QUALITY OF WORK LIFE AND JOB SATISFACTION: A STUDY WITH REFERENCE TO THE FACULTY MEMBERS OF HIGHER EDUCATIONAL INSTITUTIONS IN COIMBATORE DISTRICT

QUESTIONNAIRE

1. Age: □ Below 30 years
   □ 30 – 35 years
   □ 35 – 40 years
   □ Above 40 years

2. Sex: □ Male
   □ Female

3. Marital Status: □ Single
   □ Married

4. Designation: □ Assistant Professor
   □ Associate Professor
   □ Professor
   □ Director

5. Educational Qualification: □ PG Only
   □ PG with M.Phil.,
   □ PG With SLET/NET
   □ PG With M.Phil., SLET/NET
   □ PG with M.Phil.,P.hd.,

6. Monthly Salary: □ Below Rs.10, 000
   □ Rs.10,000 – Rs.20,000
   □ Rs.20,000 – Rs.30,000
   □ Rs.30,000 – Rs.40,000
   □ Above Rs.40,000

7. Nativity: □ Rural
   □ Urban
   □ Semi Urban
8. Type of Family :  
- □ Joint  
- □ Nuclear

9. Number of Dependents :  
- □ 1-3 Members  
- □ 3-5 Members  
- □ Above 5 Members

10. Family Monthly Income :  
- □ Below Rs.50, 000  
- □ Rs.50,000 – Rs.75,000  
- □ Rs.75,000 – Rs.1,00,000  
- □ Above Rs.1,00,000

11. Length of Service in the Present Institution :  
- □ Below 5 years  
- □ 5 – 10 years  
- □ 10 – 15 years  
- □ Above 15 years

12. Total years of service in Teaching :  
- □ Below 5 years  
- □ 5 – 10 years  
- □ 10 – 15 years  
- □ Above 15 years

13. Number of teaching staff in the Department :  
- □ Below 5 members  
- □ 5-8 members  
- □ Above 8 members

14. Work Load per Week :  
- □ Below 15 hours  
- □ 15 - 18 hours  
- □ Above 18 hours

15. College Accreditation Status :  
- □ Yes  
- □ No

16. Reasons for choosing Teaching as your profession :  
- □ Attractive Salary  
- □ Realistic Working Conditions  
- □ Teachers Motivation  
- □ Family member as role Model
II—QUALITY OF WORK LIFE SCALE

The present study is purely meant for research purpose. There is no right or wrong answers your responses will be kept remain strictly confidential. Read each statement and decide the answer that comes to your mind at the first instance. Try to be sincere as for as possible. Put a tick (✓) mark against the correct choice for each statement.

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<tr>
<td></td>
<td>Strongly Agree(5)</td>
<td>Agree (4)</td>
<td>Un Decided(3)</td>
<td>Disagree(2)</td>
<td>Strongly Disagree(1)</td>
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<tr>
<td>S1</td>
<td>I am satisfied with the income from the work</td>
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<td>S2</td>
<td>My financial needs are fulfilled adequately</td>
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<td>S3</td>
<td>I will continue in the present job regardless of pay</td>
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<td>S4</td>
<td>I am over compensated in my job</td>
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<td>S5</td>
<td>I feel happy with my chances for salary increment</td>
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<tr>
<td>S6</td>
<td>Salary in my institution is as good as most other Institutions offer</td>
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SAFE AND HEALTHY WORKING CONDITIONS

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<tr>
<td>S1</td>
<td>I am so occupied with my work that I hardly spare time for my colleagues.</td>
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<td>S2</td>
<td>My working conditions have risk of illness</td>
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<td>S3</td>
<td>My institution has a healthy environment</td>
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<td>S4</td>
<td>The working condition of my working place is conducive</td>
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<td>S5</td>
<td>The work environment places great emphasis on individuals for teaching and research</td>
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<td>S6</td>
<td>It is easy to get teaching, learning resources and stationery items</td>
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<td>S7</td>
<td>Staff are provided with proper working facilities such as convenient seat, fan, table etc</td>
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<tr>
<td>OPPORTUNITIES FOR DEVELOPMENT</td>
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<tr>
<td>S1 Use of information technology in teaching and learning is encouraged</td>
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<td>S2 Work done in improved ways received recognition</td>
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<td>S3 Opportunities are provided to learn worthwhile new skill / knowledge</td>
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<td>S4 Work environment facilitates doing things creatively</td>
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<td>S5 Academic forums like study group/quality circle functioning in the Institution</td>
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<td>S6 The institution facilitates the self improvement of the staff</td>
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<tr>
<th>OPPORTUNITIES FOR GROWTH AND SECURITY</th>
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<tr>
<td>S1 My work involves corporate planning, research and development</td>
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<td>S2 Faculty can get an opportunity to further develop their skill to do their job through training</td>
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<td>S3 Faculty can get an opportunity to take professional initiative such as organizing conferences / workshops / seminars</td>
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<td>S4 The management facilitates career growth and self improvement of employees</td>
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<td>S5 I get opportunities to improve my teaching skills.</td>
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<tr>
<td>S6 My organisation encourages me to attend seminars, conferences, refresher courses and training programmes that enable me to update skill</td>
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<td>S7 My organization provides job security</td>
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<td>S8 My institution provides scope for advancement through training programs</td>
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<td>SOCIAL INTEGRATION</td>
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<td>S1 All the members of the institution have the sense of one community</td>
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<td>S2 Faculties are mutually helpful to one another</td>
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<td>S3 The sense of one community extends even outside the institution</td>
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<td>S4 The members of the institution interact in terms of ideas and feelings</td>
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<td>S5 Working in a group is no problem here</td>
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<td>S6 The members of different levels work as members of a single team</td>
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<td>S7 The senior staff members pay attention to the grievances of the junior staff</td>
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<td>S8 My institution allows me to act as guest faculty</td>
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<td>S9 My institution supports me and encourages me in undertaking faculty position on long leave in other</td>
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<td>S10 I am encouraged to undertake foreign assignment by my management</td>
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<th>CONSTITUTIONALISM</th>
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<tbody>
<tr>
<td>S1 Privacy of work environment is provided in my institution</td>
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<td>S2 I am given opportunity to express my opinion</td>
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<td>S3 Equality in treatment is the prime policy of our management</td>
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<td>S4 The institution takes care of the welfare of the staff of all ages.</td>
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<td>S5 I do get opportunities to interact with professionals outside</td>
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<tr>
<td>SOCIAL RELEVANCE AND WORK LIFE</td>
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<td>S1 I believe that the staffs have status in the society</td>
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<td>S2 My present job gives me decent living comforts in conformity with my status and qualifications</td>
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<td>S3 My work life is in tune with the social life I lead</td>
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<td>S4 Present job has enhanced my social status</td>
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<td>S5 My job fits well with all my other engagements.</td>
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<th>WORK AND TOTAL LIFE SPACE</th>
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<tbody>
<tr>
<td>S1 My institution supports me in my losses and compensates</td>
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<td>S2 My institution links my work and life equally</td>
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<td>S3 Balanced work load in association with my personal life is available</td>
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<td>S4 My personal grievances are heard by the management</td>
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**III – JOB SATISFACTION SCALE**

