



A Study on Quality of Work Life Anganawadi Workers (Teachers) of Mysore Division

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ABSTRACT

QWL aims at providing job satisfaction to the employees which can enhance their efficiency and productivity. In present scenario, employees not only needs fair remuneration, good working conditions, stability of job and social security but also an environment which can give them satisfaction that they are contributing towards the success of the enterprise by participating in decision making process which effects their quality of work. The primary objective of the study was to examine the Quality of Work Life of Anganawadi Teachers, who represent the next generation of educators and often serve as role models for their students.

Aganawadi Workers (Teachers) from were taken as Sample for the study. Simple Random Sample selection technique were used to select Sample. To assess the quality of quality of work life researcher used 5 point scale. Scale includes 24 questions on following different aspects of quality of work life. Result reveals that there is a significance deference in quality of work life between urban and rural Anganawdi teachers. There is a significance deference in quality of work life between Below 10 years experience and Above 10 years experience Anganawdi teachers. There is a significance deference in quality of work life between Below 10 years experience and Above 10 years experience Anganawdi teachers.

1. Introduction:

QWL, or quality of work life, is a crucial component of human resource management. The interaction between an employer and employee to meet each other's needs and expectations is referred to as quality of work life. Of all the resources available to a business, human resources are the most crucial. A successful company makes the best use of its workers' talents and capabilities. In order to do this, it must also give its workers a friendly and effective work atmosphere. After several attitudinal surveys were carried out at the University of Michigan to assess an individual's quality of work life, the concept gained popularity. The surveys were carried out between 1969 and 1973. The idea of "quality of work life" began to gain traction in India in the middle of the 1970s. Businesses that wish to expand must

view their workers as valuable assets and offer them with all the amenities they need to increase their productivity on both a personal and professional level.

2. Concept of the quality of work life:

Quality of work life in short QWL is a popular term today. It helps measure whether an organization's job environment is favorable for its employees' work-life balance.

Quality of work life is both a goal and an ongoing process for achieving your goals. QWL is the commitment of any organization to improve the work environment: creating more involving, satisfying, and effective jobs and work environments for people at all levels of the organization. As a process, QWL calls for efforts to realize this goal through the active involvement of people throughout the organization. Carlson (1983)

QWL covers a person's feelings about every dimension of life, including personal or professional. Primarily economic rewards and benefits, security, working conditions, organizational and interpersonal relationships, and their intrinsic personal value in one's life.

3. importance and key objectives of quality of work life:

Talking about importance, over the years, QWL has become a critical issue due to increasing business demands and family structure. Many organizations have now considered the socio-psychological needs of the employees. The aim remains improving the organizational climate by humanizing work, individualizing organizations, and changing the structural and managerial systems. The importance and key objectives of QWL include:

1. **Enhancing productivity:** Cultivate a work culture that promotes higher productivity and job satisfaction.
2. **Improving job Satisfaction and personal goals:** Create a conducive work environment meeting socio-psychological needs to boost overall job satisfaction and motivation.
3. **Reducing absenteeism and turnover:** Favorable QWL leads to psychologically and physically healthier employees, decreasing absenteeism and turnover.
4. **Improving management-employee relationship:** QWL involves joint decision-making, collaboration, and mutual respect, enhancing relationships between management and employees.
5. **Boosting brand image and reputation:** A positive QWL improves corporate image, potentially increasing customer loyalty and sales.

How to improve quality of work life (QWL).

Now that we understand the importance and key objectives to attain QWL. Lets' focus on how HR's can help employees lead a healthy work-life balance;

- Encourage employees to engage in self-reflection to assess their current work-life balance, supporting them in achieving a quality life.
- Facilitate discussions and workshops to help employees identify their priorities and make informed decisions about where to allocate their time and energy.
- Provide training and resources on time management techniques and boundary-setting to help employees optimize their schedules and maintain a healthy balance.
- Foster a culture of continuous improvement by encouraging regular reflection and adjustment of work-life balance strategies.

- Advocate for flexible work arrangements and stable scheduling practices, recognizing the positive impact on employee well-being and organizational productivity.

4. The factors affecting quality of work life:

According to Harrison (1985), QWL is the degree to which the working organization contributes to its members' material and psychological well-being.

