



AN EMPIRICAL STUDY ON QUALITY OF WORK LIFE (QWL) AND OCCUPATIONAL STRESS AMONG TEACHERS

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Abstract: Quality of working conditions and to understand the occupational stress is important in workplace, since it affects the personal life. The aim of this study is to examine the relationship between occupational stresses; quality of working life. Occupational Stress is one of the important factors that affect the profession of teachers' performance directly or indirectly in day-to-day job. Several studies showed that the stress can affect an individual physically, mentally or can cause an emotional strain or tension in a person. The present paper is an attempt to examine the relationship between occupational stress and quality work life of government and non-government teachers of educational institutions.

Index Terms: Quality of Work Life (QWL), government and non-government, working environment

I. INTRODUCTION

Quality of Work Life refers to the favorableness of job environment for people. Walton 1985 stated much broader concept of QWL encompassing it in eight categories viz adequate and fair compensation, safe and healthy working conditions, opportunity to use and develop human capacities, opportunity for continued career growth and security, social integration in work place, constitutionalism in work organization, balanced role of work in total life space, social relevance of work. QWL is a process by which organization respond to employees for developing mechanism to allow them to share fully in making decisions that design their life at work." by Walton. Quality of work life (QWL) refers to the level of satisfaction or dissatisfaction with one's career. Those who enjoy their careers are said to have a high QWL, while those who are unhappy or whose needs are otherwise unfilled are said to have a low QWL. QWL is the quality of relationship between employees and total work environment, concern for the impact of work on individuals as well as on organisation effectiveness and the idea of participation in organizational problems-solving and decision-making in concurrence with the ascertained importance of an employee's role in the service exchange process. Quality of work life involves job security, good working conditions, adequate and fair compensations and equal employment opportunity all together. QWL aims to meet the twin goals of enhanced effectiveness of organisation and improved quality of life at work for employees. Occupational stress is related to one's job. Occupational stress always stems from and pressures that do not align with a person's knowledge, skills, or expectations inhibiting one's ability to cope. Occupational stress can increase when workers do not feel supported by supervisors or colleagues, or feel as if they have little control over work. Stress is increasingly becoming a part of our daily lives. Historically, the Latin word "stress" has been in common language since the seventeenth century and was used to address hardship, adversity, or affliction. However, stress is best described as a situation where environmental demands exceed the capacity for effective response by the individual and can potentially have physical and psychological consequences. Coping with stress, on the other hand, is important for human survival and can be defined as the process of managing external or internal demands that are perceived as taxing on personal capacities and resources. Globally, the incidences of stress and stress-related illnesses such as anxiety and depression among students, trainees, and qualified physicians have increased and received significant attention in literature. This study concentrates on analyzing the Quality Work Life of lady teachers among selected government and non – government educational institutions and identify the occupational stress related with their jobs.

II. STATEMENT OF PROBLEM

Quality of work depends upon the various factors like nature of job, working conditions, occupational stress etc. It is needed to study the satisfaction level of teachers in government and non-government educational institutions regarding QWL and understand the occupational stress related with their work and its influence in personal life.

III. OBJECTIVES OF THE STUDY

- To measure the overall QWL of lady teachers working in government and non-government institutions.
- To study the various factors that affects QWL of lady teachers and analysis the impact.
- To study the relationship between various factors of QWL and stress.

IV. RESEARCH METHODOLOGY

Data collection: both primary and secondary data was used for the study. The study is mainly based on the primary data, collected from the teachers of government and non-government educational institutions in Thrissur district by means of self-developed questionnaire. Secondary source like journal, textbooks, periodical reports, internet etc. are used.

Sample design: The present study focus on QWL and occupational stress among teachers in Thrissur district, the respondent are selected by random sampling and sample size is 100.

Sample Techniques: sample Techniques are adopted random sampling techniques

Tools for analysis: Simple mathematical and statistical tools are applied for data analysis, weighted average mean were used for the study.

V. ANALYSIS

Table no.1

Classification on the basis of nature of job

Statement	SA (5)	A (4)	N (3)	D (2)	SD (1)	Weighted mean	Rank
The job gives me better status in the society	110	140	129	-	-	3.79	4
The job is very interesting one	130	208	66	-	-	4.04	3
The subjects are allotted to teachers with their experience and skills	75	172	66	40	-	3.53	5
I am proud to be a part of this profession	190	184	48	-	-	4.22	1
My work contribute to my overall happiness	160	216	42	-	-	4.18	2

(SA – Strongly agree, A – Agree, N – Neutral, D – Disagree, SD – Strongly disagree)

In the present study the respondents earned a five point scale. Where they asked to rate starting 5 point is strongly agree to 1 point strongly disagree. The data tabulated using weighted mean score are calculated based on the mean score rank were assigned.

Interpretation: from the above table shows that the teachers attitude towards nature of job , majority of teachers opinion are proud to be a part of this profession, and some respondents are happy in their profession.

