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# A Study of the Factors Affecting the Quality of Work Life in Colleges in Karnataka-with reference to Tumakuru and Kolar districts.

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## **ABSTRACT**

The quality of work life is imperative in today's life because of its direct correlation to personal life quality, besides work productivity. A balanced work life leads to a happier individual, a more productive employee and an effective organization. Humanizing work calls for the integration of the very important and very difficult principles of work life, that is, the principles of security, equity, individuality and democracy. Starting from scientific job designing/redesigning, employee autonomy, participation in decision making to innovation and catering to the challenges of the individual employee needs regarding their jobs.; Building an atmosphere of eustress, trust, a learning organizational situation, and coordination contributes tremendously towards the psychological well-being of the employee. So with the objective of studying the contributing factors towards improving the quality of work life, a study was conducted in ten colleges across 2 districts in Karnataka state. The respondents were a total of 100 teachers/professors and the sample was chosen on a simple random basis and a questionnaire was used to collect information and the same was analyzed using percentages. Surprisingly the study threw out factors of cultural diversity being the greatest impediment to a conducive work environment. The diversity in social, economic and cultural background of employees contributed most towards work adjustment problems was 74% as per the respondents. The study resonated with differences between values and behavior and surprisingly with social etiquette like tone of voice, choice of words, etc. in communication, contributing the most towards distrust and disharmony in the workplace. Likewise, present social status arising from parental background, spousal settlement either in a job or business, etc., makes a huge difference in the attitude and personality within the cadres. The factors contributing towards building a healthy work life including a work life- personal life alignment majorly at 82% was discipline and code of conduct requiring to be inculcated at all levels in the organization.

**Keywords:** Work life, Quality, Organization, Productivity, Cultural diversity, Communication, Happiness.

## **1.INTRODUCTION**

The pursuit of happiness is the most intelligent objective of a human being-a sure way of obtaining this is in the integration or alignment of work life and personal life satisfaction.

Quality of work life refers to the status of the working environment, whether it is good or poor. The concept started as a theoretical analysis in the early 1900s itself. We had Taylors scientific management principles, Maslow's need hierarchy theory and motivation leading to Herzberg's hygiene/ maintenance factors along with the motivational factors, these theories proved workers can become effective human resource and along with Macgregor's X&Y theory, brought in the dimensions of individual personality and responsibility to Work life leading to enhanced productivity and performance.

Quality of work life as a concept started as a theoretical analysis in the 1970s with Jerome M Rosso stating that work is the core of life and is intricately linked to an individual's life values; for an

individual work is not just a provider, it also defines life path, success and authority and thereby establishes an individual's self-image, self- respect and self- worth.

The first International Conference on Quality of Work Life held in 1972 in Toronto, wherein Louis Davis coined the term Quality of Work Life. This was backed in studies conducted by MIT, and initiatives taken by General Motors of Humanizing of work, industrial democracy and Participative work, which all led to the coinage of the term quality of work life.

## 2.METHODOLOGY

The sample consisted of 100 respondents working in Government First Grade Colleges across two districts in Karnataka-Tumakuru and Kolar, the respondents were selected on a simple random basis and the results were analyzed using ranking and percentage method. A structured close ended questionnaire of Ranking method was prepared with 14 dimensions/factors affecting work life quality and the respondents ranked each dimension which was analyzed using percentage method.

The objectives of the study.

- 1.To study the awareness of the concept of quality of work life among professors in colleges in Kolar and Tumakuru.
- 2 To evaluate the indices of quality of work life.
- 3.To evaluate the dimensions of quality of work life as perceived by professors of government colleges in Tumakuru and Kolar
- 4.To suggest remedial measures if required.

Review of literature

1.Richard E Walton (1973) Quality of work life- model quantifies eight broad conditions of employment/work indicators that constitute desirable quality of work life 1. Adequate and fair compensation 2. Safe and healthy working conditions 3. Opportunity to use and develop human capacities 4. opportunities for career growth 5. social intergration of work force 6. constitutionalisation 7. work and quality of life 8. social relevance of work.

2.HerbertcMorton (1977) MIT According to him Quality of work life is defined in terms of six major dimensions summarized as 1. compensation. 2. workschedules 3. nature of the job 4. physical aspects of the work environment 5. internal/external institutional aspects of work setting 6. social and political factors affecting life of the job. As a Behavioral scientist, he analyzed and proved that Satisfaction in work results leads to better relationship with work colleagues, better identification, commitment in workplace and also focused on life satisfactions and individual well-being. Individual development leads to societal improvement.

Table :1 Table showing Respondents information.

