods among the staff members. It will maximize the benefit of the staff members since the goods’ value are cheap and best through the auctioned goods. It will increase the satisfaction of the staff members. Hence the respondents were asked about the respondents that the possibility of acquiring benefits through auction conducted by their colleges

TABLE 6.7

POSSIBILITY OF ACQUIRING BENEFITS THROUGH AUCTION SALE IN THE COLLEGE AND THE NATURE OF COLLEGE

Possibility of acquiring benefits through auction sale	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	24 (10.00)	22 (12.20)	
Disagree	145	32	

	(60.40)	(17.80)	80.795 (.000)
Neutral	47 (19.60)	80 (44.40)	
Agree	24 (10.00)	46 (25.60)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the respondents' opinion about the possibility of acquiring benefits through auction in the college and the nature of college.

It is revealed from the result that the staff members belong the self-financing college mostly disagreed i.e., more than 60% of the respondents accepted that they get benefits from auction, only 10% of the total respondents agreed that. Whereas more than 25% of the staff members who belong to government aided colleges agreed to that they acquired benefits through auction, if it is conducted. The chi square test has also proved the difference of opinion towards this between self financing college staff members and government aided arts college staff members.

H8: There is no association between the respondents' opinion about the provision of financial assistance for academic growth of the staff members and their nature of college.

During the academic growth of the teaching fraternity, they have to incur heavy expenditure. For instance, for doing research work and to publish the work, to attend national and international level

seminars, the college teachers have to spend more than that of their one month income. Hence it is natural that the teachers expect some part of contribution from the management for their academic oriented expenditure. Some colleges are incurring their part of the expenditure and reimburse the amount spent by them, but some do not have these practices. Hence the present work checked the contribution of the administrators through the perception of the staff members.

TABLE 6.8

**PROVISION OF FINANCIAL ASSISTANCE FOR ACADEMIC GROWTH OF THE STAFF MEMBERS AND THEIR
NATURE OF COLLEGE**

Fair contribution to academic growth of staff	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	24 (10.00)	0 (0.00)	86.753 (.000)
Disagree	129 (53.80)	44 (24.40)	
Neutral	64 (26.70)	61 (33.90)	
Agree	17 (7.10)	52 (28.90)	
Strongly Agree	6 (2.50)	23 (12.80)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the respondents' opinion about the provision of financial assistance offered for academic growth of the staff members and their nature of college.

It is revealed from the table that, as many as 53.8% of the self-financing college staff members disagreed to accept that the management fairly contributes to the staff members' academic oriented expenditure. Only a small number of the staff members from the self-financing college either agree or strongly agree the mentioned statement. In case of the government aided colleges, mixed responses have been received from the respondents. It was also analysis that whether there is any difference of opinion among the self-financing college staff members and government aided college staff members. The chi square result shows that there is a significant difference between the opinion of self financing college staff members and government aided arts college staff members towards the fair contribution to the academic oriented expenditure.

H9: There is no association between the respondents' opinion about the nature of treatment and their nature of college.

Humanitarian treatment of the workers is imperative in any concern. Though the monetary benefits are enjoyed well by the employees, certainly they expect a humane treatment by of the employer. Perhaps it is missing in the institutions it is firm that the institutions cannot reinstate the quality of work life, will collapse eventually.

TABLE 6.9

NATURE OF TREATMENT AND THEIR NATURE OF COLLEGE

Treated well	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	0 (0.00)	10 (5.60)	

Disagree	8 (3.30)	9 (5.00)	25.931 (.000)
Neutral	99 (41.30)	45 (25.00)	
Agree	93 (38.80)	70 (38.90)	
Strongly Agree	40 (16.70)	46 (25.60)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the nature of treatment of staff members in the college and their nature of college.

It is noted from the table that no one strongly disagreed that in self-financing colleges, the staff members are treated with humanity. But in case of government aided college, a very few respondents strongly disagree the same statement. It is interesting to mention that both the groups mostly fall in the range from 'neutral' opinion to 'strongly agree' the statement. However there is some difference of opinion towards this statement between the self financing college staff members and government aided arts college staff members. It is also proved with the use of chi square test.

H10: There is no association between the respondents' opinion about the nature of policies of the institution and their nature of college.

The quality of work life of the staff members can be improved through the better policies of institution which facilitates the teachers' development. A continuous care on the policies, which promote the attitude and aptitude of the staff members, are essential in order to enhance the quality of work life. As there is a correlation between the quality of work of the staff members and the policies which are adopted in the institution, it was taken care into analysis.

TABLE 6.10
NATURE OF POLICIES OF THE INSTITUTION AND THEIR
NATURE OF COLLEGE

Policies facilitate the teacher's development \ quality	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	0	10	

	(0.00)	(5.60)	53.112 (.000)
Disagree	59 (24.60)	27 (15.00)	
Neutral	92 (38.30)	59 (32.80)	
Agree	82 (34.20)	46 (25.60)	
Strongly Agree	7 (2.90)	38 (21.10)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the respondents' opinion about the nature of policies of the institution and their nature of college.

As far as both categories of college staff members are concerned, in general, they are having good opinion towards the policies of the institutions. However a meager amount of respondents disagreed with that. For instance, nearly one fourth of the staff members bound to the self-financing colleges disagreed to accept that the policies of the institution facilitate teachers' development. Alike as many as 20% of the respondents from government aided colleges either responds 'strongly disagree' or 'disagree'. It can be seen from the table that, the neutral opinion occupies a major place from both the categories of college staff members. The chi-square test to check whether the difference of opinion exists between the self financing college staff members and government aided arts college staff members towards the particular statement. It can be interpreted from the chi square value and the 1% level of significance that the difference of opinion exists between them.

H11: There is no association between the respondents' opinion about the nature of utilization of staff members in the college and the nature of college.

Both the under utilization and the over utilization of the staff by self financing and government aided arts college lead to anxiety in their working environment. Hence it is important to the capacity of the staff and the optimal utilization of their power. Further there is a close association between the utilization of manpower and the quality of work life. Hence the respondents were asked their opinion towards this.

TABLE 6.11

NATURE OF UTILIZATION OF STAFF MEMBERS IN THE COLLEGE AND THE NATURE OF COLLEGE

Optimum utilization of staff members	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	10 (4.20)	10 (5.60)	106.460 (.000)
Disagree	69 (28.80)	18 (10.00)	
Neutral	50 (20.80)	52 (28.90)	
Agree	111 (46.30)	45 (25.00)	
Strongly Agree	0 (0.00)	55 (30.60)	

Total	240	180	
	(100%)	(100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the nature of utilization of staff members in the college and their nature of college.

It is known from the table that, around 46% of the total respondents who are working in self-financing colleges agreed that they are optimally utilized and not exploited. At the same time, more than 30% of the respondents belong to the government-aided colleges strongly agreed with that. Only 10% of the respondents from the government-aided colleges disagreed, but nearly 30% of the staff members from the self-financing colleges disagreed with this statement. Hence it can be concluded that when compared with the self financing college staff members, government aided arts college staff members feel better i.e., they are optimally utilized by their management. The chi square result shows that there is a significant difference in the opinion towards the utilization of manpower between the both categories of the college staff members.

H12: There is no association between the respondents' opinion about the partiality among the teachers and the nature of college.

If prejudice exists in a working campus, then there is a chance for sluggish performance by the workers. The healthy competitions between the workers disappear from their place of work. Hence it is vital to avoid partiality among the employees. Since the good quality of work life depends upon the equal treatment of staff members in the college, the researcher was keen to study this. For this, the

respondents were asked to opine that there is no prejudice shown by the management among the staff members.

TABLE 6.12

PARTIALITY AMONG THE TEACHERS AND THE NATURE OF COLLEGE

There is no prejudice shown among the staff members	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	29 (12.10)	10 (5.60)	19.538 (.000)
Disagree	39 (16.30)	27 (15.00)	
Neutral	70 (29.20)	75 (41.70)	
Agree	95 (39.60)	52 (28.90)	
Strongly Agree	7 (2.90)	16 (8.90)	

Total	240 (100%)	180 (100%)	
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Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the partiality among the teachers and nature of college they work.

It can be understood from the table that majority of the respondents of the self-financing colleges agreed that there is no prejudice among the staff members in their colleges. At the same time government aided arts colleges, majority of the respondents showed their neutral opinion when the other kind of options are available. It is interested to state that only a very few respondents from both the categories strongly agreed to accept the aforementioned statement. The chi square value and the level of significance firmly reveal that there is statistically a difference of opinion over this statement between the self financing college and government aided arts college staff members.

H13: There is no association between the respondents' opinion about the policy regarding retaining of staff members and the nature of college.

Job security is an important factor, which augments the quality of work life of the employees of any concern. Though it is in the hands of both the sides i.e., employer and employee, employer is most powerful than the latter. Any institution, which wants to improve the productivity of the concern, must retain the quality workers rather than to dismiss them. Hence the present study analysis the opinion of the staff members in the colleges.

TABLE 6.13

**OPINION ABOUT THE POLICY REGARDING RETAINING OF STAFF MEMBERS AND THE NATURE OF
COLLEGE**

Retaining the staff rather than dismiss	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	30 (12.50)	0 (0.00)	53.190 (.000)
Disagree	38 (15.80)	9 (5.00)	
Neutral	95 (39.60)	69 (38.30)	
Agree	65 (27.10)	71 (39.40)	
Strongly Agree	12 (5.00)	31 (17.20)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the policy regarding retaining of staff members and nature of college they work.