Table no.2**Working conditions**

Statement	SA (5)	A (4)	N (3)	D (2)	SD (1)	Weighted mean	Rank
I have secure working conditions in the institutions	100	212	51	10	-	3.73	3
I am happy with the physical working environment	90	176	96	18	-	3.8	2
I am satisfied with the resources	50	56	144	56	-	3.06	5
There is a cooperative working environment in my work place	90	192	102	-	-	3.84	1
Management is always ready to adopt innovative ideas and concepts	40	140	171	-	-	3.51	4

Interpretation: the above table shows that teachers' opinions regarding the satisfied in their environment of work place, respondents are not satisfied with the resources, others are satisfied secure working conditions on their institutions.

Table no.3**Opportunity for growth and development**

Statement	SA (5)	A (4)	N (3)	D (2)	SD (1)	Weighted mean	Rank
I am satisfied with the growth opportunities available for me in present job	40	120	144	28	-	4.32	1
I am satisfied with the extension activities available in our organization	65	132	162	-	-	3.59	4
There are numerous opportunities for individual creativity and self-improvement in our institution	65	208	84	14	-	3.71	3
When I have done a good job, it is acknowledged by my higher authorities or colleagues	75	192	111	-	-	3.78	2

Interpretation: the above table reveals that teachers are satisfied in the growth and opportunities available each factors. They are not satisfied in the extension activities in their institutions.

Table no.4**Stress experienced**

Statement	Never	Sometime	Often
Headache or migraine	14	38	48
Depression	40	27	33
Low self-esteem or confidence	38	36	26
Anxiety or angry	28	32	40
Inability to concentrate	12	38	50

Interpretation: it is clear from the above table that most of the teachers were affected by various stress symptoms. Many of them facing the problems like headache and inability to concentrate.

Table no.5

Occupational stress

Statement	SA (5)	A (4)	N (3)	D (2)	SD (1)	Weighted mean	Rank
The work stress in our organization is low	70	104	129	34	-	3.37	1
The management has attempted to understand the stress	40	72	162	40	-	3.14	2
The working environment is stressful for my physical health and mental health	-	20	144	96	15	2.75	5
The grievance redressal system in my institution is satisfactorily performs	-	56	168	60	-	2.84	4
I am facing the problem of work overload and there are always conflicts among colleagues	40	64	99	86	-	2.89	3

Interpretation: above table shows that teacher's opinion about occupational stress is low in institution, management has understood stress and some respondents were facing the problem of work overload and conflict among colleagues.

VI. FINDINGS & SUGGESTIONS

FINDINGS

- It is found the study that the overall satisfaction towards various factors of QWL is comparatively low.
- The study reveals that ma ok mainly various factors affect QWL of teachers working in the instructions, they are nature job, working conditions l, opportunity growth and development occupational stress etc.
- From the study that there is a significant difference between the type of institutions (government and non-government) and teachers' level of occupational stress.
- The study reveals that majority of respondents were happy in their profession
- The study reveals that majority of respondents are proud to be a profession.
- It shows that teachers are dissatisfied with extension activities available in the organisation.
- The study reveals that teachers stress are comparatively low in institutions.
- Teachers had a better opinion about their participation in management activities, majority of the respondents were satisfied with management.
- It shows that most of them facing the problems of headache and in ability to concentrate.

SUGGESTIONS

- If the institution concentrate and give more importance to working environment and meet personal requirements, the level of stress will be reduced comparing with present level.
- The establishment should improve interpersonal relationship among teachers and management.
- Since the individual always get into stress due to extra role apart from teaching, proper work allocation should be given to reduce stress.
- Institutions can concentrate on providing more opportunities to teachers for enriching their skills.
- Institutions should ensure a better safety working environment for their teachers.
- Salary should be provided according to their skill, experience, and working hours.
- Various programs should be conducted in colleges to ensure and enhance the complete interest of teachers towards their profession.

VII. CONCLUSION

The teachers under this study are not satisfied with the overall QWL in their institutions. The reasons for such dissatisfaction is due to the limitations of various factors that affecting the QWL. It is due to inadequate working conditions, the growth opportunities available in their institutions is less, lack of management support and inadequate compensation for their job, etc. Not only these factors but also occupational stress related with their profession is also distracting them. Teachers working in non-government institutions show a higher level of dissatisfaction. But it can be changed by overcoming all the limits. Institutions can provide safer working environment for their teachers, providing up-to-date training programs and conducting seminars, workshops etc. for improving their skills. Management should give more support to teachers in all their activities and ensure fair and adequate salary for

their services, and it is very clear from the study that these factors influencing their personal life too. They were not satisfied with the time available for spend with family and leaves available for them, and most of them often have stress symptoms like headache, migraine, etc. To avoid all these, the above discussed measures are to be taken .We can conclude that teachers were dissatisfied with the QWL in their institutions and facing the problem of occupational stress.

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