

A STUDY ON QUALITY OF WORK LIFE AND JOB SATISFACTION OF SCHOOL TEACHERS DURING PANDEMIC SITUATION IN TIRUCHIRAPPALLI DISTRICT

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ABSTRACT

Teachers in rural villages does not have electronic gadgets to fulfil the teaching requirements. Schools were not able to provide adequate facilities to the teachers. Especially private schools from CBSE syllabus followed by teachers is facing difficulties while teaching. Some students were distracting through youtube, facebook, sharechats and other social media. So teachers could not teach them properly. Teachers always compelling the student to listen teaching. But now students were techno graphs. They were excelling by using electronic gadgets. Sometimes teachers were eliminated from the online mode teaching class room or meeting links. Teachers were facing difficulties maintaining good strength of attendance. Students were attending classes with doing travel, play or any other work. Teachers were teaching in the online mode in lonely. This kind of teaching will not facilitate of learning knowledge and skills. But this kind of teaching for the sack of attendance and procedures. In online mode of teaching in pandemic situation teacher's preparation is doubled but learning will not happen. Online mode of teaching increases the work load, stress, etc. the present study is an attempt to know the perception of quality work life of elementary school teachers and their opinion of job satisfaction.

KEYWORDS: Quality of work life, Job satisfaction, Work Environment, Technology and so on

1. INTRODUCTION

Globalization in India, every industry targets best out of everything. Job market in the world search best personnel in each and every position. All the designations must have its own specifications and its performance must be evaluated. Based on the performance the wage and salary are to be determined. Highly talented and skilled employees will be paid their negotiable remuneration. In a competitive world, every employee must update daily otherwise organization will make them to update.

Impact of second world war many European countries depend on women work forces. Women are equal to men that statement is proved many situations. Now women pilot operates aero plane, women railway pilot operates train, women operates and worked in Aeronautical engineer. Women is having psychological capability then men. Women workers is pervasive in nature of Indian human capital. They entered in all the fields and worked better than men.

Human Resource Management is main objective to increase the productivity of employee and organization as a whole. So, there are numerous management strategies and tactics were practiced among these job satisfaction and Quality of work life were famous strategies. Quality of work life refers to favorableness and unfavorableness of working environment. Organization were taking initiatives to improve the work environment as feasible one definitely productivity

will increase. In the same way if employee satisfied his job and work environment definitely his productivity will increase.

Quality of work life and job satisfaction is the two side of coin which mainly influence on employee's productivity. if satisfied employees must have good quality of work life. Quality of work life will result satisfied employees. quality of work life and job satisfaction helps the organization improves productivity.

Due to Covid-19 all the professionals were instructed to work in home. Especially school teachers also instructed to take class through online mode. Teachers in schools were controlling and taking place of teaching and learning process in High level. Teaching and learning is the primary motive of the schools. Teachers will teach subjects and also discipline to the students in schools. But online mode teaching and learning process does not match the level of teaching quality.

2. REVIEW OF LITERATURE

Jerome S (2015) in his PhD thesis was entitled "A Study on Quality of Work life in the perception of school teaching in Tiruchirappalli Educational District". The research found that there were 18 factors to influencing Quality of work life of School Teachers. It was found that school working environment influenced the mostly to the quality of work life of teachers. It was found that school working environment does not have basic facilities like latrine and sanitizing, canteen etc. so the researcher suggested to the management of school take necessary steps to improve basic facilities [1].

Jerome.S (2013) in his study was entitled "Study on Quality of Work Life Among the Employees at Baby Engineering Private Ltd, Thuvakkudi, Tiruchirapalli". The researcher studied the factors influencing quality of work life employees working at Baby Engineering Pvt. Ltd. The researcher chosen 100 employees as sampling size for the study. It was found that there are eight factors affecting quality of work life of the employees namely fair and adequate compensation, job security, opportunity for professional development, relationship among employees, work environment, constitutionalism of the organization, work life balance, and communication. It was found that nearly 66% of the respondents were opined that they have high level of quality work life in their company [2].

Jerome S (2013) studied the level of QWL. The satisfied random sampling method was adopted by this research. The universe of the sample or total work force of the EID parry Industry is 540. So the sample size 10% or 54 respondents from the universe. It was found that 54.6% of the employees were satisfied their work environment. 52.6% of the respondents are satisfied harmonious relationship of the employees. it was suggested to the management need to improve standard of the basic facilities like good water, rest room facilities, toilet etc [3].

Jerome S (2013) find out the socio-economic background of the employees and their Contribution to QWL. Fifty respondents were selected from the workman categories so the researcher adopts the simple random sampling technique using the lottery method. The researcher selected the respondents from all categories of employees by using simple random sampling. From the study they can arrived the conclusion that the quality of work life contributes to the workers' performance in a holistic manner. The study also helps us to know the loop holes of the Company in providing the workers' basic necessities. It also helps us to know how the workers are treated by the management. It also helps the workers to address their grievances [4].

3. STATEMENT OF THE PROBLEM

Teachers in rural villages does not have electronic gadgets to fulfil the teaching requirements. Schools were not able to provide adequate facilities to the teachers. Especially private schools from CBSE syllabus followed by teachers is facing difficulties while teaching. Some students were distracting through youtube, facebook, sharechats and other social media. So teachers could not teach them properly. Teachers always compelling the student to listen teaching. But now students were techno graphs. They were excelling by using electronic gadgets. Sometimes teachers were eliminated from the online mode teaching class room or meeting links. Teachers were facing difficulties maintaining good strength of attendance. Students were attending classes with doing travel, play or any other work. Teachers were teaching in the online mode in lonely. This kind of teaching will not facilitate of learning knowledge and skills. But this kind of teaching for the sack of attendance and procedures. In online mode of teaching in pandemic situation teacher’s preparation is doubled but learning will not happen. Online mode of teaching increases the work load, stress, etc. the present study is an attempt to know the perception of quality work life of elementary school teachers and their opinion of job satisfaction.