It is revealed from the table that no one strongly disagreed with the statement that the institution would like to retain the quality staff rather than dismiss them among the government aided college staff members. Against this, around 13% of the respondents in self-financing colleges strongly

disagreed the same statement. As a whole, it can be said that in self-financing colleges, the administrators do not want to continue the service by an employee for long period for various reasons especially the monetary issue. Many of the self-financing colleges recruit fresher. It is due to the reason that the fresher do not have much bargaining power. While in the government aided colleges, the majority of respondents response fall in the range between 'neutral' to the 'strongly agree' to the mentioned statement. The chi-square value points out that there is a significant difference of opinion between the self financing staff members and government aided arts college staff members in the statement that the institution would prefer to retain the quality staff.

H14: There is no association between the respondents' opinion about the implementation of policies of the apex body and their nature of college.

The apex body of the college education is University Grants Commission. This commission works for the welfare of the students and staff members as well. For the development of the staff members, the UGC has reviewed many policies and has been forcing the institutions to implement it. However, most of the institutions fail to implement the prescribed policies adopted by the apex body. If they implement them properly, the quality of work life of the staff members certainly soar at least one feat from the present condition. Hence it was the opinion received from the staff members.

TABLE 6.14

**OPINION ABOUT THE IMPLEMENTATION OF POLICIES OF THE UGC BY THE COLLEGE AND THEIR
NATURE OF COLLEGE**

Implementation of the UGC policies is good	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	10 (4.20)	10 (5.60)	109.971 (.000)
Disagree	68 (28.30)	0 (0.00)	
Neutral	40 (16.70)	52 (28.90)	
Agree	122 (50.80)	80 (44.40)	
Strongly Agree	0 (0.00)	38 (21.10)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the implementation of policies of the apex body by the college and nature of college they are working.

It is found from the table that majority of the respondents from both the categories, agreed to accept the statement that the institution is good at implementing the rules and regulations as

prescribed by the apex body. However, no one from government aided colleges disagreed, but around 29% of the staff members belong to the self-financing college disagreed to the foresaid statement. The chi square value and the level of significance proves that there is much difference in the opinion towards the abiding the law of the apex body between the self financing staff members and government aided arts college staff members.

H15: There is no association between the respondents’ opinion about the type of policy followed in the college and the nature of college.

Flexibility plays better than rigidity in case of the human beings. The rigid rules never encourage the employees to show their dedicative sense specifically in the field of education. Further it will disturb the quality of work life among the employees. Hence it was enquired to the respondents about the institutions policies and whether they have flexible or rigid rules.

TABLE 6.15
TYPE OF POLICIES FOLLOWED IN THE COLLEGE AND THE
NATURE OF COLLEGE

Institution follows flexible policy rather than a rigid one	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	16 (6.70)	10 (5.60)	
Disagree	109	0	

	(45.40)	(0.00)	
Neutral	63 (26.30)	52 (28.90)	137.914 (.000)
Agree	52 (21.70)	102 (56.70)	
Strongly Agree	0 (0.00)	16 (8.90)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the type of policies followed in the college and nature of college they are working.

It could be seen from the table that most of self-financing college staff members show their opinion ranges from 'disagree' to the 'neutral point'. Against this, majority of the respondents from the government aided colleges express their opinion ranging from 'neutral' to 'strongly agree'. Hence it is evident that government aided colleges are following or changing the policies and rules as per the situation when it is compared with the self-financing colleges. The chi square value also reveals that the opinions are different towards this statement between the self-financing staff members and government aided arts college staff members.

H16: There is no association between the respondents' opinion about the specialization of employees and their nature of college.

The division of labour improves the productivity of the concern and also makes the employees to enjoy their work. Hence it directly augments the quality of work life of the employees. Therefore the college teachers were asked if their institution follows the specialization of labour in a planned manner.

TABLE 6.16

SPECIALISATION OF EMPLOYEES AND THEIR NATURE OF COLLEGE

Specialisation of	Nature of College	Chi-Square Value
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Employees	Self – financing College	Government Aided College	
Strongly Disagree	0 (0.00)	10 (5.60)	61.916 (.000)
Disagree	55 (22.90)	27 (15.00)	
Neutral	106 (44.20)	43 (23.90)	
Agree	79 (32.90)	77 (42.80)	
Strongly Agree	0 (0.00)	23 (12.80)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the specialisation of employees and nature of college they are working.

It is assimilated from the table that, though mixed responses were obtained from all respondents, it can be indicated that majority of the respondents from the self-financing colleges and government aided colleges agreed to the statement that specialisation of employees exist in the working place. However it can be pointed out that government aided college staff members mostly fall between the range of 'agree' and 'strongly agree' while compared with the self-financing college staff members. It was tested that whether there is any difference of opinion towards this statement between

government aided college staff members by using the chi square test. The result shows that certainly a different opinion exists between the self financing college staff members and government aided arts college staff members towards this issue.

H17: There is no association between the respondents’ opinion about the response to employees’ feedback and the nature of college.

An employers’ important responsibility is that he/she should listen to the voice of the employees of the institutions for the growth of the institution and the welfare of the employees. However many institutions do not want to hear the voice of the employees for various reasons. If it is given attention the employees will feel dignified and being recognised by the institution. It leads to the improvement in their quality of work life. Therefore it the respondents’ opinions were obtained over the employer’s response to the college teacher’s feedback.

TABLE 6.17
RESPONSE TO EMPLOYEES’ FEEDBACK AND
THE NATURE OF COLLEGE

Response to Employees’ Feedback	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	10 (4.20)	19 (10.60)	
Disagree	47 (19.60)	43 (23.90)	

Neutral	133 (55.40)	23 (12.80)	90.535 (.000)
Agree	44 (18.30)	72 (40.00)	
Strongly Agree	6 (2.50)	23 (12.80)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the response to employees' feedback and nature of college they are working.

It is observed from the table that in colleges with self-financing mode, the staff members are not powerful in recording their feedback. Because Majority of the self financing staff members fall under the opinion ranging from 'strongly disagree' to the 'neutral' statement. As far as the government aided colleges are concerned, a majority of the staff members opined that it should be agreed that the due recognition is being given to the employees feedback by the management. Further, more than 12 per cent of the respondents working government aided college strongly agreed to accept that proper recognition is given for their feedback. While checking whether there is any difference of opinion in this regard or not among the self-financing college staff members and the government aided college staff members, the chi square value and the level of significance show that there is absolute difference of opinion among them.

H18: There is no association between the respondents' opinion about the space availability in the department and the nature of college.

Though the monetary benefits to the staff members enhance the quality of work life on one side, the infrastructural facilities done for the benefits of the staff members augment their conducive climate of the work place. Therefore, this is also concentrated by the employers for the sake of welfare of the employees. In colleges, it is a must that every staff member should be allotted neat place and the place should be spacious enough as well. Since there is a direct relationship between space in the work place and the quality of work life, the researcher enquired the opinion of the respondents about the place of work and its nature.

TABLE 6.18
SPACE AVAILABILITY IN THE DEPARTMENT AND
THE NATURE OF COLLEGE

Enough Space in the department	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	

Strongly Disagree	20 (8.30)	0 (0.00)	69.170 (.000)
Disagree	50 (20.80)	9 (5.00)	
Neutral	115 (47.90)	68 (37.80)	
Agree	22 (9.20)	51 (28.30)	
Strongly Agree	33 (13.80)	52 (28.90)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion about the space availability in the department and nature of college they are working.

It is revealed from the table that 47.80% of the staff members in self-financing college have only neutral opinion, it implies neither bad or good. Around 21% of them disagreed to the statement that the space allotted to the staff members is neat and spacious enough. But in case of government aided colleges, the staff members working there, mostly fall in the range of opinion from 'neutral' to 'strongly disagree'. It is important to state that the space allotted to them is neat and spacious. It reflects that when compared with the self-financing college managements, the management of the government aided colleges focus more on the infrastructure provided to the staff members. To check whether there is any different opinion between the self-financing college staff members and government aided college

staff members in this regard, chi square test was employed. The result proves that there is a significant difference in the opinion towards the space provided in the college among the staff members working in various colleges.

H19: There is no association between the respondents' opinion about the ventilation in the working place and the nature of college.

To have a good quality of work life, a good environment is also important. At least, a room with good ventilation is vital for working with satisfaction. Specifically, in colleges it is necessary to provide a place which has good ventilation, since the nature of work is mainly related to the environment. Hence the respondents belong to both the modes of colleges, were asked about the facilities in their rooms.

TABLE 6.19

**VENTILATION IN THE WORKING PLACE AND THE
NATURE OF COLLEGE**

Working place has good ventilation	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	22 (9.20)	0 (0.00)	
Disagree	63 (26.30)	9 (5.00)	
Neutral	78 (32.50)	44 (24.40)	

Agree	48 (20.00)	59 (32.80)	81.886 (.000)
Strongly Agree	29 (12.10)	68 (37.80)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the ventilation in the working place and nature of college they are working.

For this, it can be understood from the table that, most of the respondents from self-financing colleges replied their opinion ranging from 'neutral' to 'strongly agree'. However more than one fourth of the total respondents belonging to self-financing colleges, disagreed with the above statement. While the government aided colleges are taken into account, no one strongly disagreed and only a very few respondents disagreed that the place given for them is not ventilated. Among 90% of the respondents of the staff members of government aided colleges opined ranging from 'neutral' to 'strongly agree'. Though it seems same opinion from all respondents about this, the chi square test has shown that there is a significant difference in the opinion between the self financing college staff members and the government aided arts college staff members regarding good ventilation.

H20: There is no association between the respondents' opinion about the Leave and Holiday facility and the nature of college.

The workers will be satisfied like anything if they are provided holidays and leave facilities without feeling any pinch. It does not mean that they are eager for holidays and taking leave. The

employees will much feel better when the leave is sanctioned while they need. But many of the institutions restrict their employees to take casual leave, even it is available with them. Hence it is more related to the quality of work life.

