“Quality of Work Life of Secondary School Teachers in Relation to their Work Culture and Job Stress”

ABSTRACT

The research study was undertaken to investigate the Quality of Work Life (QWL) of secondary school teachers in relation to their Work Culture (WC) and Job Stress (JS). The present study was undertaken with the following objectives 1. To assess the levels of Quality of Work Life, Work Culture, and Job Stress of Secondary School Teachers in total and also with respect to the following categories of teachers (i) Male and Female (ii) Above 10 years and Below 10 years of Experience (iii) Government, Aided and Unaided Schools (iv) Mysore North, Mysore South and Mysore Rural Educational Divisions. 2. To study the difference between / among the following categories of Secondary School Teachers in Total Quality of Work Life, Work Culture, and Job Stress and its Indicators. (i) Male and Female (ii) Above 10 years and Below 10 years of Experience (iii) Government, Aided and Unaided Schools (iv) Mysore North, Mysore South and Mysore Rural Educational Divisions. 3. To study the main and interaction effect of Work Culture and Job Stress on Quality of Work Life of Secondary School Teachers 4. To study whether the Quality of Work Life of Secondary School Teachers is related to (i) Work Culture and (ii) Job Stress. Descriptive survey method was adopted for the study. The sample was selected in to two stages. The schools was selected using proportionate stratified random sampling technique was adopted to select the schools from the three educational
divisions of Mysore Taluk. 35% of schools from Mysore north, Mysore south and Mysore Rural educational divisions were selected thus in totally 112 secondary schools were selected and all the 883 teachers working in these schools form the sample. In the present study Quality of Work Life, Work Culture and Job Stress are considered as main variables and gender, type of schools, length of experience, and educational divisions are considered as background variables. Teachers Quality of Work Life was assessed with the help of Teacher’s Quality of Work Life Scale (TQWLS) constructed by the investigator, teachers Work Culture was assessed with the help of Teacher’s Work Culture Scale constructed by the investigator and teachers Job Stress was assessed with the help of Indore Teacher’s Job Stressors Scale developed by Meena Buddhisagar Rathod and Madhulika Varma. The data obtained from the survey was analyzed using SPSS software Version 17.0. Percentage Analysis, t-test, One Way ANOVA, Two Way ANOVA, and Pearson Product Moment Correlation were used to analyze the data. The major findings of the study are as follows: 1. A majority of the secondary school teachers were found to possess average level of Quality of Work Life, Moderate Work Culture, and experience average level of Job Stress. 2. No significant difference was found in male and female secondary school teachers and those with above 10 years and below 10 years of experience, teachers working in different type of schools, and educational divisions with respect to Total Quality of Work Life and its Indicators. 3. Significant difference was found in secondary school teachers with above 10 years and below 10 years of
experience with respect to Total Work Culture and its Components. 4. No significant difference was found in male and female secondary school teachers and teachers working in different type of schools, and educational divisions with respect to Total Work Culture and its Components. 5. Significant difference was found in secondary school teachers with above 10 years and below 10 years of experience with respect to total Job Stress and its Aspects. 6. No significant difference was found in male and female secondary school teachers and those working in different type of school, and type of educational divisions with respect to Total Job Stress and its Aspects. 7. There is no significant main and interaction effect of work culture and job stress on quality of work life of secondary school teachers. 8. Negligible positive relationship was found between Quality of Work Life and Work Culture and Moderate positive relationship was found between Quality of Work Life and Job Stress of secondary school teachers.