

				Not Significant
5.	Quality of relationship	-0.038	.438	P>0.01 Not Significant
6.	Quality of recognition/stimulation	0.141	.004	P<0.01 Significant

Correlation is Significant at 0.01 level (2-tailed)

It is inferred that, there is no significant association between the gender of the respondents with regard to Monetary Benefits, Working environment quality, Infrastructural quality, Quality of relationship. There is a significant association between gender and Quality of Human Resource Management, and Quality of recognition / stimulation.

Summary

Thus this chapter has analysed the association between the quality of work life of the self financing college teachers and government aided college teachers using Chi-square test and correlation.

CHAPTER – VII

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION

Now a days people have become extremely quality conscious, they ask for quality in every aspect viz. quality product, quality of material and inputs there in, quality of packing, quality of product development and quality of service. The quality of work life and quality of life, are pivotal aspects in everyone's work life. This also brings employee satisfaction. The

employer can obtain physical presence of staff at a given place, and a measured number of skilled muscular motions per hour or day. But the enthusiasm, initiative, joy, loyalty, cannot be obtained without the devotion of hearts, mind and souls. Apart from this, if the employee is provided with other extrinsic and intrinsic benefits, then this will lead to higher productivity and results in employee satisfaction too.

To introduce the hard practices into the organization, it is important to have an encouraging atmosphere. QWL is one of the most important factors, which leads to such a favorable atmosphere. It produces more humanized jobs. It attempts to serve the higher order needs of employees who are human resources that are to be developed rather than to be simply used. SQWL leads to an atmosphere that encourages than to improve their skills. It also leads to have good interpersonal relations and highly motivated employees who strive for their development. QWL will ensure enthusiasm work environment with opportunities for everyone to give his/her best. Such job will provide jobs satisfaction and bring pride to the institution. This research study explores the way in which Teachers quality of work life contributes to various dimensions like Monetary Benefits, Human Resource Management, Working Environment Quality, Infrastructural Quality, Quality of Relationship and Quality of Recognition / Stimulation. This research also explore Quality of Work life in teaching Environment. This study aims to carry out a full fledged research on Quality of work Life among Academicians using the majority dimensions based on the objectives hypothesis were generated to find the relationship between socio-Economic characteristics and the various dimension of Quality of Work life selected for the study. The researcher has chosen the college teachers for a study on Quality of Work life because the past researcher has concentrated their studies in the field of medical workers, employees of manufacturing company.

In the present study, the researcher aims to bridge the gap in the earlier research carried out. The researcher used a standard questionnaire as a primary tool for data collection, The sample for the present study is drawn from 34 arts and science college functioning in the Madurai district which are affiliated to the Madurai Kamaraj University there are 3027 teachers 1112 in government aided arts colleges and self-financing college working in the study area. Out of these 420 sample respondents 240 from self-financing colleges and 180 from government aided arts colleges are selected by using the disproportionate stratified sampling technique. This study is attempted to understand and compare the Quality of Work life of college teachers of government aided arts and self-financing colleges with reference to Madurai district. This case has let us discuss the importance of having effective Quality of Work life practices in government aided arts and self-financing colleges in Madurai district and their impact on the performance of the teachers,

7.1 FINDINGS

7.1.1 FINDINGS RELATED TO SOCIO-ECONOMIC CHARACTERISTICS OF THE RESPONDENTS

- As far as the gender of the respondents is concerned, both male (51.90 per cent) and female (48.10 per cent) are more or less equally distributed. It reflects that teaching profession is equally preferred by both the genders and equal chances are offered to them in this service sector.

- When the marital status of the respondents is considered, around 68 per cent of the respondents are married.
- It is inferred that respondents are equally distributed from the urban, semi-urban and rural areas. Most of the respondents (34.80 per cent) belong to urban areas.
- It is known from the table that only around 34 per cent of the respondents are attached with the joint family system. Most of the respondents (66.00 per cent) are living as nuclear families.
- Around 57% of the respondents are working in self-financing colleges and nearly 43 % of the respondents are working in government-aided colleges.
- It is observed that nearly 14% of the respondents work in the urban colleges, 27% of the respondents are working at semi-urban colleges and the remaining 59% of the respondents are working in rural colleges.
- It could be known that majority of the respondents (67 per cent) live in their own houses.
- It is clearly understood that around 57% of the sample respondents are working on permanent basis and the remaining respondents are working on temporary basis.
- It is found that only 31% of the respondents have obtained their Ph.D degrees, 67% of the total respondents have completed their M.Phil degrees and the remaining respondents (1.60 per cent) have been working with just their master degree.
- It is observed that nearly 52% of the respondents want transition from the present place to Government Colleges, Universities, colleges in abroad and the remaining 48% of the college teachers do not prefer to transit.