TABLE 6.20

LEAVE AND HOLIDAY FACILITY AND THE NATURE OF COLLEGE

Leave and Holiday facility is satisfactory	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	20 (8.30)	26 (14.40)	80.543 (.000)
Disagree	45 (18.80)	18 (10.00)	
Neutral	78 (32.50)	9 (5.00)	
Agree	70 (29.20)	57 (31.70)	
Strongly Agree	27 (11.30)	70 (38.90)	
Total	240	180	

	(100%)	(100%)	
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Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the Leave and Holiday facilities and nature of college they are working.

As a whole, when we consider both the categories, most of the respondents i.e., nearly 61% of the total respondents agreed that availability of leave and holiday is more satisfactory. Next to this, around 97 of the 420 respondents strongly agreed to this. When it is taken separately, majority of the respondents who belong to the self-financing colleges have neutral opinion, while nearly 40% of the respondents bound to the government aided college strongly agreed that they are being provided leave and when they need them. It was checked through chi square test whether these two groups have different opinion towards this. The result shows that there is a statistically significant different opinion in this regard among the two groups.

H21: There is no association between the respondents' opinion about the right to participate in the academic matters and their nature of college.

The quality of work life can be empowered through giving the right to speak and intervene by the employees while they want to do so. Against this, it is an exploitation of rights of the employees. Many of the institutions do not want the employees to intervene in the college's academic matters in terms of sharing their ideas and suggestions. It may lead to one way process of the decision making. Therefore it was asked to the respondents' about their rights to speak and intervene in the academic matters.

TABLE 6.21

RIGHT TO PARTICIPATE IN THE ACADEMIC MATTERS AND THEIR NATURE OF COLLEGE

Right to participate in the academic matters	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	21 (8.80)	10 (5.60)	43.904 (.000)
Disagree	20 (8.30)	43 (23.90)	
Neutral	93 (38.80)	32 (17.80)	
Agree	85 (35.40)	58 (32.20)	
Strongly Agree	21 (8.80)	37 (20.60)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the right to participate in the academic matters and nature of college they are working.

It can be known from the table that majority of them remained neutral and agreed to this, in case of self-financing college staff members. In government aided colleges too, around one third of them agreed with the statement. However, the negative opinion 'disagree' is more in the government

aided colleges when compared with the self-financing colleges. Totally, there are mixed responses for this statement from both the groups. As expected, there must be a difference of opinion between the groups, the chi-square value and its significance proved the expectation. **H22:** There is no association between the respondents' opinion about the level of job security and the nature of college.

The quality of work life mainly depends upon the job security of the employees provided by the employers. The job should be assured to the employees, then only they can freely operate towards anything otherwise the fear over the insecurity in job causes frustration and will lead to low productivity. Hence it is important to provide job security rather than more attractive salary whether he/she belongs to the self-financing college or government aided college. To analyse the opinions of the respondents about their job security, the respondents were asked about the job security is available in their institutions.

TABLE 6.22

LEVEL OF JOB SECURITY AND THE NATURE OF COLLEGE

Job security is more in the institution	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	14 (5.80)	26 (14.40)	120.506 (.000)
Disagree	85 (35.40)	18 (10.00)	
Neutral	90 (37.50)	18 (10.00)	
Agree	31 (12.90)	48 (26.70)	
Strongly Agree	20 (8.30)	70 (38.90)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the level of job security nature of college they are working.

It is assimilated from the table that majority of the respondents agree and strongly disagree to the statement. Whereas in colleges like government aided institutions most of them replied either 'strongly agree' or 'agree' with the statement. It reflects that the privilege of job security enjoyed by the staff members of self – financing colleges is not as equal as by the Government aided college staff

members. The chi square value and its level of significance shows that there is a contradictory opinion between the self-financing college staff members and the government aided college staff members.

H23: There is no association between the respondents’ opinion about the functioning of staff club and the nature of college.

The freedom of staff members can be judged by the operation of staff club in that particular college. The staff club is a right platform to empower the staff members’ activities. Hence it is important to check whether the staff club is properly functioning or not. Indeed the strong performance of staff club improves the quality of work life of the staff members, since various activities of the staff club expose the staff members’ innate powers.

TABLE 6.23

FUNCTIONING OF STAFF CLUB AND THE NATURE OF COLLEGE

Staff club is properly working	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	37 (15.40)	24 (13.30)	
Disagree	56 (23.30)	23 (12.80)	

Neutral	51 (21.30)	84 (46.70)	79.952 (.000)
Agree	89 (37.10)	18 (10.00)	
Strongly Agree	7 (2.90)	31 (17.20)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the functioning of staff club and nature of college they are working.

It is revealed from the table that in self-financing colleges about 15% of the staff members strongly disagree that their staff club is working properly. The self financing college staff member's opinions are ordered as disagree, neutral, agree and disagree and their share are 23.3%,21.3%, 37.10% and 2.90% respectively. Whereas in government aided colleges the order ranges from 'strongly disagree' to 'strongly agree' and the percentage of opinion are 13.3%,12.80%,46.70%,10% and 17.2% respectively. It could be understood that as a whole, when both the groups are considered, government aided college staff members agreed largely with the aforementioned statement. As the table shows mixed responses to this statement from the groups, the chi square value has also emerged as significant. It proves the significant difference in the response between the self-financing college staff members and the government aided college staff members towards the staff club's operation.

H24: There is no association between the respondents' opinion about the regular orientation given to the staff members and their nature of college.

Arranging orientation programme to the staff members by the employers will also be more helpful to improve the skills of the employees. So that it enhances the quality of work life of them. That is why most of the colleges arrange orientation programmes to their employees at regular intervals. But some of the colleges forget that orientation programmes must be conducted regularly for the welfare of the staff members. Therefore the respondents from all the colleges were asked about the conduction of orientation programmes.

TABLE 6.24

REGULAR ORIENTATION GIVEN TO THE STAFF MEMBERS AND THE NATURE OF COLLEGE

Regular Orientation to staff members	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	17 (7.10)	40 (22.20)	83.450 (.000)
Disagree	10 (4.20)	14 (7.80)	
Neutral	67 (27.90)	36 (20.00)	
Agree	137 (57.10)	59 (32.80)	

Strongly Agree	0 (0.00)	31 (17.20)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the regular orientation given to the staff members and nature of college they are working.

For this, majority of the respondents of the self-financing colleges agreed that they were empowered by the orientation programmes constantly. Similarly, around one third of the respondents who hail from government aided colleges agreed the same. However there are mixed responses from the government aided college staff members. It is unfortunate to state that around 22% of the respondents of government aided colleges strongly disagreed to accept that they are being refreshed by orientation programmes at regular time gap. The value of chi square also pictured that there is no significant difference of opinion between the self-financing college staff members and the government aided college staff members towards this issue.

H25: There is no association between the satisfaction level of the staff members regarding training programme offered in the institution and the nature of college.

In recent days many institutions are accustomed to conduct On the job training programmes for their employers' growth and the concern's development. It helps to augment the quality of work life among the workers, as it directly increases the satisfaction in the work. In order to know the respondents' opinion about the conduction of On the job training programme among the staff members in various colleges.

TABLE 6.25

SATISFACTION LEVEL OF THE STAFF REGARDING TRAINING PROGRAMME AND THE NATURE OF COLLEGE

Training programme is good	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	7 (2.90)	33 (18.30)	82.470 (.000)
Disagree	62 (25.80)	14 (7.80)	
Neutral	75 (31.30)	32 (17.80)	
Agree	96 (40.00)	78 (43.30)	
Strongly Agree	0 (0.00)	23 (12.80)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the satisfaction level of the staff regarding training programme offered in the college and nature of college they working.

It can be explained from the table that whether it is self-financing college staff members or government aided college staff members, most of them responded that they agree with the conduction

of On the job training programmes. However, more than one fourth of the total respondents of self-financing colleges disagreed with the statement. Alike in government aided colleges as well, about 18% of the respondents strongly disagreed to this issue. Hence it can be arrived at conclusion that it received mixed responses from the staff members of both the categories. It was checked whether there is any difference of opinion towards this among the respondents through the chi square test. The result reveals the significant difference in their opinion with respect to the statement. It is observed from the result that all the institutions are not conducting On the job training programmes satisfactory to their staff members.

H26: There is no association between the respondents' opinion about the coverage of health insurance by the institution and their nature of college.

It is mandatory that every institution must protect their employees with any one of the health insurance packages which safeguard the employee's interest during the sick period. But sometimes even the employees feel that the health insurance package and the amount deducted for that is waste, as the insurance package is not helpful at right time. Hence the respondents were asked whether they and their family members were covered with good health insurance schemes.

TABLE 6.26

COVERAGE OF HEALTH INSURANCE BY THE INSTITUTION AND THE NATURE OF COLLEGE

covered with good health insurance scheme	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	61 (25.40)	33 (18.30)	59.253 (.000)
Disagree	85 (35.40)	14 (7.80)	
Neutral	49 (20.40)	65 (36.10)	
Agree	27 (11.30)	45 (25.00)	
Strongly Agree	18 (7.50)	23 (12.80)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the coverage of health insurance by the institution and nature of college they are working.

It is known from the table that most of the self-financing college staff members' opinion fall under the ranges from 'strongly disagree' to 'neutral opinion'. A very meagre amount of respondents in this group revealed their positive opinion towards this. Against this, most of the government aided college staff members opinion ranges from 'neutral' to 'strongly agree'. It reflects that government aided college staff members are being covered with good health insurance schemes rather than the staff members in self-financing colleges. Further, it can be understood that there is a difference of opinion among the groups apparently, the chi square test has also been used to check statistically. The test also proves that there is a significant difference of opinion between the self-financing college staff members and government aided college staff members towards this statement.

H27: There is no association between the respondents' opinion about the sexual harassment in the work place and their nature of college.

