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A STUDY OF QUALITY OF WORK LIFE OF ENGINEERING INSTITUTE FACULTIES

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ABSTRACT

In current scenario every organization wants more output in comparison of less input, it can be possible when working employee find its working place comfortable as per the job requirement. The quality of work Life (QWL) Apart from ensuring fair pay, the fair treatment of employees and safe working conditions, many companies respond to specific employee needs. In India, some of the companies that emphasize the quality of work life are Hewlett-Packard, SmithKline Beecham, American Express, Colgate Palmolive, Gillette, Dr. Reddy's Laboratories, Reliance and Maruti Udyog Limited. HP allows flexible working arrangements for its employees and follows certain innovative practices such as allowing employees to avail leave for special occasions . Same QWL study was carried out with reference to Engineering institute.

INTRODUCTION

Today, the higher education systems, especially technical education in India has undergone a remarkable changes including the establishment of new private universities as well as the penetration of foreign universities. India`s rendezvous with technical education began in1847, with the establishment of Civil Engineering College at Roorkee for training engineers. But today, India has 31,324 colleges with approved intake of 8.5 lakh in engineering and 1.5 lakh in the management sector respectively. Indian higher education perhaps has the biggest Private Public Partnerships in the world. Much of the infusion of private funds in higher education 33has been through private colleges affiliated to a public university. In this model, the university provides overall academic supervision, sets the curriculum and conducts the examination. The quality of higher educational institutions is ensured through accreditation. According to Houston D et al. (2006) all such changes demonstrate the complexity of academic work in an increasingly demanding environment

- After Industrial Revolution, the importance of human factor reduced because of the vast mechanization. Various problems like job dissatisfaction, boredom, absenteeism, lack of commitment etc came up.
- Most management theories give emphasis on production, manipulating the skills of employees.
- Tavy stock Institute of Human Relations research on "workers problems in Industrial world" and they produced a study approach called Socio-technical system in which they gave great importance to "job design" to satisfy human needs adequately and the need for Q.W.L. in an organization was emphasized.

OBJECTIVES OF Q.W.L

- To improve the standard of living of the employees.
- To increase the productivity
- To create a positive attitude in the minds of the employees.
- To increase the effectiveness of the organization (profitability, goal accomplishment etc.,)

GENERAL CONCEPT OF Q.W.L.

The concept was being given potential importance right from early 1950's. It is interpretedand viewed in different ways.

- Management and supervisory style
- Freedom and autonomy to make decision on the job
- Satisfactory Physical surroundings
- Job safety
- Meaningful tasks.

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QWL IN INDIA

The quality of work Life (QWL) Apart from ensuring fair pay, the fair treatment of employees and safe working conditions, many companies respond to specific employee needs. In India, some of the companies that emphasize the quality of work life are Hewlett-Packard, SmithKline Beecham, American Express, Colgate Palmolive, Gillette, Dr.Reddy's Laboratories, Reliance and Maruti Udyog Limited.HP allows flexible working arrangements for its employees and follows certain innovative practices such as allowing employees to avail leave for special occasions (marriage, exam preparation, adoption of a child, bereavement in the family, and paternity). QWL in India has emerged as a movement. Following are the factors that led to the QWL movement in our country:

1. Changing profile of the Indian worker from and illiterate, rural, low caste individual toeducated, urban and essentially belonging to upper strata of caste structure has madehim/her more concern for own hopes and aspirations.
2. That worker is not just like other factors of production such as, machinery, land, andcapital but a human being with feelings and emotions, has made organizations behavewith workers accordingly. The establishment of a separate Ministry of Human ResourceDevelopment by the Government of India is a testimony to such realization.
3. In India, around 10 per cent of workers in organized sector are unionized. The past recordrelation to labour unions lends enough evidence that the unionized work force has beenmuch vocal for demands of one type or other.
4. That human behavior is highly unpredictable and complex underlines the need for thestudy of organizational behavior. QWL is one of the newer concepts experimenting howto make effective utilization of human resources.
5. QWL in India seems in practice in a variety of operational systems like workersparticipation, job enrichment, quality circles, etc. Here, an attempt has been made to give anoverview of these in terms of their broad coverage and experiences of Indian organization withthem.

MEASURING QUALITY OF WORK LIFE

The Richard Walton, an American Professor, played a major role in developing the conceptof Quality of Work Life. The eight factors he proposed to measure Quality of Work Life hasmade the task easy worldwide.

1. Adequate and Fair compensation
2. Safe and healthy working conditions
3. Opportunity to develop human capacities
4. Opportunity for career growth
5. Social integration in the workforce
6. Constitutionalism
7. Work and Quality of Life
8. Social relevance

TECHNICAL EDUCATION AT A GLANCE IN MAHARASHTRA

Between 1948 and 1960, the states of Maharashtra and Gujarat were together. An engineering college at Ahmedabad, a separate polytechnic at Pune and two model polytechnics, one at Bombay and another at Ahmedabad were started. Along-with this, technical high schools and high school centers were started to orient the students towards the engineering profession. The concept of technical high school centre was a novel concept, in that; it could cater to the need of purely academic schools in the locality of very low cost in terms of infrastructure and running expenditure.