- It is found that majority (47.60 per cent) of the respondents have better quality of life in their home.

7.1.2 FINDINGS RELATED WITH FACTORS INFLUENCING THE QUALITY OF WORK LIFE OF COLLEGE

TEACHERS - Multiple Linear Regression test

- It is understood that the nature of college influences the quality of work life of the staff members.
- It is found that there is a negative relationship between the age of the respondents and the quality of work life gained by the respondents.

7.1.3 FINDINGS RELATED WITH DISPARITY IN QUALITY OF WORK LIFE BETWEEN THE STAFF MEMBERS

OF SELF-FINANCING AND GOVERNMENT AIDED ARTS COLLEGES- t-test

- It was hypothesised that there is no significant difference between the quality of work life of government aided college staff members and the self-financing college staff members. But it is found that there is a significant difference in the level of QWL among the staff members in various college systems. Both the tests i.e., Levene's test for equality of variances and the 't' test for equality of means, reveal that the quality of work life differs from the government aided college staff members to the self-financing college staff members at 1% level of significance.

7.1.4 FINDINGS RELATED WITH VARIOUS DIMENSIONS OF QUALITY OF WORK LIFE AND NATURE OF THE COLLEGE, GENDER AND MARITAL STATUS OF THE RESPONDENTS SIMULTANEOUSLY - MANOVA

Test – Two Factors

From the MANOVA analysis, it is found that there is a significant univariate intersection of independent variables namely,

1. Nature of College by Genders

2. Nature of College by Marital Status and

3. Gender by Marital Status on the various common variables under the six dimensions of QWL of college teachers.

- Four dependent variables under the qualities of monetary benefits dimensions namely Maintenance of wage equality is fair, Provision of fee concession to staffs' children is good, Chance of earning other than salary in the campus is good and Possibility of acquiring benefits through auction happen in the institution for sports articles, books, journals etc. are common.
- Three dependent variables under the qualities of working environment dimensions namely, orientation to the staff at regular interval, satisfaction on the on the job training and health insurance covered by the institution are common.
- Three dependent variables under the qualities of human resources management dimension namely, policies of the institution facilitates the development of the teachers, implementation of rules and regulations of the apex body effectively and specialisation of labour in an ideal manner are common.
- Two dependent variables under the qualities of infrastructure facilities dimension namely, providing with appropriate teaching aids and availability of complete banking facilities in the campus are common.

- Three dependent variables under the qualities of relationship dimension namely, smooth relationship with all staff members of the college, good relationship between the teaching and non-teaching staff and the easy accessibility with the management and higher authorities are common.
- One dependent variable under the qualities of recognition dimension namely, staff are scolded individually is common for the above six intersected dependent variables.

7.1.5 FINDINGS RELATED WITH QUALITY OF WORK LIFE OF SELF-FINANCING AND GOVERNMENT AIDED ARTS COLLEGE TEACHERS

The following findings are related with the null hypotheses framed to know the association between the Quality of Work Life of Self Financing and Government Aided College Teachers.

- There is an association between the opinion of the respondents about their income and nature of college they are working.
- There is an association between the opinion of the respondents about wage equality and nature of college they are working.
- 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.
- 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.

- There is an association between the opinion of the respondents about the scope for gaining income through external sources and their nature of college.
- 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.
- There is an association between the respondents' opinion about the possibility of acquiring benefits through auction in the college and the nature of college.
- 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.
- 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.
- There is an association between the respondents' opinion about the nature of policies of the institution and their nature of college
- 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.
- There is an association between the opinion of the respondents about the partiality among the teachers and nature of college they are working.
- There is an association between the opinion of the respondents about the policy regarding retaining of staff members and nature of college they are working.