Many evil things are rampant and the steps taken to eliminate by the responsible authorities have failed. Sexual harassment is one of the evil things which is rampant in working place. Mainly, the women workers are vulnerable to this problem. The place which is without sexual violence enables the workers to improve their productivity. Further the quality of work life enhances. Apart from this, a good management system should keep free of sexual harassment. Hence, it was asked to the respondents about their opinion on the working place is free from sexual harassment.

TABLE 6.27

OPINION ABOUT THE SEXUAL HARASSMENT IN THE WORKING PLACE AND THEIR NATURE OF COLLEGE

Opinion about sexual	Nature of College	Chi-Square Value
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harassment	Self – financing College	Government Aided College	
Strongly Disagree	0 (0.00)	19 (10.60)	71.348 (.000)
Disagree	10 (4.20)	9 (5.00)	
Neutral	80 (33.30)	50 (27.80)	
Agree	122 (50.80)	41 (22.80)	
Strongly Agree	28 (11.70)	61 (33.90)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the sexual harassment in the working place and nature of college they are working.

It is revealed from the result that in self-financing colleges only a meagre number of respondents disagreed to accept that their working place is not at all a place for sexual harassment. Most of the respondents i.e., 50.80% agree, around one third of them have neutral opinion and more than 11% of them strongly agreed that statement. Whereas in government aided colleges, the respondents gave mixed responses. The opinions are listed as strongly disagree, disagree, neutral, agree and strongly agree, their share to the total is 10.60%,5.00%,27.80%,22.80% and 33.90 % respectively.

Hence the major opinion from the government aided colleges is ‘strongly agree’ to accept the institution is free from sexual harassment. The chi square result concludes that there is a difference of opinion towards this statement among the government aided college staff members and self-financing college staff members.

H28: There is no association between the respondents’ opinion about the conducive climate for teaching and research and their nature of college.

Even to do any physical job, it is necessary to have conducive climate. The educational institutions are full of brain-based work. Hence, it is imperative to provide conducive climate by the employers to the employees to conduct research activities and teaching programmes. But it is unfortunate to state the condition of many colleges is very poor in terms of teaching and learning environment. Therefore the opinion of the college staff members received regarding the environment which favours the teaching, learning, research activities.

TABLE 6.28

CONDUCTIVE CLIMATE FOR TEACHING AND RESEARCH AND THE NATURE OF COLLEGE

Conducive climate for teaching and research	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	11 (4.60)	0 (0.00)	
Disagree	6	37	

	(2.50)	(20.60)	94.499 (.000)
Neutral	133 (55.40)	66 (36.70)	
Agree	90 (37.50)	46 (25.60)	
Strongly Agree	0 (0.00)	31 (17.20)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about conducive climate for teaching and research and nature of college they are working.

It is observed from the table that both the categories of college staff members revealed the neutral opinion. Next to this, either side expressed their opinion as agree. Hence it could be said that the staff members who agreed this statement is more than the disagreed staff members towards this important issue. From this, it is happy to mention that both the colleges equally concentrating on providing the conducive climate to conduct the research and teaching activities. To check the existence of difference of opinion among the staff members, the statistical tool chi square test was used. The result implies that there is a statistically significant difference of opinion among these groups towards this statement.

H29: There is no association between the respondents' opinion about the social security measures followed in the institution and their nature of college.

As the common people are secured by the welfare government through the social security measures, the bounded duty of the employer is to protect the employees by covering employees security measures such as provident fund, pension scheme, medical insurance and so on. In many of the private institutions, it is not followed properly even as per the government's labour welfare policies. In government aided colleges, despite it is followed properly, the ultimate beneficiary of that particular measures are not satisfied well. Hence the opinion of the staff members of the various types of colleges were asked about the employees security measures taken by the institutions.

TABLE 6.29

SOCIAL SECURITY MEASURES AND NATURE OF COLLEGE

social security measures like provident fund, pension are good	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	0 (0.00)	42 (23.30)	96.662 (.000)
Disagree	55 (22.90)	9 (5.00)	
Neutral	76 (31.70)	32 (17.80)	
Agree	79 (32.90)	50 (27.80)	
Strongly Agree	30 (12.50)	47 (26.10)	
Total	240	180	

	(100%)	(100%)	
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Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the social security measures followed in the institution and nature of college they are working.

It is revealed from the table that as a whole, only mixed responses could be seen towards the statement. It could not be said that there is a single or strong majority for any one of the opinions given by the respondents. However, more or less many respondents fall in the range of opinion starts from 'neutral' to 'strongly agree'. When it is considered as whole, includes both the government aided college and self-financing college staff members, majority of the staff members (nearly 70%) agreed that they are covered with smart employees security measures. It is evident from the chi square result that there is a significant difference in the opinion over the employees security measures between both the types of college staff members.

H30: There is no association between the respondents' opinion about the availability of teaching aids and their nature of college.

The quality of work life directly depends on the availability of appropriate instruments to their work. In the colleges too needed teaching aids say computer, projector, laboratory instruments are vital to the staff members to improve their quality of work life. But in many colleges, the basic instruments too are absent during the teaching learning process. Hence the staff members' opinion was obtained over the availability of appropriate teaching aids as they wanted to use.

TABLE 6.30

OPINION ABOUT THE AVAILABILITY OF TEACHING AIDS AND THEIR NATURE OF COLLEGE

Availability of teaching aids is good	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	10 (4.20)	0 (0.00)	94.421 (.000)
Disagree	37 (15.40)	0 (0.00)	
Neutral	70 (29.20)	36 (20.00)	
Agree	96 (40.00)	67 (37.20)	
Strongly Agree	27 (11.25)	77 (42.80)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the availability of teaching aids and nature of college they are working.

In self-financing college category, the majority of the respondents agree to the aforementioned statement, the government aided colleges went ahead one step that the major opinion from this colleges fall under the category of, strongly agree. Therefore it can be concluded from the result, when compared with the self-financing colleges, the government aided college staff members have appropriate teaching instruments as the staff members want to use. It is mainly due to the reason that the government-aided colleges are being financially supported by the University Grants Commission and the state government to purchase the costly aids which are used more during teaching learning process. But in case of self-financing colleges, they have to be self supported for their financial needs to purchase these aids. It is very interesting to state that no one from the government aided college either disagreed or strongly disagreed to forward the availability of appropriate teaching aids. It is expected that the difference of opinion towards this between the two groups and it is proved the difference of opinion through the chi square test.

H31: There is no association between the respondents' opinion about the class room and staff room with adequate facility and their nature of college.

The place at which work is very important to sustain the quality of work life for the employees. The staff members in college mainly pass their valuable time at class rooms and staff rooms. Hence it is inevitable that class rooms and staff room should be well built. Normally, the colleges have good infrastructure. However, some of the institutions are functioning in rented buildings and in school campuses. It causes disturbances in the work life so that poor work life emerges to all the stakeholders.

Hence the staff members in various colleges were asked whether their class rooms and staff room are well built or not.

TABLE 6.31

CLASS ROOMS AND STAFF ROOMS WITH ADEQUATE FACILITIES AND THEIR NATURE OF COLLEGE

Class rooms and staff rooms are well built	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Disagree	86 (35.80)	9 (5.00)	177.107 (.000)
Neutral	107 (44.60)	18 (10.00)	
Agree	24 (10.00)	83 (46.10)	
Strongly Agree	23 (9.60)	70 (38.90)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the class rooms and staff rooms with adequate facilities and nature of college they working.

It is seen from the table that no one from any mode of colleges, strongly disagreed the statement of buildings are well built. However in self-financing college most of the staff members

expressed their opinion either disagree or neutral statement. Whereas in government aided colleges majority of them revealed that they either agree or strongly agree to their rooms are well built. The chi square test employed for checking whether there is any difference of opinion among the staff members in government aided college and self-financing college, resulted that the significant difference exists in this.

H32: There is no association between the respondents' opinion about the good number of books and easy access to library and nature of college and their nature of college.

In colleges, the place of heaven for the staff members and the students is the library. Hence, maintaining the library with good number of books and easy access to the subscribers are imperative to the development and good work life. Although it is well known by the college management, some of the institutions do not take care to the improvement of the library facilities. Therefore, the staff members' opinion were obtained about this.

TABLE 6.32

GOOD NUMBER OF BOOKS AND EASY ACCESS TO LIBRARY AND THE NATURE OF COLLEGE

good number of books and easy access to library	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	17 (7.10)	0 (0.00)	93.582 (.000)
Disagree	41 (17.10)	0 (0.00)	
Neutral	38 (15.80)	28 (15.60)	
Agree	107 (44.60)	57 (31.70)	
Strongly Agree	37 (15.40)	95 (52.80)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the good number of books and well access in library and nature of college they are working.

As far as the self-financing colleges staff members are concerned, majority is of the opinion that they agree to the good library system. As for the government aided college staff members, most of them strongly agreed with the existence of good number of books and easy access to the library. It is bliss to reveal that none of the staff members from government aided college either disagree or strongly disagree to the good library system. Therefore all the staff members belong to the government aided

college, fall in the region of opinion from 'neutral' to 'strongly agree' to the said statement. It is evident that there is a significant difference of opinion in this particular statement between government aided college staff members and self-financing college staff members through the chi square test.

H33: There is no association between the respondents' opinion about the availability of laboratory facilities and their nature of college.

Colleges are not only for teaching the students, but also for carrying out research activities. Hence it is necessary to arrange facilities for pursuing research by the management. Some institutions are not good in lab facilities and computer with internet facilities, but they expect good outcome in research from their faculties. As a result, the staff members loose their temper and loss their quality of work life. Therefore, an effort was taken to know the opinion of the staff members of various colleges about the existing lab facilities and the arrangements made for research work by their management.

TABLE 6.33

AVAILABILITY OF LABORATORY FACILITIES AND THEIR NATURE OF COLLEGE

Lab facilities for research work is good	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	20 (8.30)	7 (3.90)	160.970 (.000)
Disagree	60 (25.00)	0 (0.00)	
Neutral	120 (50.00)	36 (20.00)	
Agree	27 (11.30)	74 (41.10)	
Strongly Agree	13 (5.40)	63 (35.00)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the availability of laboratory facilities and nature of college they are working.