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<tr>
<th>INVOLVEMENT IN ACADEMIC PROCESS</th>
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<tbody>
<tr>
<td>S1 I set my clear planning for my Teaching</td>
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<td>S2 I am encouraged to handle my classes without interruptions.</td>
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<td>S3 I am encouraged in the assessment of my wards.</td>
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<tr>
<td>S4 I have autonomy in my job</td>
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<tr>
<td>WORKPLACE VALUES &amp; ENVIRONMENT</td>
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<tr>
<td>S1 I am given opportunity to participate in decision making that affects me</td>
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<td>S2 I feel that my job is secure</td>
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<td>S3 I have scope for professional development</td>
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<td>S4 I get proper reward for my abilities</td>
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<th>PAY AND BENEFITS</th>
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<tr>
<td>S1 I feel happy with my salary and increment</td>
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<td>S2 My financial needs are adequately fulfilled</td>
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<td>S3 Adequate leave benefits are offered (Casual, Maternity, Medical)</td>
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<td>S4 There is sufficient work break for enrichment of personal life</td>
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<th>TEACHING AND LEARNING</th>
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<td>S1 I am encouraged to use Modern Teaching aids (ICT)</td>
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<td>S2 Development of Teaching and Learning is supported</td>
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<td>S3 Accomplishment in Teaching are recognised</td>
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<td>S4 I am distinct from my colleagues in my teaching methodology</td>
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<th>STUDENT SUPPORT AND PROGRESSION</th>
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<tr>
<td>S1 The academic proficiency of students is good</td>
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<td>S2 I take necessary steps for student progression</td>
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<td>S3 Our Institution offer assistance for placements &amp; higher education.</td>
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<td>S4 The students for whom I work have made me quite happy in my job</td>
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<td>RESEARCH CONSULTANCY AND EXTENSION</td>
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<td>S1 My Institution encourages me to take research projects and consultancy services</td>
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<td>S2 I am encouraged to become a member of research forums</td>
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<td>S3 Time and physical resources available to conduct research are sufficient</td>
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<tr>
<td>S4 My management offers incentives for National/ International Publications</td>
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<tr>
<td>S1 Work load is reasonable</td>
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<td>S2 I am not offered any work other than teaching work</td>
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<td>S3 I spare my time for student counseling</td>
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<td>S4 Time actually got to complete the syllabus is sufficient</td>
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<tr>
<td>S1 The annual review process (Performance Appraisal) is transparent.</td>
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<td>S2 I am clearly explained about the review process</td>
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<td>S3 My performance is accountable for increment and promotion.</td>
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<td>S4 Performance appraisal has little impact on class room teaching</td>
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<th>SUPPORT AND RECOGNITION</th>
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<td>S1 I am praised by my colleagues and peer groups for my ability in teaching</td>
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<td>S2 My superiors pay attention to my grievance</td>
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<td>S3 My management recognizes our merits</td>
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<td>S4 I feel rewarded by the interest shown by the parents of my Students</td>
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<tr>
<td>INFRASTRUCTURE AND FACILITIES</td>
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<tr>
<td>S1 Class rooms are spacious and sophisticated with modern teaching aids</td>
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<td>S2 We have well equipped Library and State-of-the- art Computer Lab</td>
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<td>S3 Staff rooms are equipped with Academic facilities (Book, Computer, LAN, Internet)</td>
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<td>S4 Our Management provides free bus and canteen facilities.</td>
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**Give your suggestions to improve the Quality of Work Life and Job Satisfaction.**

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