Association of Demographic Variables (Age and Gender) on Quality of Work Life of Employees in Private Technical Educational Institutions in Bhopal M. P.

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Abstract – The success and survival of any organization depends upon the potential and motivation of the employees working in it. The motivation of employees is directly associated with the Quality of Work Life (QWL) they experience in the organization to continue to attract and retain employees. In this connection the quality of work life of employees in private technical educational institutions plays a significant role in disseminating their role and duties. Due to mushroom growth of engineering colleges in India and no proper regulatory control the employees working in private engineering colleges has less scope for QWL, which is very dismal. The current study was conducted to study relationship between all identified variables of quality of work life and to study the relationship between quality of work life of teachers working in various private engineering colleges with demographics factors (Age and Gender) more specifically in Bhopal district of Madhya Pradesh. The data was gathered through a five point Likert scale questionnaire from 312 teaching and 104 non-teaching (total-416) respondents of six private engineering colleges of Bhopal. Mean, Standard deviation, one way ANOVA, T-test were carried out to serve the purpose of study.

Keywords – Quality of Work Life, Demographic Factors (Age and Gender).

I. INTRODUCTION

Quality of Work Life is the vital concept it attempts to design work environment so as to take full advantage of concern for human welfare. A high quality of work life is necessary for organization to continue to attract and retain employees. QWL is important for this competitive environment for maintaining qualified and skilled employees. High QWL would help to fulfill employee's needs, thereby fulfill the organizational goals effectively and efficiently.

Technical education plays an important role to become a competitive player in the universal knowledge economy. It aims primarily at equipping a man for work in the practical sense of getting him fit for a job. To improve the standard of education in these sectors, skilled, knowledgeable, experience faculty is extremely important resource. Because of the influence of present socio economical factors retention rate of colleges day by day reducing. In order to take care of this resource QWL interventions are more important.

To reduce erosion rate and to maintain skilled and capable teaching faculties in this competitive environment is the big setback. From the different researchers study it is acknowledged that QWL is directly effect on the organization performance. The present study is to make out the perception of the employees towards QWL in the technical institutions and the related demographic variables such as gender and age on Quality of Work Life of the employees in private engineering colleges in Bhopal. The study helps the college employees to know the level of perception towards QWL and to enhance the same by educational a-

-dministrators.

II. REVIEW OF LITERATURE

Before resuming with objectives the researcher has gone through past studies on the topic and present as review of literature as follows.

Nanjundeswara swamy and Swamy (2013) conducted a study on QWL of staff privately technical establishments and located that out of the 109 respondents, 48.6% were glad whereas fifty one.4% were found not happy with the QWL. Their results reveal a big relationship between QWL of teaching and non-teaching employees however demographic variables like age, gender, designation, salary, expertise area unit freelance of QWL. In step with them, Quality of work life is very important for all organizations to take care of and attract the workers. It's conjointly discovered that adequacy of resources is a lot of correlative and coaching and development area unit less correlative with quality of work life in teaching staffs and just in case of non teaching staffs compensation and reward area unit a lot of correlative and work surroundings is a smaller amount correlative with QWL.

Tanushree Bhatnagar and Harvinder Soni (2015) in their study on the impact of quality of work life on job satisfaction has been studied supported the demographic variables of gender, age and work expertise of academics. The tactic of this study is descriptive analysis and also the survey was conducted among a hundred college academics in Udaipur town. Results show that there's a relationship between QWL and job satisfaction.

Debasis Pani (2015) in their analysis tried to grasp however varied freelance factors like nature of job, stress level, work independence, job security, career prospects, safety and health work conditions, chance for growth and security and total life house absolutely influence the dependent coagulation factor i.e., overall QWL experiences of colleges operating in numerous private engineering colleges. The study reveals that chance for growth and security issue have larger impact on overall QWL expertise, wherever as nature of job, job security and life area has moderate impact and therefore the rest factors has less impact on overall QWL expertise. Finding of the study additional indicates that overall QWL experiences don't vary considerably because of age and gender.