Considering Quality of Work Life in HRM, it aims to change the organizational climate by humanizing work, individualizing organizations and changing the structural and executive systems. So, at the organizational level, many factors can contribute to work-life imbalance. The most critical ones are;

- Employee's negative attitude towards the organization and relationships at work.
- Inequitable pay and job instability.
- No personal development scope for advancement within the organization.
- Less job Satisfaction or contentment along with ineffective communication channels.
- No address for stress or psychological well-being issues.
- Not acknowledging and rewarding employees for their contributions.
- No workplace fun. Not incorporating elements of enjoyment and engagement.
- Zero flexibility and adaptability in work hours.

5. Anganwadi Teachers:

Anganwadi Teachers are community helpers who serve rural children and mothers with education and health facilities respectively. These teachers work under the government-initiated program of child development, their position involves working in centers of Anganwadi and providing basic academic education to children and health assistance. Their role extends beyond teaching, they also support the overall welfare of the community by conducting regular health examinations and spreading awareness of family planning, cleanliness, and hygiene during pregnancy. In this paper the Quality of Work Life were analysed.

6. Hypotheses of the study:

- i.** H₀1: There is no deference in quality of work life between urban and rural Anganawdi teachers
- ii.** H₀2: There is no deference in quality of work life between Below 10 years experience and Above 10 years experience Anganawdi teachers
- iii.** H₀3: There is no deference in quality of work life between Below 10 years experience and Above 10 years experience Anganawdi teachers.

7. Design of the study:

- 7.1. Sample:** 100 Anganawadi Workers (Teachers) from were taken as Sample for the study
- 7.2. Sample selection technique:** Simple Random Sample selection technique were used to select Sample.
- 7.3. Tool used:** To assess the quality of quality of work life researcher used 5 point scale. Scale includes 24 questions on following different aspects of quality of work life.
 - 1) work involvement
 - 2) intrinsic job motivation
 - 3) higher order needs strength

- 4) perceived intrinsic job characteristics
- 5) job satisfaction
- 6) life satisfaction
- 7) happiness
- 8) self-rated anxiety

The sum of scores scored by Anganawadi teachers were considered as the quality of work life. The minimum score is 24 and maximum score is 120. The options for each statement of tool was strongly agree, agree, neutral, disagree and strongly disagree. The scale was developed based on steps of a process preparation standardization of tool.

7.4. Data collection technique:

Researcher personally visited the Anganawadi schools and approached each Anganawadi teachers to collect their responses to self-prepared scale. After collecting all response sheets, data has been tabulated in appropriate table. Based on hypothesis data has been analysed and interpreted.

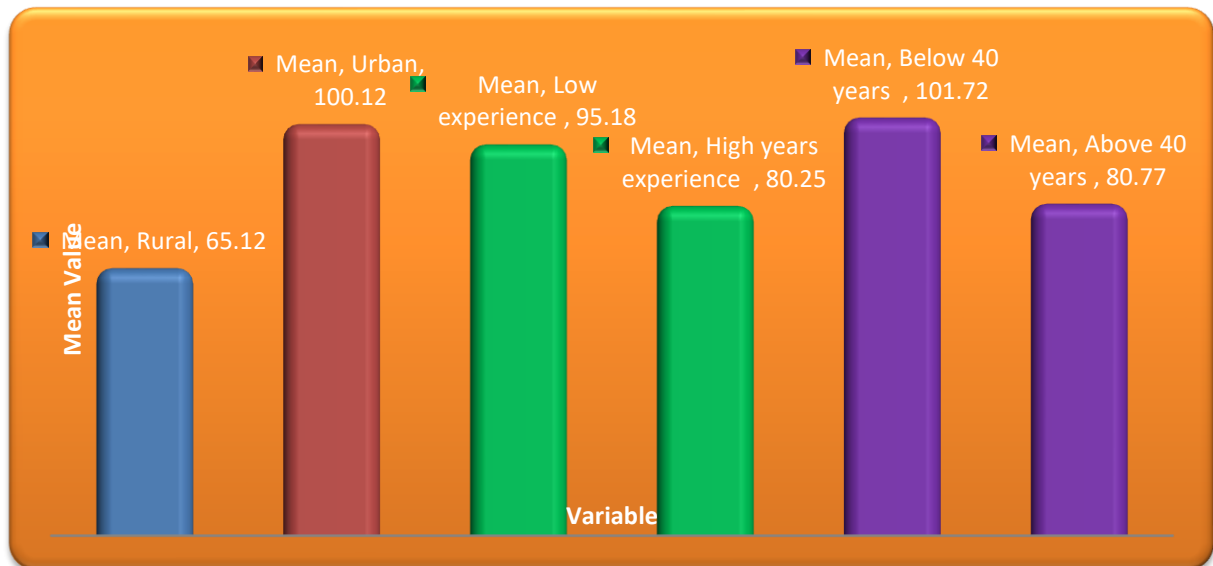
7.5. Statistical techniques used to analyse data:

The Statistical techniques used to analyse data were Mean, S.D. and t-test . The statistical software used for the same was SPSS-21 ver.

