

Perceived Quality of Work-Life among Government and Private Sector Executives of IT Companies.

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ABSTRACT

The present study has tried to explore perceived Quality of Work Life (QWL) among Government and Private sector Executives of IT companies. For this data was collected on 100 executives: 50 working at Government sector and 50 working in the Private sector. QWL describes a person's broader employment related experiences. QWL of the respondents was measured by using Dhar et al's Scale of Perceived Quality of Life (2006). The Quota sampling procedure was used for sampling. Only male executives from both the sectors were taken for the study. The findings of the present study have revealed significant differences between executives of Government and Private sector executives. Private sector executives were found to report more QWL as compared to Government Executives. Moreover they were found to report better human relations, work-life balance and organizational learning as compared to Government sector executives while Government executives were found to report more Proactivity in work life as compared to private executives. These results support the hypothesis of the present study.

Key Words: QWL, Government and Private Sector Executives and IT company.

INTRODUCTION:

Quality of work life is the quality of relationship between employees and total working environment. QWL represents concern for human dimensions of work and relates to Job-Satisfaction and organizational development. The perception of QWL of the employees must be at extreme only then the organization would be able to benefit itself from the employees. If employees are not happy and satisfied they would not be able to contribute their organization positively. The growth of an organization depends upon the growth of its employees. So, good perception of QWL is must because it is the place where the employees make efforts to enhance the production of their organization. QWL describes a person's broader employment related experience. Dissatisfaction with Work Life affects the workers some time or other regardless of position or status which in turn affects the output of the organization. The frustration, boredom and anger common to employees can be costly to both individual and organization.

The present study has tried to explore the differences between perception of QWL of Executives IT companies of Government and Private sectors. The working conditions of both the sectors differ markedly on many aspects of work environment which directly or indirectly affect an employee's perception of QWL. The intrinsic and extrinsic factors perceived by the employees of these sectors significantly contribute to rate of production, job motivation, job-involvement and perception of organizational effectiveness (Gupta & Srivastava, 2018). The job

in the Government sector is fixed and permanent. So the employees working in this sector have more job security and their salary and perks are fixed irrespective of their output while this is not so in the Private sectors. The employees of Private sector report more job-insecurity, burnout and turnover. Government sector employees belong to the government agency, the constitution grants government employees certain rights that their private sector counterparts do not enjoy. So, there are many differences between the working conditions of both the sectors. So, it would be very interesting to explore the perceived QWL among The executives of government and private sector.

RESEARCH- METHODOLOGY

OBJECTIVES:

To identify perceived differences in Quality of Work-Life of Executives in the IT companies of Government and Private Sector.

HYPOTHESIS:

Executives working in IT companies of Private sector would report significantly better QWL than Executives working in IT companies of Government sector.

POPULATION & SAMPLE:

The sample of the present study consists of 50 executives working in government section and 50 executives working in private sector companies. The Mean age of the respondents was 42.3 years. Quota sampling procedure was used for sample selection. Only those executives were taken for the study who had atleast 5 years working experience in that company.

TOOLS USED:

Perceived QWL of the respondents was assessed by QWL scale by Dhar, Dhar & Roy(2006). The scale is designed to measure perceived QWL of respondents in 4 dimensions i.e. Proactivity, Work-Life Balance, Human Relations and Learning Organization.

DESIGN:

The present study has utilized one independent variable i.e. Job-Type(Government and Private Sector) and Dependent variable of perceived quality of work-life. The obtained Means of Government and Private Executives were compared by analyzing Significant differences between Means.

PROCEDURE:

After establishing good rapport with the respondents the scale of Perceived QWL was administered and the data was collected on 50 executives working in IT companies of Government sector and 50 executives working in IT companies of private sector. The scoring was done and the obtained scores were analyzed using Measures of central tendency and T-test.

STATISTICAL-ANALYSIS:

The obtained data was analysed using Mean, SD and t-testing.

RESULT & DISCUSSION:

Keeping in view the objective of the present study, the obtained data was analyzed and the description of the obtained data is as under:

Perceived QWL of Government and Private Sector Executives of IT companies:

As it is evident from the inspection of Table-1 that all the t-values related to different dimensions of QWL were found to be significant which indicates that executives of both the sectors differ significantly on perceived QWL. These results support the present hypothesis stating that Executives working in IT companies of Private sector would report significantly better QWL than Executives working in IT companies of Government sector. These results clearly shows that job-type plays a significantly role on the perception of QWL among Employees.

As it is clear from the Mean scores and t-values that employees of private sector were significantly found to perceive more Work-Life balance, Better Human Relation at work and more organizational Learning than the employees of Government sector. While executives of Government Sector were found to report more Proactivity at work than executives of Private sector. Researches have shown that in general, engaging in proactive behaviour comes with beneficial results (Belschak & Den,2010) but sometimes employees proactivity may also laed to negative effects such as increased level of stress. Proactivity at work is so crucial that many organizations see proactivity behaviour on the part of their employees as crucial for the survival in today's fast changing business world with its increasingly complex work tasks. This may be the reason that proactivity at work was reported significantly more by executives of Government sector. It is also clear from the inspection of Figure-1 in which bars of proactivity of government executives is longer than bar of Private sector executives.