On the contrary, the results of the study conducted by Mehrotra and Khandelwal (2015) in their investigation on the association of demographic factors (gender and salary) on QWL of teaching staff of private technical establishments in Bareilly Region, Asian country discovered a major association between QWL and demographic characteristics (gender and salary) of the staff, teacher's job satisfaction, commitment, and performance level. Hence, higher instructional authority ought to take progressive steps to arrange a tributary and congenial work culture and surroundings at higher instructional level during which each teacher works in an exceedingly well outlined manner for his or her own excellence and for institutional effectiveness conjointly.

In another research conducted in India by Elamparuthy and Jambulıngam (2016) on 230 college teachers' perceptions of concluded that female employees are more satisfied with their QWL than male employees. They observed that female employees are more satisfied than male employees; the chi square test confirms that the demographic variable gender and salary have an association with each other and therefore with the

quality of work life of teaching staff in private technical institutions. The sample consists of 110 teaching employees of a technical institution.

In another study conducted by M. Arthy and Dr. M. Nandhini (2016) concluded that there is a moderate level of quality of work life is found among the faculty members and the demographic variable namely age, gender, marital status, income, experience has a significant influence on QWL of the engineering college faculty member.

III. OBJECTIVES

The study focuses upon the demographic variables such as gender and age a vital role in the study of Quality of work life of the employees.

- To assess the effects of demographic factors age and gender of Quality of Work life and their impact on academician's respondents working in selected self financing engineering colleges.

IV. PROPOSED METHODOLOGY OF THE STUDY

4.1. *Scope of the Study*

The respondents were teaching and non-teaching staff involved in this research study were selected from various reputed privately managed engineering colleges LNCT, TIT, OIST, SIRT, RIT, VNSIT established in Bhopal.

4.2. *Sample Size*

The population of sample size for this study includes teaching and non-teaching staff who are employed in various privately managed engineering colleges in the Bhopal district of M.P. It involves a sample size of 416 employees.

4.3. *Data Collection*

Primary data will be collected through questionnaire constructed for this study. The study focuses on perceptions and attitudes of employees in relation to various quality of work life parameters like security, compensation, welfare facilities etc. While the views and opinions on broad issues have been collected from institutional authorities and heads of various departments in the selected institutions, the sample respondent employees constituted the main source of information which is collected by administering a structured questionnaire.

4.4. *Survey Instrument*

A structured questionnaire was developed with five point likert scale, with 1 the highly dissatisfied and 5 is highly satisfied on QWK variables such as working environment, organization culture and climate, relation and co-operation etc. A three point likert scale developed to measure the overall variable, with 2 is dissatisfied, 3 is neutral, 4 is satisfied.

4.5. *Statistical Tools*

Data analysis was done using statistical package for social science (SPSS) version 20.0 for the data gathered

through structured questionnaire. Mean, Standard Deviation, T-test and one way ANOVA were used as statistical tools.

V. DATA ANALYSIS

Demographic features of teaching and non-teaching staff of self financing engineering colleges in the district of Bhopal are exhibited with the help of table 1 below:

Demographic Variable	Categories	Counts	Percentage
Age	Less than 30 Years	49	11.78%
	30 to 45 Years	233	56.01%
	Above 45 Years	134	32.21%
Gender	Male	282	67.78%
	Female	134	32.22%
Educational Qualification	Under Graduate & below	120	28.84%
	Post Graduate	249	59.86%
	PhD.	47	11.30%
Academic Experience	2 to 5 Years	44	10.58%
	6 to 10 Years	116	27.88%
	Above 10 Years	256	61.54%
Annual Salary	1 to 2 lakhs	67	16.10%
	2 to 4 lakhs	152	36.54%
	Above 4 lakhs	197	47.36%

In the present study a sample size of 416 teaching and non-teaching staff of different private engineering colleges in the district of Bhopal has been taken as respondents, which include 282 male and 134 female employees and they have been categorized on the basis of various demographic factors like age, gender, educational qualification, academic experience, annual salary.

VI. DESCRIPTIVE STATISTICS OF OVERALL QWL OF EMPLOYEES WITH DEMOGRAPHIC VARIABLE (AGE)

There Were Only three Quality of Work Life Variables Showed Significant Results on Age Wise Staff Classification

The first F-value for the variable "What is your opinion about the welfare facilities in this institution?" of work environment, dimension of QWL (F = 3.05, p<.05) was obtained significant. The mean value was highest for the age group 30-45 years staff (M = 3.87); followed by man value for age group below 30 years staff (M = 3.73), and then for mean value for age group above 45 years staff (M = 3.62). It indicates that age group 30-45 years staff favoured the variable "What is your opinion about the welfare facilities in this institution?" of QWL compared to age group below 30 years & above 45 years.