Due to the very large growth, and in order to facilitate monitoring and development of technical institutes and courses, the Directorate of Technical Education was bifurcated in 1984 and the Directorate of Vocational Education and Training was formed. This new Directorate was given the charge of industrial training institutes, technical high schools and certificate course institutes in the state. The Directorate of Technical Education was given the responsibility of degree and diploma level institutions in Engineering and Technology, Architecture, Pharmacy, Hotel Management and Catering Technology etc. The Directorate was also entrusted with the monitoring and control of management institutions imparting degree and diploma level training in various branches of management.

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Table No:-1 Engineering Institutes at a glance in the Maharashtra State

Sr. No.	College	1970-1971	1983-1984	1995-1996	2007-2008	2013-2014
1	Government	4	4	4	6	7
2	Govt. Aided	6	7	9	11	12
3	Unaided	0	33	77	153	300
	Total	10	44	90	170	319

Source: - www.aicte.org.in (2014-15)

"Does the quality of work life of Government and Private engineering college teachers provide amicable growth in engineering academia?" The QWL provides a boost to faculties working in various B-schools. The basic nature of the work, the freedom at work could help the faculty members in being closely associated with the work. The physical environment of work life, Research activities, Faculty development programs, compensation package, place a true picture in instigation of faculty development. Research facilities and emoluments are undoubtedly necessary for a fireless and satisfied work performance.

Training is an opportunity area where the Government and Private engineering college engineering faculties can utilize for their self development and updating of their work knowledge. Ultimately every effort that managements take for faculty members and the perseverance of the faculties will help in maintaining their motivation and satisfaction level which is important for the effective performance of any employee.

DESCRIPTIVE CUM DIAGNOSTIC

Descriptive study describes the agreement level of quality work life of the respondents, with respects to the various dimensions namely, Adequate and fair compensation, working conditions, opportunity to use and develop human capacities, opportunity for career growth, social integration in the work force constitutionalism respectively. Diagnostic study attempts to find out the association between selective socio-demographics characteristics. (Age, sex, department, experience, annual income, Educational qualification, type of family) and level of QWL perceived by the respondents. Hence descriptive cum diagnostic research design was adopted.

Table No:-2 Region-wise Government, Aided and Private Engineering Institutes in Maharashtra State

Sr. No.	Name of the University	No of the Government and aided Engineering Institute	No of Sample of Government Engineering Institute	No of the Private Engineering Institute	No of Sample of Private Engineering Institute
1	Aurangabad Region	01	01	21	3
2	Nanded Region	01	01	9	1
3	Mumbai Region	01	01	55	6
4	JalgaonRegion	03	03	14	1
5	Pune Region	03	03	80	8
6	Kolhapur Region	01	01	24	2
7	Solapur Region	02	02	11	1
8	Amravati Region	02	02	23	2
9	Nagpur Region	02	02	63	6
	Total	**17**	**16**	**300**	**30**

Source: - www.aicte.org.in (2014-15)

In all over Maharashtra state there are 17Government engineering and aided institutes and 300 Private engineering institutes. Out of these 17 Government engineering and aided institutes and 300 engineering

institutes the researcher had choose 100 % of the Government engineering and aided institutes and 30 Private engineering institutes i.e. 17 +30=47 institutes from all over the universities in Maharashtra State. Similarly all the faculties from the selected management and engineering institute i.e. almost 1000 faculties is considered as a sample for the propose study.

MAJOR FINDINGS OF THE STUDY

1. Majorities (56.4%) of the respondents are female and remaining 43.6% are male.
2. 36.4% of the respondents are under 30-35 years group, 29.4% of them are below 30 years group, 13.8% of them are 35-40 years group, and remaining 20.4% of them are above 40 years.
3. 86.4% of the respondents are designated as Assistant Professor, 12% of them are Associate Professors, and remaining 1.6% of them are Professors and Principal.
4. 43.8% of the respondents have monthly salary of Rs.30, 000 . 40,000, followed by 21.8 % have monthly salary below Rs.30, 000. It is clear that among the respondents, majority belong to rural nativity and 32 % belong to urban nativity.
5. 40.4% of the respondents are having 5 - 10 years of teaching experience, 25.8% of them are below 5 years of experience, 18.4% of them are 10-15 years of experience, and remaining 15.4% of them are above 15 years of experience.
6. 48.2 % of the respondents have reported that they have above eight members in their department, followed by 28.2% reported 5-8 members in their department. It is known that among the respondents, majority have 16-18 hours per week, followed by 12.8% have below 15 hours per week.

CONCLUSION

Aided Government Engineering institute and Private Engineering institute should take up the initiative of improving and enhancing the emotional intelligence of their employees. This can be done by designing and providing effective training to their employees. This will help enhance the skills of the employees with regard to "self – awareness" self – awareness forms the most critical element of emotional intelligence. High self – awareness helps an individual to monitor the actions and try to rectify it if required, self-awareness guides an individual to fine tune the job performance style and become more acceptable and socially networked. Further it also helps employees, use their emotions to facilitate performance by directing them toward Constructive activities and improving personal performance. Any person highly capable in this dimension would be able to encourage him or herself to do better continuously and direct his or her emotions in positive and productive directions. Hence emotional Intelligence will help an employee experience better work – life balance.

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