All the other dimensions of QWL were found to report more by executives of Private sector. For example 'Human Relations'. Human relation is the process of training employees, addressing

their needs, fostering a workplace culture and resolving conflict between different employees and management (Petrym,2019). Since in private sector, the employees have to prove their worth everyday so they need to develop good cordial relationship with customers as well as with their fellow employees and supervisors.

Private sector executives also perceived more Work-Life Balance in their QWL (Figure-1) as compared to Government sector executives. Work-life balance is a term commonly used to describe the balance that an employee needs between time and work allotted to him along with other aspects of life. The greater perception of Work-life balance indicates a greater level of satisfaction and positive attitude of the workers. It is true that as compared to Government sector executives the private sector executives have to work harder and pressure of achieving the target given to them but at the same time it is also true that private companies provide a lot of advancement opportunities to their employees to achieve their target. This works as positive reinforcement for them and the employees inspite of constant pressures of work perceive positivity around and work-life balance because it leads to their career progression and perks i.e. it is both intrinsically as well as extrinsically motivating for them. So, in other words it can be concluded that Private sector executives perceives were found to perceive more Work-life balance.

The overall QWL is also perceived more by Private Sector Executives as compared to Government Sector executives may be attributed to the fact that private executives are assessed on how a piece of employees' work relates to other work piece that are either done or in progress. Since Private companies have to continuously fight and maintain their position in the international market, the employees can't lose hope (Gupta & Sawney,2010). Private Sector Executives have to think positive in the direction to bring changes and work even harder than the past for the progress of themselves and for their companies. The results of the present study are supported by the findings of Shama & Kothari (2014), who reported more perceived QWL among employees of Private Sector Banks as compared to employees working in the Public Sector.

CONCLUSION:

The results of the present study have suggested that Private Sector executives of IT companies reported more QWL than Government Sector Executives. The results may be enlightening for the policy makers of the Government Sector. Since it is well known that employees of Private Sector Are more productive and fertile as they perceive more QWL at work because they are provided with many perks and incentives. Their positive attitude for QWL is responsible for their career progression. Many other things such as training provided by the companies to the employees, performance based salary, promotions on the basis of performances, transfer in places where there is opportunity to explore skills and learn new things in work environment contributed directly to better perception of QWL. So Government should also adopt and

develop programmes and policies so that the employees can progress themselves as well as grow their companies in which they are employed.

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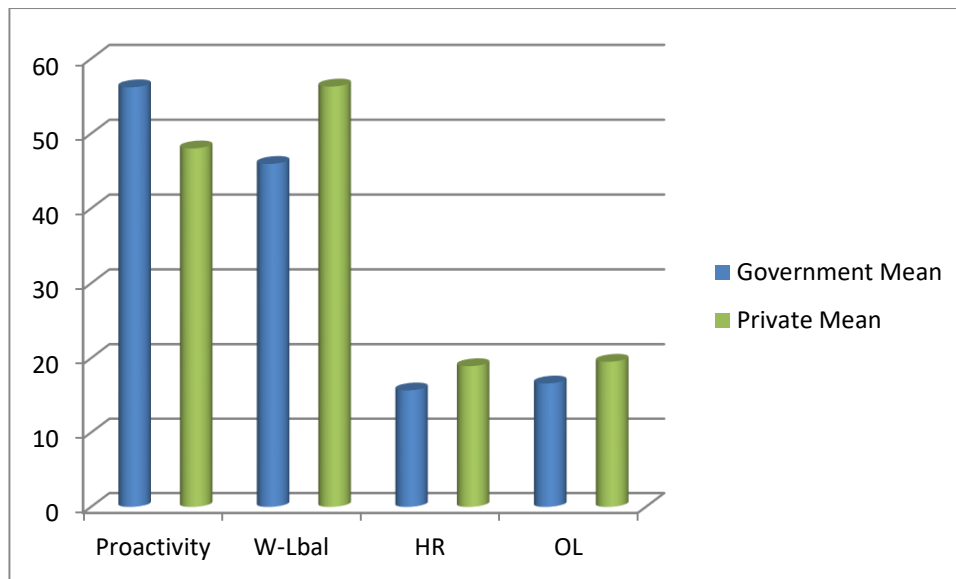
Table-1: Mean, SD and t-values of Government and Private Sector Executives on all the dimensions of perceived QWL.

Dimensions of QWL	Government Sector Executive		Private-Sector Executives		t-Values
	Mean	SD	Mean	SD	
1.Proactivity	56.19	6.02	48.02	5.12	7.29**
2.Work-life Balance	45.95	4.92	56.29	8.52	7.44**
3.Human-Relations	15.66	3.65	18.92	4.19	3.88**
4.Learning Organization	16.59	4.55	19.51	6.52	2.61*
5. Total QWL	150.27	18.23	161.34	16.25	3.21*

*= Significant at .05 level

**=Significant at .01 level

Figure-1: Mean of Government & Private Executives on all the dimensions of QWL



W-Lbal=Work-life Balance

HR= Human Relations

OL=Organization Learning