4. OBJECTIVE OF THE STUDY

The following objectives were framed for the present study.

- To study the perception of Quality of work life and job satisfaction of school teachers in Tiruchirappalli Town.
- To know the factors affecting quality of work life and job satisfaction of school teachers.
- To offer suitable suggestions to improve the quality of work life and job satisfaction of the teachers in order to improve the productivity of the school.

5. METHODOLOGY

The present study is descriptive by nature. The universe of the study was constituting that school Teachers were working under geographical territory of Tiruchirappalli District. The researcher was select the school teachers were working in private elementary schools in Tiruchirappalli District. The sample size was confined as 50 prospective respondents. The convenient sampling technique or purposive sampling technique was adopted.

Analysis and interpretations

T test

	Residenti al status	N	Mean	Std. Deviation	
Feel respected	Urban	36	2.97	1.464	T = 8.874 .005>0.05 significant
	Rural	14	1.86	.949	
Adequate and fair compensation	Urban	36	2.69	1.489	T = .735 .395>0.05 Not significant
	Rural	14	3.07	1.685	

Welfare measures	Urban	36	2.58	1.461	T = .907 .346 > 0.05
	Rural	14	2.36	1.393	Not significant
Manage workload effectively	Urban	36	3.00	1.454	T = .646 .426 > 0.05
	Rural	14	2.07	1.385	Not significant
Relationship	Urban	36	2.89	1.469	T = .818 .370 > 0.05
	Rural	14	2.79	1.626	Not significant
Stress	Urban	36	2.14	1.246	T = 5.339 .025 > 0.05
	Rural	14	2.93	1.639	significant
motivation	Urban	36	3.25	1.442	T = .332 .567 > 0.05
	Rural	14	2.29	1.383	Not significant
Feel freedom	Urban	36	3.25	1.402	T = 1.811 .185 > 0.05
	Rural	14	2.79	1.672	Not significant
Take responsibility and authority	Urban	36	2.33	1.352	T = .368 .547 > 0.05
	Rural	14	2.50	1.557	Not significant
Work environment	Urban	36	2.86	1.570	T = 6.501 .014 > 0.05
	Rural	14	2.21	1.188	Significant
Overall quality of work life	Urban	36	44.2222	8.25006	T = 1.877 .569 > 0.05
	Rural	14	39.1429	7.02585	Not Significant

Research Hypothesis

There is a significant difference between residential status of the respondents and their overall perception about quality of work life

Null Hypothesis

There is no significant difference between residential status of the respondents and their overall perception about quality of work life

Tools used

Student 't' test was used in the above tale

Findings

The above table shows that there is no significant difference between residential status of the respondents and their overall perception about quality of work life. Hence the calculated value is greater than the table value. So that research hypothesis is rejected and null hypothesis is accepted.

Linear Regression

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.001 ^a	.000	-.021	1.46131

a. Predictors: (Constant), marital status

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.000	1	.000	.000	.992 ^b
	Residual	102.500	48	2.135		
	Total	102.500	49			

a. Dependent Variable: overallperceptionabout job satisfaction
 b. Predictors: (Constant), marital status

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.705	.512		24.796	.000
	age	-.002	.207	-.001	-.010	.992

a. Dependent Variable: overallperceptionjobsatisfaction

Research Hypothesis

There is a significant relationship between marital status of the respondents and their overall perception of job satisfaction of teachers

Null Hypothesis

There is no significant relationship between marital status of the respondents and their overall perception of job satisfaction of teachers

Tools used

Linear regression test was used in the above tale

Findings

The above table shows that there is no significant relationship between marital status of the respondents and their overall perception of job satisfaction of teachers. Hence the calculated value is greater than the table value. So that research hypothesis is rejected and null hypothesis is accepted.

8. FINDINGS OF THE STUDY

- 63% of the teachers does not have sufficient technological facilities like laptop, web camera, and headphones etc.
- 71% of the elementary school teachers opined that the preparation work is double but there is no result.
- 67% of the teachers opined that they could not find the transportation facilities to reach the work place.
- 72% of the respondents opined that they enjoy the work freedom.
- 69% of the respondents opined that clerical work is increased compare to teaching work.

9. SUGGESTIONS OF THE STUDY

- The school management take necessary steps to increase parents' involvement to attend the online class.
- The school management is ensuring that teachers have adequate technological facilities to conduct online class. otherwise school may provide some remedy measures.
- The school management has to take necessary steps to increase their salary or reimburse of their expenses because teachers were purchasing laptop, webcam, and other materials for online class.

10. CONCLUSION

Quality of work life and job satisfaction of teachers will boost the teaching and learning process. Students welfare is the ultimate aim for the quality of work life of teachers. Adequate facilities, good working environment, job satisfaction, job security, opportunities for professional development were highly influenced the quality of work life of teachers. Government and school management has taken policy related decisions to boost level of job satisfaction and quality of work life private school teachers. Most of the private school teachers were receiving minimum salary for their work.

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