It is clear from the table that a majority of the respondents in the self-financing colleges fall in the range of opinion between 'neutral' and 'strongly agree'. It should be mentioned that more than

48% of the self-financing college staff members feel satisfied with the existing lab facilities and feel that the arrangements for research work is so good. In case of government aided colleges, the same kind of positive responses were received in the self-financing colleges. It must be pointed out that the opinion of 'strongly disagree' and 'disagree' are less in the government aided colleges when compared to the self-financing colleges. So it is concluded that both the categories of colleges are giving importance to research activities which is inevitable in country's growth. Despite it seems no difference of opinion among the two groups of staff members the chi square result states that there is a significant difference in the opinion that the lab facilities and arrangements done for research work is so good among the two groups.

H34: There is no association between the respondents' opinion about the availability of college bus facility and their nature of college.

Though the management offers various facilities to their employees, if they fail to provide bus facility to their students and staff members the QWL will be affected among the teachers. As the students and staff members have to struggle to catch the buses through public transport system, it is the management's duty to offer full - fledged bus facilities to them. With the aim of studying the opinion of the staff members, they were asked about the bus facilities provided to them.

TABLE 6.34

OPINION ABOUT THE AVAILABILITY OF COLLEGE BUS FACILITY AND THEIR NATURE OF COLLEGE

Availability of College Bus facility	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	7 (2.90)	14 (7.80)	26.731 (.000)
Disagree	21 (8.80)	34 (18.90)	
Neutral	46 (19.20)	44 (24.40)	
Agree	116 (48.30)	48 (26.70)	

Strongly Agree	50 (20.80)	40 (22.20)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about availability of college bus facility and nature of college they are working.

It is known from the table that government aided colleges received mixed responses about this. More or less equal share for every opinion offered to them is registered by the government aided college staff members. Everyone knows that self-financing colleges are advertising and increasing their admission rate by showing more number of buses also. As expected, the faculty members opined positively regarding the good bus facilities offered to them. The opinion ranges from 'agree' to 'strongly agree' as given more by the staff members of self-financing colleges when compared with the range of 'disagree' to 'strongly disagree' given by government aided college faculty. The chi square test also proves the difference in opinion between self-financing college staff members and government aided college staff members over this issue statistically at 1% level of significance.

H35: There is no association between the respondents' opinion about the provision for social network and their nature of college.

Now a days everyone should be connected with the society. It can be properly done through the social networks say television, radio, internet etc. As like this, the college staff members should also be connected to get strong exposure in their field and to have academic relationship with the counterparts

working in the national and international level. Through this the quality of work life can be enhanced. Hence the inevitable duty of the college management is to connect their staff members with the world through social network. To know the status of opinion of the staff members in government aided colleges and self-financing colleges, it was enquired the status of facility arranged to connect the particular staff member with the social network.

TABLE 6.35

OPINION ABOUT THE PROVISION FOR SOCIAL NETWORK AND THEIR NATURE OF COLLEGE

Provision for social network	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	27 (11.30)	0 (0.00)	107.179 (.000)
Disagree	45 (18.80)	27 (15.00)	
Neutral	67 (27.90)	44 (24.40)	
Agree	95 (39.60)	39 (21.70)	
Strongly Agree	6 (2.50)	70 (38.90)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the provision for social network and nature of college they are working.

The table shows that the response is mixed from all the corners. However it can be said that as many as 39.60% of the respondents belong to the self-financing college agreed to that. Next to this, the order of opinions are 'neutral', 'disagree', 'strongly disagree' and 'strongly agree' and their share to the total are 27.9%, 18.80%, 11.30% and 2.5% respectively. While considering the government aided colleges, around 40% of the staff members strongly agree and no one strongly disagree to the

statement. When analysing the comparison of opinion of the staff members belong to self-financing college and government aided college, it is statistically proved that there is existence of difference of opinion between these two groups through chi square test.

H36: There is no association between the respondents’ opinion about the availability of department library facility and the nature of college.

In colleges, normally the staff members are mostly engaged with the class room teaching and during the leisure hours they will be engaged in the clerical works. Hence it is very rare to find the leisure time for the college faculty members. Generally, the general library will be situated away from the department’s staff room. For this, to avoid the trouble to access the library books, many colleges follow the departmental library system. However many colleges are far away from the satisfaction in keeping the department’s library due to various reasons. To collect the opinion of the staff members with respect to the departmental library system, the respondents were asked about this.

TABLE 6.36

OPINION ABOUT THE AVAILABILITY OF DEPARTMENT LIBRARY FACILITY AND THE NATURE OF COLLEGE

Availability of Department Library	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	47 (19.60)	0 (0.00)	
Disagree	58 (24.20)	25 (13.90)	
Neutral	60 (25.00)	25 (13.90)	

Agree	75 (31.30)	83 (46.10)	115.728 (.000)
Strongly Agree	0 (0.00)	47 (.26.10)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the availability of department library facility and nature of college they are working.

It is revealed from the table that the majority is of both the government aided college and self-financing college staff members are satisfied with the arrangement of library in the department. However the order of other opinions is not common for both the colleges. For instance the second major opinion of the self-financing college staff members is 'disagree' but it is 'strongly disagree' by the government aided college staff members. The least opinion is also different from one to one i.e., the least opinion of self-financing college staff members is 'strongly agree' and it is 'strongly disagree' for the government aided college staff members. Hence it is apparent that there is a difference of opinion regarding this between the two group of staff members and it is proved by the chi square analysis.

H37: There is no association between the respondents' opinion about the availability of rest room facility and their nature of college.

Apart from the staff room facility for the staff members in a college, it is important to arrange a rest room separately for both the ladies and gents by the college management. During the hours of medical unfitness for the staff members, they will expect to use the rest room. At this time, the

management’s responsibility is to provide the facility. However, many of the institutions do not offer this facility and only some institutions provide them with rest room, but it will be also used for some other purposes. Hence an attempt was made to know the opinion of the staff members to the statement that the staff members are enjoying the convenient rest room in their college.

TABLE 6.37

AVAILABILITY OF REST ROOM FACILITY AND NATURE OF COLLEGE

Better Rest room Facility	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	53 (22.10)	25 (13.90)	30.776 (.000)
Disagree	58 (24.20)	16 (8.90)	
Neutral	48 (20.00)	39 (21.70)	
Agree	54 (22.50)	76 (42.20)	
Strongly Agree	27 (11.30)	24 (13.30)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about availability of rest room facility and nature of college they are working.

For this it can be revealed from the table that there is no majority response to any of the options given to them. It could be seen that more or less equal opinion for all the options in case of self-financing colleges. Whereas in government aided colleges majority of the staff members (42.2%) agreed to the aforementioned statement. Hence it can be judged from the result that the staff members of both the colleges are not having single opinion or at least some range of opinion. It is also checked whether there is any difference of opinion towards this facility among the respondents. The result of the chi square test states that certainly a different mentality among the respondents about the convenient rest room.

H38: There is no association between the respondents' opinion about the chance of recreation facility and the nature of college.

The offer of recreation facilities to the staff members by the management is important for improving the quality of work life. Indeed the recreation facilities such as staff sports club, chat room etc will be helpful for provoking thoughts, innovation and enjoyment. As the western countries are well known about the positive consequences of offering recreation facilities, they provide these facilities without any hesitation. However now a days some of the institutions have begun to apply this system in their colleges.

TABLE 6.38

OPINION ABOUT THE CHANCE OF RECREATION FACILITY AND THE NATURE OF COLLEGE

Recreation facilities are good	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	43 (17.90)	17 (9.40)	36.069 (.000)
Disagree	69 (28.80)	25 (13.90)	
Neutral	44 (18.30)	73 (40.60)	
Agree	63 (26.30)	41 (22.80)	
Strongly Agree	21 (8.80)	24 (13.30)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the availability of recreation facility and the nature of college they are working.

The table reveals that in self-financing colleges, the staff members has mixed responses, while in government aided colleges 40% of the staff members had neutral opinion. Therefore, it can be concluded that the system is still out of reach of staff members in the sample colleges. The chi square value and the level of significance suggests that there is a difference of opinion among the staff members in various colleges towards the recreation facilities.

H39: There is no association between the respondents' opinion about the availability of banking facility in the campus and the nature of college.

Since the college staff members are having good salary and their salary is being deposited in their bank accounts, they are forced to use the banks for any financial transaction. In addition to this as their payment of electricity bill, housing loan, property tax, income tax etc., are based on the banking system, they need complete banking facilities in their campus itself. Against this background, many of the colleges invite commercial banks and they open their branches in the college premises, but some of them are not taking necessary steps to provide the complete banking system to their employees. It makes inconvenience to the employees and it affects the quality of work life. Hence with an intention to know the opinion of the staff members about this it was asked that whether the staff members enjoy complete banking facilities in the campus itself.

TABLE 6.39

OPINION ABOUT THE AVAILABILITY OF BANKING FACILITY IN THE CAMPUS AND THE NATURE OF COLLEGE

Availability of Banking facility Is good	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	49 (20.40)	10 (5.60)	76.343 (.000)
Disagree	37 (15.40)	43 (23.90)	
Neutral	92 (38.30)	23 (12.80)	
Agree	50 (20.80)	66 (36.70)	
Strongly Agree	12 (5.50)	38 (21.10)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about availability of banking facilities in the campus and nature of college they are working.

It can be revealed from the table that majority of the staff members in self-financing colleges fall in the range of opinion from ‘strongly disagree’ to ‘neutral’, only a meagre number of respondents agreed that and no one from self financing institutions strongly agreed to this. Whereas in government aided colleges, the situation is opposite, major opinion of the staff members ranges from ‘neutral’ to ‘strongly agree’. The chi square analysis was used to check whether there is any significant difference of opinion towards this among the respondents with respect to banking facilities. The result shows the existence of difference of opinion towards this among the respondents.

