



A Study On Quality Of Work Life And Job Satisfaction Of Women Employees Working In Educational Sector In Thanjavur District

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ABSTRACT

The purpose of this study was to evaluate the quality of the working environment and job satisfaction of private school instructors in Thanjavur District. This study used a quantitative descriptive-correlational research approach. Data were collected from 150 private school instructors in the Thanjavur District using frequency counting, percent, one-way Anova, and independent sample t tests. The quality of private school instructors' working lives did not significantly change depending on their location or previous employment history, according to the research. Additionally, the study discovered no discernible differences in work satisfaction based on geography or marital status. The study used six private schools in the Thanjavur District. Employees must understand exactly what is expected of them in order to contribute the most and have the biggest impact. Work with their personnel to set professional milestones and goals so they may understand their current responsibilities as well as their potential for progress.

Key words: Quality of work life, women employees, job satisfaction, One way Anova.

1. INTRODUCTION

The human relations movement, which placed more emphasis on the value of people than on machines, restored the balance and highlighted the importance of people in workplaces. For the development of the organisation, academics and practising managers have given a great deal of attention to the study of job satisfaction and its relationship with the quality of work life. When we talk about the quality of work life, we're talking about how well employees get along with their overall working environment, which includes things like adequate and fair pay, safe and healthy working conditions, the chance to use and develop one's human potential, the chance to advance professionally, social integration into the workforce, work-life balance, participative management style, and reward and recognition.

The study of organisational behaviour and the practise of human resource management are particularly interested in specific employee attitudes related to job satisfaction. In contrast to the discussion of attitudes so far, which has direct implications, the discussion of job satisfaction focuses on employees' attitudes towards their jobs.

2. REVIEW OF LITERATURE

Catherine and Fonceca, (2022) Their study started with the phenomenon of workload issues and unclear tasks that force employees to meet the workload provided by employees in order to receive promotions in accordance with career development plans that have not been implemented properly, resulting in job satisfaction that is contrary to what the employees had hoped for. The purpose of this study was to determine the impact of work load (WL) and career development (CD) on job satisfaction or FT XYZ, and it employed quantitative approaches to do so. The saturation sample research included 88 people and utilised a total of 88 samples. In this investigation, the study instrument's validity and reliability were tested using a questionnaire as a test data collection method. Data are analysed using structural model analysis and PLS, SEM.

Thakur, A., and Geete, V. (2021) studied on Women are having trouble juggling their personal and professional lives at the same time, according to a study on the work-life balance of female employees in the education sector. The findings showed that female employees spend more time at the workplace psychologically preoccupied with work-related tasks, which impacts their family duties and temperament. They are juggling both tasks, but they are not happy with the office's assistance in resolving their home issues. Because of this, their personal issues have an impact on their career, and vice versa.

Noda, H. (2020) utilised data on men and women in Organisation for Economic Co-operation and Development nations, researchers examined the relationship between work-life balance and life satisfaction. According to the author's research, implementing work-life balance policies improves life satisfaction for both men and women. However, men experience a greater increase in life satisfaction than women do when there is a 1% change in the level of work-life balance. Issues with work-life balance have traditionally been seen as more of a worry for women than for males. The findings also suggest that improving life happiness requires institutional design that effectively accounts for men's and women's work-life balance.

3. STATEMENT OF THE PROBLEM

Women are more likely to perform well and stick with a firm for a longer amount of time if they are pleased and content with their work. In fact, business units with staff members who consistently score in the top half for employee engagement have a 50% greater likelihood of productivity success. When women feel content, at ease, appreciated, and driven, their performance increases. Let's look at the benefits of having a high level of job satisfaction at work. In certain aspects, job happiness is regarded as crucial. Regardless of job title or remuneration, employees who report high work satisfaction typically have greater production rates. Keeping workers content and secure may be advantageous for the company as well as the workers. Employees who are only little more satisfied are likely to perform somewhat better than unhappy employees. Employees who are dissatisfied are just slightly less likely than those who are happy to skip work and leave the organisation.

4. OBJECTIVES OF THE STUDY

- ❖ To know the demographic influences on Quality of work life of women employees working in Private schools located in Thanjavur District.
- ❖ To find out the impact of the demographic influences on Job satisfaction of women employees working in private schools located in Thanjavur district.

5. HYPOTHESES OF THE STUDY

- ❖ Ho: There is no significant influence on age and quality of work life and Job satisfaction of women employees working in Private schools located in Thanjavur District.
- ❖ Ho: There is no significant influence on working experience and quality of work life and Job satisfaction of women employees working in Private schools located in Thanjavur District.
- ❖ Ho: There is no significant influence on location and quality of work life and Job satisfaction of women employees working in Private schools located in Thanjavur District.
- ❖ Ho: There is no significant influence on marital status and quality of work life and Job satisfaction of women employees working in Private schools located in Thanjavur District.