The second F-value for the variable "I feel comfortable and satisfied with my job" of Job satisfaction and Job

security, dimension of QWL (F = 3.34, p<.05) was obtained significant. The mean value was highest for the age group below 30 years staff (M = 4.16), followed by mean value for the age group 30-45 years staff (M = 3.81) and then for mean value for age group above 45 years staff (M = 3.80). It indicates that age group of below 30 years staff favoured the variable "I feel comfortable and satisfied with my job" of QWL to age group 30-45 years staff and above 45 years staff.

The third F-value for the variable "The people I work with can be relied on when I need help" of Job satisfaction and Job security, dimension of QWL (F = 3.73, p<.05) was obtained significant. The mean value was highest for the age group below 30 years staff (M = 4.06), followed by mean value for the age group 35-40 years staff (M = 3.96) and then for mean value for age group above 45 years staff (M = 3.74). It indicates that age group of below 30 years staff favoured the variable "The people I work with can be relied on when I need help" of QWL compared to age group 30-45 year staff and above 45 years staff.

VII. FINDING OF AGE WISE VARIANCES

There were only three Quality of Work Life variables showed significant results on age wise staff classification.

A. The age group of below 30 years staff (M = 4.16) favoured the variable "I feel comfortable and satisfied with my job" of QWL to age group 30-45 years staff and above 45 years staff.

B. The age group of below 30 years staff (M = 4.06) favoured the variable "The people I work with can be relied on when I need help" of QWL compared to age group 30-45 year staff and above 45 years staff.

C. The age group 30-45 years staff (M = 3.87) favoured the variable "What is your opinion about the welfare facilities in this institution?" of QWL compared to age group below 30 years & above 45 years.

VIII. DESCRIPTIVE STATISTICS OF OVERALL QWL OF EMPLOYEES WITH DEMOGRAPHIC VARIABLE (GENDER)

There were Only ten Variables of Quality of Work Life Showed Significant Results on Gender Wise Staff Classification

The t-value for the first variable "I have harmonious relationship with my colleagues" of Relations and cooperation's dimension of QWL obtained significant (t == 5.47, p<.01). The mean value for male and female staff is (M = 4.15) same. It indicates that both male and female staff favoured "I have harmonious relationship with my colleagues" of quality of work life.

The t-value for the second variable "I feel that the training programs should be conducted frequently" of Training & Development dimension of QWL obtained significant (t == 4.10, p<.01). The mean value for male (M = 4.13) staff is higher than female (M = 4.01) staff. It indicates that the male staff favoured "I feel that the training programs should be conducted frequently" compared to female staff.

The t-value for the third variable "There are much defined channels for information exchange and transfer" of Adequacy of Recourses dimension of QWL obtained significant (t == 5.59, p<.01). The mean value for male (M = 3.90) staff is higher than female (M = 3.75) staff. It indicates that the male staff favoured "There are much defined channels for information exchange and transfer" compared to female staff.

The t-value for the fourth variable "Communication and information flow between the departments is effective and satisfactory" of adequacy of recourses dimension of QWL obtained significant (t == 6.36, p<.01). The mean value for male (M = 4.12) staff is higher than female (M = 3.94) staff. It indicates that the male staff favoured "Communication and information flow between the departments is effective and satisfactory" compared to female staff.

The t-value for the fifth variable "Funding for prototype research equipment is available" of Adequacy of Recourses dimension of QWL obtained significant (t == 4.74, p<.01). The mean value for male (3.95) staff is higher than female (M = 3.73) staff. It indicates that the male staff favoured "Funding for prototype research equipment is available" compared to female staff.

The t-value for the sixth variable "I don't find my work is quite stressful" of autonomy of work dimension of QWL obtained significant (t == 7.25, p<.01). The mean value for male and female (M = 3.61) staff. It indicates that the male and female staff both favoured variable "I don't find my work is quite stressful".