H40: There is no association between the respondents’ opinion about the availability of co-operative store facility in the campus and the nature of college.

Co-operative store facilities increase the co-operative thinking among the staff members in the college, as the store is running on co-operative basis plus enable the staff members to buy accessories on the basis of credit. But many colleges are not even running co-operative stores in their campus. The benefits of co-operative stores to the staff members are fair price, credit system and sharing of profit. Hence it certainly improves the quality of work life among the staff members. It was decided to collect opinion of the staff members over the co-operative store facility.

TABLE 6.40

OPINION ABOUT THE AVAILABILITY OF CO – OPERATIVE STORE FACILITY IN THE CAMPUS AND NATURE OF COLLEGE

Availability of co-operative store facility	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	83	10	

	(34.60)	(5.60)	151.551 (.000)
Disagree	74 (30.80)	9 (5.00)	
Neutral	59 (24.60)	75 (41.70)	
Agree	24 (10.00)	46 (25.60)	
Strongly Agree	0 (0.00)	40 (22.20)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about availability of co-operative store facility in the campus and nature of college they are working.

For this, it could be found that only mixed responses came from both the categories of college staff members. There is no place to state that this is the vast majority opinion given by the respondents. For instance, in self-financing colleges, neutral opinion occupies the share of nearly one fourth to the total and more than one fourth of the respondents disagreed to the statement. About 20% of the respondents in self-financing colleges agreed that they enjoy good facilities in co-operative store. Alike, in government aided colleges, the major response is 'positive', next to this more than 26% respondents opined neutrally and nearly 24% of them disagreed with the availability of co-operative store facilities with affordable price. The chi - square result confirms that there is a statistically significant difference of

opinion with respect to the functioning of co-operative facilities between the two groups of staff members.

H41: There is no association between the respondents' opinion about the availability of Canteen and mess facilities in the campus and the nature of college.

Canteen facility facilitates the staff members from the outstations and who / long distances travel to get hygienic food at an affordable price. Sometimes it is being the place for chatting and sharing ideas with other staff members. Hence it plays vital role in strengthening the cordial relationship among the staff members in college. But some of colleges are running their canteen for profit motive and not for welfare motive. Therefore it is a big question that whether the staff members have good opinion over their canteen facilities or not?

TABLE 6.41

**OPINION ABOUT THE AVAILABILITY OF CANTEEN AND MESS FACILITIES IN THE CAMPUS AND NATURE
OF COLLEGE**

Canteen and mess facilities with affordable price	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	49 (20.40)	0 (00.0)	102.899 (.000)
Disagree	83 (34.60)	27 (15.00)	
Neutral	48 (20.00)	55 (30.60)	
Agree	60 (25.00)	67 (37.20)	
Strongly Agree	0 (0.00)	31 (17.20)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about Availability of Canteen and mess facilities in the campus and nature of college they are working.

It is known from the table that in self-financing colleges the opinions are shared more or less equally excluding the opinion of 'strongly agree'. Whereas, in government aided colleges, the major response is 'agree' with, next to this around 31% of them had 'neutral' opinion, following this 15% of them disagreed and around 17% of them agreed. It is apparent that there is a difference of opinion about the availability of canteen facilities between the government aided college staff members and self-financing college staff members and it was proved by the chi square test.

H42: There is no association between the respondents' opinion about the cordial relationship with all the members of the department and their nature of college.

The mutual dependency rate is high in the place where the educated people are working together. Knowledge sharing is very important to the growth of the individual and the institution. The sharing of knowledge is possible only when the staff members of the institution have cordial relationship among them. The employer and the management are also responsible for both the cordial and uncordial relationships among the employees, since the policy of the institution directly affects the relationship of the employees. In colleges quite often the staff members discuss their views, clarify their doubts with their department staff members. Hence it was an attempt to know the opinion of the staff members of the both the colleges about the cordial relationship with all the members of the department.

TABLE 6.42

CORDIAL RELATIONSHIP WITH ALL THE MEMBERS OF THE DEPARTMENT AND THE NATURE OF COLLEGE

Cordial relationship with members of the department	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	

Strongly Disagree	10 (4.20)	0 (00.0)	19.119 (.000)
Disagree	18 (7.50)	9 (5.00)	
Neutral	49 (20.40)	41 (22.80)	
Agree	139 (57.90)	91 (50.60)	
Strongly Agree	24 (10.00)	39 (21.70)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the Cordial relationship with all the members of the department and nature of college they are working.

The primary survey reveals that the self-financing college staff members' major opinion is that they would 'agree' and nearly one fifth of the respondents in these colleges have 'neutral' opinion. Alike this, in government aided college as well, more or less the same kind of opinions were expressed by the staff members, i.e., government aided college staff members' major opinion is also 'agree' and nearly one fifth of them have the 'neutral' opinion. Though it seems the indifference opinion among the two groups of staff members, the chi square result states the difference of opinion towards the relationship with the department staff members between the groups.

H43: There is no association between the respondents' opinion about the smooth relationship with all the staff members of the college and the nature of college.

In the last table, the status of relationship with the staff members of the department was discussed. The smooth relationship among the staff members in the college, i.e., other department staff members is also equally important as the relationship with the department staff members. Therefore the opinion was received from the staff members belong to both the categories of colleges.

TABLE 6.43

SMOOTH RELATIONSHIP WITH ALL THE STAFF MEMBERS OF THE COLLEGE AND THE NATURE OF COLLEGE

Smooth relationship with staff members of the college	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	10 (4.20)	0 (00.0)	59.971 (.000)
Disagree	0 (0.00)	18 (10.00)	
Neutral	74 (30.80)	16 (8.90)	
Agree	124 (51.70)	107 (59.40)	
Strongly Agree	32 (13.30)	39 (21.70)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about smooth relationship with all the staff members of the college and nature of college they are working.

It is observed from the table that both the college staff member's major opinion more or less ranges from 'agree' to 'strongly agree'. It is also mentioned that a very meagre number of respondents only fall in the region of 'disagree' to 'strongly disagree'. It was checked whether there is any significant difference in the opinion between the self-financing and government aided college staff members with respect to the smooth relationship with all the staff members of the college by using chi square analysis. The result shows there is no difference of opinion but then it comes the relationship with whole college staff members it has different opinion between the groups. It should be noted that even the relationship within the department has difference of opinion between the groups. It is due to reason that the staff members themselves accept that there will always be quarrel with the staff members who belong to the same department, but they never have war of words with the other department staff members.

H44: There is no association between the respondents' opinion about the rapport between the male and female staff members and the nature of college.

Despite many colleges favour the relationship among the staff members, some of them have divided into two groups, say male staff members and female staff members. One group is not allowed to speak and have healthy relationship with another. This situation never promotes the quality of the staff member and the college. Hence the effort was taken to ascertain the real picture and to know the opinion of the staff members about the control of management over the academic relationship between the male and female staff members.

TABLE 6.44

RAPPORT BETWEEN THE MALE AND FEMALE STAFF MEMBERS AND NATURE OF COLLEGE

association between the male and female staff members	Nature of College		Chi-Square Value
	Self – financing	Government Aided	

	College	College	
Strongly Disagree	14 (5.80)	0 (00.0)	28.970 (.000)
Disagree	18 (7.50)	18 (10.00)	
Neutral	89 (37.10)	78 (43.30)	
Agree	105 (43.80)	54 (30.00)	
Strongly Agree	14 (5.80)	30 (16.70)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about rapport between the male and female staff members and nature of college they are working.

It is pictured in the table that the opinion of both the college staff members falls in the same region. That is more or less the respondents belong to government aided and self-financing college accept and agree that there is good association between the groups. For instance, when the self-financing college staff members are taken into account, majority of the respondents i.e., around 44% agree with this statement. However the major response from government aided colleges is neutral, nearly one third of the respondents agree towards the relationship between the male and female staff

members mingle without any gender difference. It was checked whether there is any significant difference of opinion with respect to the statement among the government aided and self-financing college staff members through the chi square analysis. The result reveals the existence of difference of opinion among them.

H45: There is no association between the respondents' opinion about the relationship between the teaching and non-teaching staff members and the nature of college.

Though the pillar of the development of the college is its strength of the teaching staff members, the right execution of plan sketched out by the management and higher authorities is only through by the non- teaching staff members. But in many of the colleges, it could not find good relationship between the teaching and non teaching staff members due to ego clashes and educational qualifications they have acquired. It is certain that the sustainable growth of any institution relies on the healthy relationship between them.

TABLE 6.45

RELATIONSHIP BETWEEN THE TEACHING STAFF AND NON- TEACHING STAFF AND THE NATURE OF COLLEGE

relationship between the teaching staff and non teaching staff	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	14 (5.80)	0 (00.0)	29.397 (.000)
Disagree	0 (0.00)	9 (5.00)	
Neutral	69 (28.80)	44 (24.40)	
Agree	137 (57.10)	97 (53.90)	
Strongly Agree	20 (8.30)	30 (16.70)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the relationship between the teaching and non-teaching staff members and nature of college they are working.

It can be said from the table that in recent days, either self-financing college or government aided college, they agreed that they have good relationship with the non teaching staff members. If it is pointed out in figure, more than 57% of the self-financing college staff members and as many as 54% of the government aided college staff members revealed their positive opinion as 'agree'. A very meagre amount of staff members fall in the region of opposing the statement. However the chi square test states that there is a statistically significant difference of opinion between the staff members of government aided colleges and self-financing colleges.

H46: There is no association between the respondents' opinion about the relationship of the staff members with the student and the nature of college.