SL. No	College	Program Arts, including languages.	Program commerce.	Program Science.	Total
	GFGC B Kolar	4	6	3	13
	GFGC KGF Kolar	6	6	2	14
	GFGC Bangaru Tirupati Kolar	2	4	-	06
	GFGC Bangarapet Kolar	3	4	-	07
	GFGC Malur Kolar	4	6	-	10
	GFGC Tumakuru	3	5	3	11
	GFGC Kunigal Tumakuru	4	7	4	15
	GFGC Turuvekere Tumakuru	2	2	-	04
	GFGC Tiptur Tumakuru	4	6	4	14
	GFGC Madhugiri Tumakuru	2	4	-	06
	TOTAL	34	50	16	100

Table 1 shows the sample source from 10 Government First Grade Colleges across two districts in Karnataka-Tumakuru and Kolar, the sample size consisted of 100 respondents across all programs - Arts –including languages, Science and Commerce.

Table 2

Title: Table showing the Profile of Respondents

Sl No	Cadre	Male	Female	Total
1	Professors	02	02	4
2	Associate professors	06	11	17
3	Assistant professors	54	25	79
Total		62	38	100

Table 2 The above table shows the profile of respondents. All the respondents are regular permanent government employed working in different cadres drawing UGC salaries.

Table 3

Title: Table showing the Ranked Dimensions of Quality of Work Life

SL.NO	Dimensions of Quality Of Work Life	% of Respondents who Ranked the Dimensions as First
1	Work and personal life balance	82%
2	Cultural integration	74%
3	Constitutionalisation in work-discipline	56%
4	Compensation	55%
5	Stress and Eustress	56%
6	Flexibility in work hours	35%
7	Recognition and rewards	6%
8	Social relevance of work	8%
9	Job enrichment	37%
10	Safe and healthy work environment	40%
11	Growth opportunities	20%
12	Stability of tenure-transfer	0
13	Autonomy	10%
14	Participative management	12%

Table Analysis: The above table shows the ranking of the dimensions of quality of work life of 100 professors employed in 10 GFG colleges in Tumukuru and Kolar, Karnataka 82% of respondents feel a need for an alignment of personal life and work life and give it top priority. 74% of all professors feel that etiquette and courtesy brings about an environment of trust and harmony in the college premises and socio, economic and cultural sensitivity is an important dimension of the quality of work life.



### 3. Findings and Discussion

1. 82% of respondents feel a need for an alignment of personal life and work life and give it top priority. Quality of work contributes towards personal life so achieving a balance is important. Job performance, job involvement and commitment leading to job identification directly contributes towards individual self-worth. Social recognition of the job also helps. Employer branding increases social status and job identification.

2.COVID-19 brought about an increase in awareness of hygiene and the concept of personal space. Work redesign (Karnataka has implemented the New Education Policy) Collaboration with all stakeholders is imperative. Training, evaluation of performance appraisal and compensation are the magic key words for better personal development and building the required professional competency skill set.

3. Facilities: Physical facilities in work environment contributes directly to work performance. Allowances, whether towards financial, medical or leave facilities need to be upgraded. Transfer process is cumbersome and needs to be streamlined as a basic part of HRD, attached to a quick grievance redressal system, which must be in place online and ongoing with quick decision making is the need of the hour.

4.Lady professors majorly felt that flexi workers or staggered work time would go a long way towards building a more enriching experience, both in personal life and in work life and contribute towards Work-Personal life balance.

5.Cultural inclusivity/sensitivity 74% of all professors feel that etiquette and courtesy brings about an environment of trust and harmony in the college premises, surprisingly the study threw out factors of cultural diversity being one of the impediment to a conducive work environment. The diversity in social, economic and cultural background of employees contributed most towards work adjustment problems. The study resonated with differences between values and behavior and surprisingly with social etiquette like tone of voice, choice of words, etc. in communication, contributing the most towards distrust and disharmony in the workplace. Likewise, present social status arising from parental background, spousal settlement either in a job or business, etc., makes a huge difference in the attitude and personality within the cadres.

An acceptable code of conduct, discipline and inclusivity must also be inculcated in the work environment.

#### Future suggested measures-

1. Joint and mutual acknowledgement of concerns of all stakeholders



2. Understanding and bringing about a better awareness of the dimensions of the quality of work life. Mutual identification and pinpointing areas of concern and jointly arriving at ground rules or the responsibilities expected.
3. Quantifying what these dimensions of quality of work life entails, in terms of finance, time, effort and emotional support to all parties concerned including external stakeholders in relation to individual productivity and organizational effectiveness.
4. Conceiving a model plan to implement, similar to total quality management programs to synergize the objectives both of the organization, employees and all stakeholders.

**4. CONCLUSION** A balanced work life leads to a happier individual, a more productive employee and an effective organization. Personal needs, aspirations and values must be satisfied through the quality of work life which is a precursor to societal development

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