8. Data analysis:

Table-1: Statistics of scores of different category Anganawdi teachers in relation to different aspects of quality of work life

Variable	Gender	N	Mean	S.D.	't'-value	Level of sig.
Level of quality of work life of Anganawdi teachers	Rural	50	65.12	8.23	3.88	Significant at 0.05 level
	Urban	50	100.12	5.14		
	Below 10 years experience teachers	50	95.18	8.15	3.458	Significant at 0.05 level
	Above 10 years experience teachers	50	80.25	5.21		
	Below 40 years aged teachers	50	101.72	9.14	7.421	Significant at 0.05 level
	Above 40 years aged teachers	50	80.77	7.15		



Graph-1: Comparison of scores of different category Anganawdi teachers in relation to different aspects of quality of work life

Interpretation:

- 1) It is clear from Table -1 and Graph-1 that mean score of Urban Teachers (M = 100.12) is higher than that of male Teachers trainees (M = 65.12). Here calculated value of 't' is 4.50 which is greater than the 't' value given in the table. Hence First null hypothesis is rejected at 0.05 level of significance. It may be interpreted that there is significance difference in quality of work life between urban and rural Anganawdi teachers. In other words, it may be said that urban Anganawdi teachers having more quality of work life than that of rural Teachers. The study by Gnanayudam and Dharmasiri (2007) supports above result they say that include the worker's sense of belongingness to a group, a sense of becoming oneself, and a sense of being worthy and respectable.
- 2) It is clear from Table -1 and Graph-1 that mean score of Below 10 years experience teachers (M = 95.18) is higher than that of above 10 years experience Anganawdi teachers (M = 65.12). Here calculated value of 't' is 3.458 which is greater than the 't' value given in the table. Hence second null hypothesis is rejected at 0.05 level of significance. It may be interpreted that there is significance difference in quality of work life between below and above 10 years experience Anganawdi teachers. In other words, it may be said that below 10 years experience Anganawdi teachers having more quality of work life than that of above 10 years experience Anganawdi teachers. Islam and Siengthai (2009) supported above result, they explained that QWL as the favorable condition and environment of employees benefit, employees' welfare and management attitudes towards operational workers as well as employees in general.
- 3) It is clear from Table -1 and Graph-1 that mean score of Below 40 years aged Anganawdi teachers (M = 101.72) is higher than that of above 40 years aged Anganawdi teachers (M = 80.77). Here calculated value of 't' is 7.421 which is greater than the 't' value given in the table. Hence second null hypothesis is rejected at 0.05 level of significance. It may be interpreted that there is significance difference in quality of work life between below and above 40 years aged Anganawdi teachers. In other words, it may be said that below 40 years aged Anganawdi teachers having more quality of work life than that of above 40 years aged Anganawdi teachers. Havlovic (1991) found in his study that the key elements of QWL include (i) job security, (ii) job satisfaction, (iii) better reward system, (iv) employee benefits, (v) employee involvement and organizational performance and (vi) age of employee. It it supports above results

9. Findings of the study:

- i. There is a significant difference in quality of work life between urban and rural Anganawadi teachers. The urban Anganawadi teachers having more quality of work life than that of rural Teachers
- ii. There is a significant difference in quality of work life between Below 10 years experience and Above 10 years experience Anganawadi teachers. The below 10 years experience Anganawadi teachers having more quality of work life than that of above 10 years experience Anganawadi teachers
- iii. There is a significant difference in quality of work life between Below 10 years experience and Above 10 years experience Anganawadi teachers. The below 40 years aged Anganawadi teachers having more quality of work life than that of above 40 years aged Anganawadi teachers

10. Conclusion

Employees who experience positive well-being at work are more likely to be engaged, stay longer and remain productive overall. This is because they are more likely to feel motivated and energized, which can lead to higher performance levels. A crucial component of human resource management is QWL. It symbolizes the interaction between workers and their workplace. Employee productivity and, ultimately, the organization's success or failure are influenced by the type of working environment provided. As a result, companies will need to create specific QWL initiatives that can result in happier and more effective workers. The needs of the employees should be addressed by the QWL programs. A secure and healthy work environment, opportunities for career advancement, social recognition, social security, and opportunities for both professional and personal growth of Anganawadi teachers should all be provided, along with appropriate and equitable compensation.

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