A core thing which determines the quality of work life of the staff members is the better relationship with the students. As the staff members spend most of their time with the students and for the students, it is expected to have a nice relationship with them. But many a time, an imbalance arises due to various reasons. Sometimes the staff members torture the students for silly reasons and sometimes the students tease the staff members for no valid reason. Hence it will be a challenging task to both the sides to establish a healthy relationship. If we fail to arrive at a better relationship between them, everything will go vain and the purpose of the college will not serve. As it is an very important factor, the researcher is keen to observe the opinion of the staff members and their relationship with the students.

TABLE 6.46

**RELATIONSHIP BETWEEN THE STAFF MEMBERS
AND STUDENT AND THE NATURE OF COLLEGE**

relationship with the students	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Disagree	32 (13.30)	9 (5.00)	18.3805 (.000)
Neutral	47 (19.60)	18 (10.00)	
Agree	124 (51.70)	123 (68.30)	
Strongly Agree	37 (15.40)	30 (16.70)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the relationship between the staff members and the students and nature of college they are working.

The table reveals and proves that the purpose of the college still serves. Because majority of the staff members of both the colleges agreed to opine that they have good relationship with the students. For instance, more than half of the total respondents belong to self-financing colleges and over the two third of the government aided college staff members agreed to this statement. However the remaining people in self financed colleges opined differently from the government aided college respondents, the chi square test does not support to prove that there is no significant difference of opinion among them.

H47: There is no association between the respondents' opinion about the staff members' relationship with the management and the nature of college.

The college management gives an order and the principal directs the staff members to execute the same. Though the principal acts as a bridge between the staff members and the management, there is a need for basic relationship between the staff members and management while executing any plan. The better relationship between them proves the mutual respect ability with each other and it also improves the quality of work life of the staff members. In this present study, data was collected regarding the opinion of the staff members over their relationship with their college managements.

TABLE 6.47

RELATIONSHIP OF STAFF MEMBERS WITH THE MANAGEMENT AND NATURE OF COLLEGE

relationship is good with the management	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	20 (8.30)	0 (00.0)	62.825 (.000)
Disagree	32 (13.30)	44 (24.40)	
Neutral	85 (35.40)	27 (15.00)	
Agree	93 (38.80)	72 (40.00)	
Strongly Agree	10 (4.20)	37 (20.60)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the staff members’ relationship with the college management and nature of college they are working.

It is observed from the table that around one fifth of the total government aided college staff members ‘strongly agree’ and 40% of them ‘agree’ over their good relationship. Against this only around

4% of the self-financing college staff members 'strongly agree' and the opinion of 'agree' is more or less equal to the numbers recorded as in the government aided college staff members for 'agree'. As a whole, it can be said that the relationship between the staff members and the management is far better in the government aided college than in the self-financing college. It is due to the reason that in government aided colleges, the staff members receive their salary from government, but the self-financing college staff members depend up on the college management only. That is why the college management keeps itself in a high pedestal from their staff members. As per the chi square result, it can be interpreted that the opinion over this statement varies from the government aided college staff members to the self-financing college staff members.

H48: There is no association between the respondents' opinion about the relationship between the staff members of the neighbouring institutions and the nature of college.

A strong exposure and good surroundings are needed for the staff members in a college for their career growth and a good quality of worklife. This can be attained mainly through the relationship with the staff members working in the neighbouring institutions. To improve the quality of the college and college staff members, the stakeholders have to observe the functioning of neighbouring institutions, which will be mostly used for bench marking. But many of the college management restrict their staff members to mingle with the staff members working in neighbouring colleges. To compare the situation in both the categories of colleges, opinions were received from the respondents about this.

TABLE 6.48

RELATIONSHIP WITH THE STAFF MEMBERS OF NEIGHBOURING INSTITUTION AND NATURE OF COLLEGE

Relationship with the staff members of neighbouring institution	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	10 (4.20)	0 (00.0)	20.121 (.000)
Disagree	38 (15.80)	25 (13.90)	
Neutral	80 (33.30)	69 (38.30)	
Agree	96 (40.00)	56 (31.10)	
Strongly Agree	16 (6.70)	30 (16.70)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the relationship between the staff members of the neighbouring institutions and nature of college they are working.

It is interpreted from the table that majority of the respondents i.e., 40% belong to the self-financing college 'agree' but only around 31% of the government aided college staff members 'agreed' this statement. While considering the opinion of 'strongly agree', the number exceeds in the government aided colleges over the self-financing colleges. Both the kind of colleges have more or less equal amount of strength, when it comes to 'neutral' opinion. The chi square result shows that there is a definite difference of opinion between the self-financing college and government aided college staff members over the relationship with the neighbouring institutions.

H49: There is no association between the respondents' opinion about the rapport of management with government authorities and the nature of college.

TABLE 6.49

ACCESS TO RAPPORT OF MANAGEMENT WITH HIGHER AUTHORITIES AND NATURE OF COLLEGE

Rapport of management with the higher authorities	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	0 (0.00)	10 (5.60)	103.503
Disagree	96 (40.00)	16 (8.90)	
Neutral	83 (34.60)	33 (18.30)	
Agree	51	91	

	(21.30)	(50.60)	(.000)
Strongly Agree	10 (4.20)	30 (16.70)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about rapport of management with government authorities and nature of college they are working.

When the problems of the staff members go beyond the control of the principal, the staff members need to approach the college management for resolving their problems. Therefore, an easy access to the college management is necessary for the staff members. But many of the colleges do not facilitate this. Hence with aim to ascertain the opinion of college staff members, they were requested to reveal their opinion. It can be explained from the table that majority of the staff members bound to the government aided college fall in the range of opinion from 'agree' to 'strongly agree' to the statement. But the range differs in the self-financing colleges i.e., majority of them fall in the range of 'neutral' to 'disagree'. Therefore it could be stated that there is a difference of opinion between the college staff members without any statistical test. However the test was deployed and the result proved the expectation.

H50: There is no association between the respondents' opinion about the relationship with the retired staff members and the nature of college.

The retired staff member of any institution is an invaluable asset. Their knowledge and well gained experience will be of immense help to the steady growth of the institution for the future. However many of the institutions bid farewell once for all and do not utilize their powers after their retirement. Despite the fact that the retired faculties could not work with the present staff members, they can be invited for delivering guest lectures, staff development programme for keeping relationship between them. Hence inquiry was done to check whether the linkage programmes are arranged by the management for the noteworthy relationship between them or not.

TABLE 6.50

RELATIONSHIP WITH THE RETIRED STAFF MEMBERS AND THE NATURE OF COLLEGE

Good relationship with retired staff members	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	10 (4.20)	0 (0.00)	53.060 (.000)
Disagree	99 (41.30)	34 (18.90)	
Neutral	81 (33.80)	53 (29.40)	
Agree	34 (14.20)	63 (35.00)	
Strongly Agree	16 (6.70)	30 (16.70)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the relationship with the retired staff members and nature of college they are working.

It is known from the table that in case of self-financing colleges, majority of the staff members disagreed that they did not have worthy relationship with the retired staff members. Next to this around

34% of respondents replied 'neutrally'. Whereas, as far as government aided college staff members are concerned, major opinion of them are falling in the region from 'neutral' to the 'strongly agree'. And no one in the government aided college strongly disagreed that their relationship with the retired staff is worthy. Hence it can be concluded that the relationship between the existing and retired staff member is good in the government aided colleges when compared to the self-financing colleges. It is proved by the chi square test there is no conscience regarding this statement between the staff members who belong to government aided college and self-financing college.

H51: There is no association between the respondents' opinion about the reward for achievements and the nature of college.

An employee will feel recognised only when the employee is rewarded for his accomplishment. If he/she is not recognised with right reward at right point of time, in future his contribution to the institution will become stagnant and also it will disturb his quality of work life. Therefore, the reward which protects his self - interest and sincerity with the job is inevitable in the institutions. However a very few of the institutions only give due recognition to achievement of the staff members' achievements. With the aim to understand the opinion of the staff members they were enquired about the reward for their achievements.

TABLE 6.51

REWARD FOR ACHIEVEMENTS AND THE NATURE OF COLLEGE

Reward for achievements	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	

Strongly Disagree	10 (4.20)	10 (5.60)	28.103 (.000)
Disagree	75 (31.30)	23 (12.80)	
Neutral	52 (21.70)	34 (18.90)	
Agree	86 (35.80)	81 (45.00)	
Strongly Agree	17 (7.10)	32 (17.80)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinions of the respondents about reward for achievements and nature of college they are working.

It can be interpreted from the table that there is a mixed opinion about this within the staff members of self-financing colleges. More or less the number of disagreed respondents is equal to the agreed respondents and strongly disagreed balances the 'strongly agreed' about this statement in case of self-financing colleges. But in case of government aided colleges majority of the respondents expressed their opinion ranging from 'neutral' to the 'strongly agree'. Therefore it can be concluded that government college staff members are being rewarded more than the self-financing college staff members as per the survey. It can also be noted that there is no uniform opinion about this statement between both the sides of the staff members, as it is proved by the chi square test also.

H52: There is no association between the respondents' opinion about the motivation of the institution for academic excellence and nature of the college.

The level of academic excellence of an employee is improved by motivation. One of the main factors which improves the quality of work life of an employee is the employer's motivation. Because, without the motivation a thing which is done will be a half thing. Any employee will directly or indirectly expect the motivation from the management. But in practice, it is being rare to see the motivation from man, to man employer to employee, and to concern. Therefore with the keen interest to know the opinion about this, the employees of the institutions were questioned.

TABLE 6.52

MOTIVATION OF THE INSTITUTION FOR ACADEMIC EXCELLENCE AND THE NATURE OF THE COLLEGE

motivation for academic excellence	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	10 (4.20)	10 (5.60)	36.783 (.000)
Disagree	50 (20.80)	23 (12.80)	
Neutral	99 (41.30)	50 (27.80)	
Agree	75 (31.30)	65 (36.10)	
Strongly Agree	6 (2.50)	32 (17.80)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the motivation of the institution for academic excellence and nature of college they are working.