The t-value for the seventh variable "In my organization employee rewards are linked to job performance" of compensation and reward dimension of QWL obtained significant (t == 5.94, p<.01). The mean value for male (M = 3.79) staff is higher than female (M = 3.75) staff. It indicates that the male staff favoured variable "In my organization employee rewards are linked to job performance" compared to female staff.

The t-value for the eighth variable "My institution provides incentives in view of faculty achievements" of Compensation and Rewards dimension of QWL obtained significant (t == 6.77, p<.01). The mean value for male (M = 3.75) staff is higher than female (M = 3.57) staff. It indicates that the male staff favoured variable "My institution provides incentives in view of faculty achievements" compared to female staff.

The t-value for the ninth variable "I feel Quite secured about my job" of Job satisfaction & job security dimension of QWL obtained significant (t == 6.98, p<.01). The mean value for male (M = 3.70) staff is higher than female (M = 3.64) staff. It indicates that the male staff favoured variable "I feel Quite secured about my job" compared to female staff.

The t-value for the tenth variable "Overall job satisfaction is good in this organization" of job satisfaction & job security dimension of QWL obtained significant (t == 5.05, p<.01). The mean value for male (M = 3.97) staff is higher than female (M = 3.88) staff. It indicates that the male staff favoured variable "Overall job satisfaction is good in this organization" compared to female staff.

IX. FINDINGS OF GENDER WISE VARIANCES

There were Only ten Variables of Quality of Work Life Showed Significant Results on Gender Wise Staff Classification

A. Both male and female staff (M = 4.15) favoured "I have harmonious relationship with my colleagues" of quality of work life.

B. The male staff (M = 4.13) favoured "I feel that the training programs should be conducted frequently" compared to female staff.

C. The male staff (M = 4.12) favoured "Communication and information flow between the departments is

effective and satisfactory" compared to female staff.

D. The male staff (M = 3.97) favoured variable "Overall job satisfaction is good in this organization" compared to female staff.

E. The male staff (M = 3.90) favoured "There are much defined channels for information exchange and transfer" compared to female staff.

F. The male staff (M = 3.95) favoured "Funding for prototype research equipment is available" compared to female staff.

G. The male staff (M = 3.79) favoured variable "In my organization employee rewards are linked to job performance" compared to female staff.

H. The male staff (M = 3.75) favoured variable "My institution provides incentives in view of faculty achievements" compared to female staff.

I. The male staff (M - 3.70) favoured variable "I feel Quite secured about my job" compared to female staff.

J. Both male and female staff (M = 3.61) both favoured variable "I don't find my work is quite stressful".

X. HYPOTHESIS TESTING RESULTS

Hypothesis No.-1:

H_N: There will be no deviation with reference to all the dimensions of the QWL among the faculties' respondents according to their demographic features.

H_A: There will be weighty perceptional deviation with reference to all the dimensions of Quality of Work Life among the faculties' respondents according to their demographic features.

The overall data analysis results reveal that our null hypothesis has been discarded; I found that the alternate hypothesis is the current hypothesis.

Hypothesis No.-2:

H_N: There will be no deviation with reference to all the dimensions of the QWL among the non-teaching staff respondents according to their demographic features.

H_A: There will be weighty perceptional variance found with reference to different parameters of all the dimensions of quality of work life among the non-teaching staff respondents according to their demographic features.

The overall data analysis results reveal that our null hypothesis has been discarded; I found that the alternate hypothesis is the current hypothesis.

To analysis hypothesis according to age, we use ANOVA one way. The foregone detailed presentation on the data analysis results clearly evidences that all the 4 null hypothesis formulated and mentioned by the researcher in the methodological framework of the study are fully discarded, the alternate hypothesis is applied for this study. To analyze that the either from gender, we use mean, standard deviation and T-test. On the basis of independent samples T-test or one way ANOVA, all through significant perceptional differences are detected

among the teaching and non-teaching respondents with regard to the nine dimensions of quality of work life according to their demographic characteristics.

XI. CONCLUSION

Quality of work life of employees is very important in the current scenario. A good quality of work life leads better outcomes in the organization towards their goals. The present study concludes that a moderate level of quality of work life is found among the employees and demographic variables age and gender has no significant influence over the quality of work life of the faculty members in engineering college.

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