6. RESEARCH METHODOLOGY

The study used mixed research methodologies, which blend quantitative and qualitative techniques. However, each approach to using quantitative, qualitative, or hybrid research methodologies has its own unique process, strategy, justification, and argument. In a qualitative technique, the researcher's objective is to create theoretical notions and patterns from observable data, often using inductive reasoning. On the other hand, a researcher conducting a quantitative study employs the deductive technique, which studies local context applicability using macro-level theory or policy.

Both primary and secondary resources served as the study's data sources. The sources and procedures for gathering these data are covered in the next subsections.

The primary information was gathered based on a self-report methodology employing questionnaires, interviews, and observations.

The study's population was selected using a random sampling technique. In Thanjavur District, Tamil Nadu, six private schools participated in this data gathering. The current study is based on both primary and secondary data, which were gathered by asking school instructors to complete questionnaires regarding their

job satisfaction and quality of work life. As a result, the questionnaire asks about the socioeconomic background of the sample respondents. A clear and organised questionnaire was used to gather the primary data.

As a result, characterising the traits of school instructors is the focus of descriptive research investigations. Dependent variables and independent variables are two sets of variables that the study justifies using. There are two dependent variables, as the problem's title indicates.

- a. Quality of Work Life
- b. Job Satisfaction

Based on the presumption that there are quantifiable variations among levels in terms of how the dependent variables are perceived, independent variables are created. Age, employment history, marital status, and location are included.

For the purpose of choosing the school instructor, a non-probability sampling approach called purposeful sampling was used. A series of interviews was arranged to obtain answers from school teachers for the questionnaire. 165 survey cards were handed out. The 15 surveys that were left blank or unresponsive were eliminated. Finally, 150 people made up the entire sample.

7. ANALYSIS

Assessment of Reliability

Table:1 Summary of reliability Test

Quality of work life	Cronbach's Alpha	Number of item
Career Growth and Development	0.722	3
Pay and Benefits	0.962	3
Work life balance	0.937	4
Social Integration	0.804	3
Nature of job	0.719	3
Job Satisfaction	Cronbach's Alpha	Number of item
Working Environment	0.853	3
Fair policies and Implementation	0.824	4
Promotion	0.971	3

Based on the result shown in the Table 1, all variables obtained cronbach's alpha related with Quality of work life exceeds 0.7. Therefore, all variables in this study are reliable; all variables obtained cronbach's alpha related with job satisfaction exceeds 0.8. Therefore, all variables in this study are highly reliable.

Table 2 Socio – Economic Characteristics of Respondents

Descriptions	No. of Respondents	Percentages
Age		
Less than 25	13	10
25 - 45	87	73
More than 45	20	17
Total	120	100
Working Experience		
Less than 5 years	81	68
5-10 years	27	22
Above 10 years	12	10
Total	120	100
Location		
Urban	96	80
Rural	24	20
Total	120	100
Marital status		
Married	68	57
Single	52	43
Total	120	100

Source: field survey

From the above table 1, the number of respondents and the percentage of respondents among 438 private school teachers working in Thanjavur District are depicted.

Table:3 Independent Sample t-Test and One way Anova on Quality of work life

Ho	Demographic Variable	Value of significance	T value & F value	Items Significance	Result
1.	Age	0.102	F=32.196	Work life balance, Social Integration	Accepted (10% level of significance)
2.	Working experience	0.561	F=19.117	Nil	Rejected
3.	Location	0.847	T=7.289	Nil	Rejected
4.	Marital status	0.009	T=9.855	Work life balance	Accepted

From Table 3, the demographic variable of age is significant with the factors namely work life balance and social integration; Work life balance is the only factor influenced by Marital status. So the Null hypothesis is accepted. In the meanwhile, working experience and location is not influencing the factors under Quality of work life. So, the null hypothesis is rejected.

Table:4 Independent Sample t-Test and One way Anova on Job satisfaction

Ho	Demographic Variable	Value of significance	T value & F value	Items Significance	Result
1.	Age	0.019	F=42.874	Working Environment, Promotion	Accepted
2.	Working experience	0.038	F=38.189	Promotion	Accepted
3.	Location	0.880	T=4.296	Nil	Rejected
4.	Marital status	0.189	T=14.636	Nil	Rejected

From Table 4, the demographic variables of age and working experience are significant with the factors namely working environment and promotion; followed by promotion respectively. location and Marital status are no significance with any constructs.

8. INTERPRETATION

Indicators of teachers satisfaction include their comfort and enjoyment at work as well as the fulfilment of their needs and wants. The teachers contentment may also be influenced by a person's job satisfaction or the quality of their work environment. The teachers job satisfaction may be clearly identified in connection to a number of significant characteristics, including wellness, stress at work, control at work, working environment, etc. Effective employee satisfaction for people stems from the emotional state they are in about their jobs. How an organisation treats its people is the cornerstone of employee happiness. Employees must understand exactly what is expected of them in order to contribute the most and have the biggest impact. Work with their personnel to set professional milestones and goals so they may understand their current responsibilities as well as their potential for progress. Some of our fondest professional memories are shaped by the bonds we have with our mentors and coworkers. It may seem challenging for remote employees to establish close relationships and a safe environment where individuals can be themselves, yet it is achievable.

9. REFERENCES

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