It can be revealed from the table that a mixed response arouse from both the categories of colleges. However to state specifically, major opinion around 41% of the self-financing college staff

members opined neutrally. Next to this they revealed their assent by stating with 'agree' for the given statement. Against this around 36% of the total respondents belong to self-financing college agreed to the specified statement. Following this, nearly one fourth of them opined neutrally. As a whole, when compared with the self-financing colleges, the employers of government aided colleges motivate their staff members more, as per the respondents' opinion. The chi square value confirms that there is no single opinion among the staff members in either colleges over this issue.

H53: There is no association between the respondents' opinion about the warning for correcting the mistakes and the nature of college.

To err is human. Nevertheless, it is impossible for the educated personalities working in the colleges, to run their business without any flaw. Hence, chances must be given to correct their mistakes by the management. If it is forbidden, the quality of work life will be disturbed. Anyhow in many of the institutions, they wait for the occurrence of mistakes and they are keen to offer memos or punishment such as suspend and dismiss the employees. Therefore, the employees opinion was asked about the situation.

TABLE 6.53

WARNING FOR CORRECTING THE MISTAKES AND THE NATURE OF COLLEGE

Warning for correcting the mistakes	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	24 (10.00)	10 (5.60)	
Disagree	30	9	

	(12.50)	(5.00)	
Neutral	62 (25.80)	43 (23.90)	27.099 (.000)
Agree	118 (49.20)	93 (51.70)	
Strongly Agree	6 (2.50)	25 (13.90)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the warning for correcting the mistakes and nature of college they are working.

For this, it can be known from the table that as far as self-financing college staff members are concerned, majority of the staff members' are of the opinion i.e., nearly one half fall on the 'agreed' statement. And more than one fourth of them that opined neutrally. At the government aided colleges side, there also the same opinion against this statement persists among the staff members. The majority of opinion from the government aided college staff members agreed, next to this around 24% of them have neutral opinion over this. Though it seems a coincidence between the self-financing college staff members and government aided college staff members, the chi square does not prove the uniform opinion among them.

H54: There is no association between the respondents' opinion about the special allowance for extra academic qualifications and the nature of college.

Any employee needs to enhance his qualification from the time of his / her appointment in the current position. However it should be supported with the employer as well. The employer can increase the employee's salary whenever he increases his qualification. Though the institution expects the improvement in qualification of the employees, it does not heed the voice of the employee on increment for the added qualification. Hence the researcher was interested to know the opinion of employees towards this.

TABLE 6.54

ALLOWANCE FOR EXTRA - ACADEMIC QUALIFICATIONS

Special allowance for extra academic qualifications	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	24 (10.00)	26 (14.40)	32.004 (.000)
Disagree	73 (30.40)	62 (34.40)	
Neutral	68 (28.30)	45 (25.00)	
Agree	75 (31.30)	31 (17.20)	
Strongly Agree	0 (0.00)	16 (8.90)	
Total	240 (100%)	180 (100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about special allowance for extra academic qualifications and nature of college they are working.

It is found from the table that both the institutions' major opinion ranges mostly from 'strongly disagree' to the 'neutral' statement and not mostly lies between 'agree' and 'strongly agree'. One can

understand from this table that the staff members of both the institutions' major opinion are 'disagree' to that. The chi square value and the level of significance states that the opinion of self-financing college staff members differ from the opinion of government aided college staff members with respect to the opinion on special allowance for the extra qualification.

H55: There is no association between the respondents' opinion about the announcement for best teacher / researcher awards and the nature of college.

A competitive situation makes the employees healthier, stronger and updated in their field of work. Sometime this situation arises naturally. If it does not happen, it is the responsibility of the employer to create competitive situation among the employees through stimulus and prizes. In some colleges, the management offers awards, cash incentives or honorarium for the staff members' contribution to research, teaching extra-curriculum, carrying out extension activities etc. However some colleges fail to do so. Therefore the staff members were enquired about their opinion on regular announcement of awards for their academic excellence.

TABLE 6.55

ANNOUNCEMENT FOR BEST TEACHER / RESEARCHER AWARDS AND THE NATURE OF COLLEGE

Announcement for best teacher / researcher award	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	40 (16.70)	10 (5.60)	34.445 (.000)
Disagree	85 (35.40)	64 (35.60)	
Neutral	82 (34.20)	47 (26.10)	
Agree	33 (13.80)	51 (28.30)	
Strongly Agree	0	8	

	(0.00)	(4.40)	
Total	240	180	
	(100%)	(100%)	

Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about announcement for best teacher / researcher awards and nature of college they are working.

It can be revealed from the table that majority of the opinion from both the kinds of colleges fall from the opinion of 'strongly disagree' to 'neutral'. It shows the inefficiency of employers in creating healthy and competitive situation among the staff members. A very meagre number of respondents belong to the self-financing colleges agreed when compared to the government aided colleges. It is interesting to state that no one desired to opine 'strongly agree' over this in self-financing colleges. As the mixed responses are shown in the table, the chi square test also shows the mixed response of the respondents of various colleges about this issue.

H56: There is no association between the respondents' opinion about the appreciation to the staff members and the nature of college.

Reinforcements can be divided into two, say positive reinforcement and negative reinforcement. Though both are important in improving the productivity of the employees in a concern, it is equally important that where the reinforcement is adopted and When the reinforcement is adopted Simply, the positive reinforcement such as mainly honouring or awarding should be done before all the employees. And the negative reinforcement namely scolding or punishing must happen privately/

individually. If it is followed, the employer will reap double productivity from the employees. However it does not being happen in many institutions.

TABLE 6.56

OPINION ABOUT THE APPRECIATION TO THE STAFF MEMBERS AND THE NATURE OF COLLEGE

Appreciation to staff members	Nature of College		Chi-Square Value
	Self – financing College	Government Aided College	
Strongly Disagree	20 (8.30)	26 (14.40)	17.729 (.000)
Disagree	69 (28.80)	30 (16.70)	
Neutral	65 (27.10)	51 (28.30)	
Agree	74 (30.80)	50 (27.80)	
Strongly Agree	0 (0.00)	23 (12.80)	
Total	240	180	

	(100%)	(100%)	
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Source: Computed from Primary data

The P value of .000 is less than the .05 d.f. It shows that there is an association between the opinion of the respondents about the appreciation to the staff members and nature of college they are working.

The result shown in the table indicated that while consider the self-financing college staff members, the major opinion is 'agree', next to this around 29% 'disagree' and around 27% have 'neutral' opinion. In case of government aided college staff members, there also we could see the mixed responses. Therefore without any hypothesis testing it can be declared that the opinion over this differs from within and between the colleges. It may arise due to the differences of treatment.

TABLE 6.57

Inter Correlation Matrix - Quality of Work Life Environment

Variables	Monetary Benefits	Quality of Human Resource Management	Working environment quality	Infrastructural quality	Quality of relationship	Quality of recognition/stimulation
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Monetary Benefits	1.000					
Quality of Human Resource Management	.514**	1.000				
Working environment quality	.287**	.479**	1.000			
Infrastructural quality	.587**	.534**	.330**	1.000		
Quality of relationship	.508**	.523**	.491**	.608**	1.000	
Quality of recognition/stimulation	.515**	.523**	.524**	.484**	.579**	1.000

**** Significant at 0.01 Levels**

The above table shows that all the dimensions of Quality of Work life showing significant positive relationship among themselves.

TABLE 6.58

Karl Pearson's coefficient of correlation between the age of the respondents and their quality of work life

S.No	Variables	Correlation Value	P Value	Significance
1.	Monetary Benefits	0.422	.000	P<0.01 Significant
2.	Quality of Human Resource Management	0.572	.000	P<0.01 Significant
3.	Working environment quality	0.405	.000	P<0.01 Significant
4.	Infrastructural quality	0.370	.000	P<0.01 Significant
5.	Quality of relationship	0.404	.000	P<0.01 Significant
6.	Quality of recognition/stimulation	0.403	.000	P<0.01 Significant

Correlation is Significant at 0.01 level (2-tailed)

It is inferred that, there is a significant association between the age of the respondents with regard to the various dimensions of quality of work life namely Monetary Benefits, Quality of Human Resource Management, Working environment quality, Infrastructural quality, Quality of relationship and Quality of recognition / stimulation.

TABLE 6.59

Karl Pearson's coefficient of correlation between the nature of college of the respondents and their quality of work life

S.No	Variables	Correlation Value	P Value	Significance
1.	Monetary Benefits	0.562	.000	P<0.01 Significant
2.	Quality of Human Resource Management	0.321	.000	P<0.01 Significant
3.	Working environment quality	0.126	.010	P<0.01 Significant
4.	Infrastructural quality	0.455	.000	P<0.01 Significant
5.	Quality of relationship	0.281	.000	P<0.01 Significant
6.	Quality of recognition/stimulation	0.226	.000	P<0.01 Significant

Correlation is Significant at 0.01 level (2-tailed)

It is inferred that, there is a significant association between the nature of college of the respondents with regard to the various dimensions of quality of work life namely Monetary Benefits, Quality of Human Resource Management, Working environment quality, Infrastructural quality, Quality of relationship and Quality of recognition / stimulation.

TABLE 6.60

Karl Pearson's coefficient of correlation between the gender of the respondents and their quality of work life

S.No	Variables	Correlation Value	P Value	Significance
1.	Monetary Benefits	0.100	.040	P>0.01 Not Significant
2.	Quality of Human Resource Management	0.225	.000	P<0.01 Significant
3.	Working environment quality	0.078	.111	P>0.01 Not Significant
4.	Infrastructural quality	-0.019	.703	P>0.01