- 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.
- There is an association between the opinion of the respondents about the Type of policy followed in the college and nature of college they are working.
- There is an association between the opinion of the respondents about the specialisation of employees and nature of college they are working.
- There is an association between the opinion of the respondents about the response to employees' feedback and nature of college they are working.
- There is an association between the opinion about the space availability in the department and nature of college they are working.
- There is an association between the opinion of the respondents about the ventilation in the working place and nature of college they are working.
- There is an association between the opinion of the respondents about the leave and holiday facilities and nature of college they are working.
- 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.
- There is an association between the opinion of the respondents about the level of job security nature of college they are working.
- There is an association between the opinion of the respondents about the functioning of staff club and nature of college they are working.

- 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.
- There is an association between the satisfaction level of the staff regarding training programme offered in the college and nature of college they are working.
- 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.
- 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.
- There is an association between the opinion of the respondents about conducive climate for teaching and research and nature of college they are working.
- 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.
- There is an association between the opinion of the respondents about the availability of teaching aids and nature of college they are working.
- There is an association between the opinion of the respondents about the class room and staff room with adequate facilities and nature of college they are working.
- There is an association between the opinion of the respondents about the good number of books and easy access to library and nature of college they are working.
- There is an association between the opinion of the respondents about the availability of laboratory facilities and nature of college they are working.

- There is an association between the opinion of the respondents about availability of college bus facility and nature of college they are working.
- There is an association between the opinion of the respondents about the provision for accessing social network and nature of college they are working.
- There is an association between the opinion of the respondents about the availability of department library facility and nature of college they are working.
- There is an association between the opinion of the respondents about availability of rest room facility and nature of college they are working.
- There is an association between the opinion of the respondents about the availability of recreation facility and the nature of college they are working.
- 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.
- 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.
- 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.
- 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.

- 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.
- 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.
- 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.
- There is an association between the opinion of the respondents about the relationship between the staff members and the student and nature of college they are working.
- 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.
- 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.
- There is an association between the opinion of the respondents about rapport of management with government authorities and nature of college they are working.
- 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.

- There is an association between the opinions of the respondents about reward for achievements and nature of college they are working.
- 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.
- There is an association between the opinion of the respondents about the warning for correcting the mistakes and nature of college they are working.
- There is an association between the opinion of the respondents about special allowance for extra academic qualifications and nature of college they are working.
- There is an association between the opinion of the respondents about announcement for best teacher / researcher awards and nature of college they are working.
- There is an association between the opinion of the respondents about the appreciation to the staff members and nature of college they are working.

7.2 SUGGESTIONS

Based on the above findings the researcher has offered the following suggestions to improve the quality of work life of the college teachers in the study area than the existing level.

1. The college authorities shall provide better remuneration to the college teachers.
2. Motivation may be given to the self financing teachers than the existing level based on their achievements.
3. Management of the arts and science colleges in the study area are advised to retain their teachers by encouraging their contributions to the institutions.

4. All the teaching members of the colleges are expected to be provided with research facilities than the existing level. Hence the authorities may take steps to improve the research facilities and provide opportunities to their young teachers.
5. Conflicts among the college teachers may be reduced by organizing staff development programmes more frequently.
6. Management of the colleges may extend their relationship with their teaching employees.
7. Necessary steps to improve the staff and students relationship may be taken by the management of the colleges in the study area.
8. Better mess facilities may be provided to the college teachers at concession rate.
9. Working conditions and job environment may be increased to create interest among the teaching members to do their job with healthy competition.
10. More number of benefits like book facility in the library, free internet access, purified drinking water, and medical benefit, normal working hours, may be provided to the teaching members for their better academic achievements.
11. The management of the Self financing colleges in the study area may follow 'equal work-equal pay' system to their employees and may create scope for the personal development than the existing level.

7.3 CONCLUSION

The basic objectives of an effective quality of work life are improved working conditions and greater organizational effectiveness. A win-win situation may result if quality of work life is positively linked to business performance. A happy and healthy employee will give better turnover, make good

decisions and positively contribute to the organizational goals. An assured good quality of work life will not only attract young and new talents but also retain the existing experienced talents. Hence the authorities of colleges in the study area are advised to consider the important findings and suggestions presented in the study to develop the quality of work life of their teaching employees to reach better heights.

7.4 SCOPE FOR FURTHER RESEARCH

The researcher has identified the following areas for further research.

1. Quality of work life of the women employees of Colleges in Madurai district.
2. Quality of work life of the employees of organized manufacturing sectors in Madurai district.
3. Quality of work life of the employees of organized service sectors like private sector banks and matriculation schools and colleges of education.

