

## A Study of Perceived Quality of Work Life Among Private and Government High School Teachers Working in Madhubani District of North Bihar

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**Abstract:** The present investigation was undertaken to see the significance of difference in the extent of perceived Quality of Work Life among Private and Government 10+2 School Teachers who are working in and around Madhubani district of North Bihar. For this inquiry, one hundred twenty high school teachers (N=120) comprising Private School (n=60) and Government School (n=60) were randomly selected from different Private and Government High Schools located in and around Madhubani – a well - known district of North Bihar . Having collected the data through questionnaire schedules, the data were given statistical treatment, which indicated that there is high significant difference between private high school teachers and government high school teachers from where the sample has been drawn, although both the group have indicated favorable inclination towards their Quality of Work Life but private high school teachers were found more prone to their degree of perceived Quality of Work Life than government high school teachers especially in Madhubani district from where the present sample has been drawn.

**Keywords:** Quality of Work Life, High School Teachers, Madhubani, North Bihar.

## INTRODUCTION

Since long, it is believed that men and women are basically different based on physical and reproductive differences. It is indeed that human beings are making all efforts to understand the behavior of people to accommodate themselves in the world of work for their best livelihood and consequently, these days, it is often seen that transfer of knowledge is being well equipped for the promotion of different professional organizations. Hence, Quality of Work Life (QWL) plays a pivotal role in any organization. Basically, QWL is associated with human psycho-social make up that can not be overlooked at any stage of human life. Basically the activity of individual employee is greatly influenced by the elements of Quality of Work Life. People join organizations in their capacities to satisfy their economic, social and psychological needs. Hence, a good Quality of Work Life of any organization is of utmost value in improving an employee's working situations, their skills, attitudes and performance at large.

The term Quality of Work Life has different meanings to different people. Some label it as a happiness program, others especially trade unions name it as a subtle employee incentive or just another productivity device. Quality of work life has assumed increasing interest and importance in both industrialized

as well as developing countries of the world. In India, its scope seems broader than much labor legislation enacted to protect the workers. It is more than a sheer work organization movement which focuses on job security and economic growth to the employees. Thus, Quality of Work Life refers to the level of happiness or dissatisfaction with one's career. Those who enjoy their careers are said to have a high Quality of Work Life, while those who are unhappy or whose needs are otherwise unfilled are said to have a low Quality of Work Life.

Quality of Work Life is a philosophical set of principles, which holds that individuals are the most important resource in the society as they are trustworthy, responsible and capable of making valuable contribution on their respective job, so they should be treated with greater dignity and full respect [1]. The elements those are relevant to an individual's Quality of Work Life include the task, the physical work environment, social environment within the organization, administrative system and relationship between life on and off the job [2]. It is also important to be mentioned that Quality of Work Life consists of opportunities for active involvement in group working arrangements or problem solving that are of mutual benefit to employees or employees which is directly based on employees management relationship.

Employee also conceive of Quality of Work Life as a set of methods such as autonomous work groups, job enrichment, and high level job involvement aimed at boosting the satisfaction and productivity of workers [3], whereas, Walton[4] said that it requires employee commitment to the organization and an environment in which this commitment can flourish.

The main objective of Quality of Work Life has been witnessed changing with the passage of time. It started with objective of improving wage and working conditions. And thereafter, other strategies like job enlargement and job enrichment emerged for improving employee's motivation and their efficiency. Employees are the backbone of any organization. So, a good Quality of Work Life is required for a healthy mind and sound body, fair working methods, high efficiency of employees on one hand and production and profit on the other as Shamir *et al.* [5] viewed Quality of Work Life as a comprehensive construct that includes an individual's job related well-being and the extent to which work experiences are rewarding, fulfilling and devoid of stress and other negative personal consequences.

Recently, the term Quality of Work Life has been defined as 'better job and more balanced ways of combining work life with personal life' [6]. As the concept of Quality of Work Life is multidimensional, it may not, of course, be universal. However, key concept tends to include job security, reward systems pay and opportunity for growth among other factors [7].

Having reviewed the literature on the phenomenon, it has been observed that Quality of Work Life of employees has been widely studied [8-13]. Recently, Ansari and Ahmad [14] conducted a study on perceived quality of work life among junior doctors and nurses working in Darbhanga Medical College and Hospital (DMCH) and they found positive reactions in both the group of DMCH. Similarly, Chaudhary and Ahmad [15] also studied Quality of Work Life among teaching and non – teaching employees of L.N. Mithila University, India and found significant difference between teaching and non-teaching employees, although both the group of employees indicated favourable inclination towards their reactions on quality of work life. It is important to be mentioned here that researcher still has a greater focus on increasingly far more and more humanizing the job conditions as well as the total work environment from different angle[17].

#### OBJECTIVES OF THE PRESENT STUDY

It is a matter of fact that the present era which is generally assumed as the 'era of stresses', Quality of Work Life strategies are with the fast pace of modern technological development which are dominating the work culture for enhancing individual working efficiency as well as organizational effectiveness. Thus, job incumbent's Quality of Work Life seems to be

highly important because satisfaction of job incumbent is basically a back-bone for organizational survival and growth. Hence, by looking at the facts, the present piece of research work was aimed at studying the Quality of Work Life among Private and Government 10+2 School teachers who are working in Madhubani district of Bihar. Madhubani is one of the oldest town of Mithila region and it is still an unexplored area concerning research on different aspects of Organizational Psychology in general and Quality of Work Life in particular especially with regard to different professions. Thus, the present study on perceived Quality of Work Life among private and government school teachers may fill the void of knowledge in the concerned area chosen by present investigator.

#### Hypotheses

On the basis of the objectives of the study the following hypotheses were formulated:

- Private school teachers are likely to be more prone towards the degree of perceived life satisfaction than the group of government school teachers.
- There will be no significant difference between the group of private school teachers and government school teachers working in Madhubani district in terms of their perceived inclination to Quality of Work Life.
- There would be no significant difference between male and female teachers on Quality of Work Life working in private schools of Madhubani district.
- There will be no significant difference between male and female teachers on perceived Quality of Work Life working in government schools of Madhubani district.

#### METHODOLOGY

##### Sample

In the present inquiry total sample consisted of one hundred twenty 10+2 School Teachers working in and around Madhubani district of Bihar (N=120) which were randomly selected from different Private Schools (n=60) and Government Schools. Moreover, Private School Teachers consisted of Male teachers (n=30) and Female teachers (n=30). Similarly, Government School Teachers were also consisted of male teachers (n=30) and Female teachers (n=30). In this enquiry subjects' age ranged between 35 – 48 years.

##### TOOLS USED

For the present piece of research work the following tools were used for collecting the data:

1. Quality of Work Life: For measuring Quality of Work Life (QWL), a scale developed by Shawkat and Ansari (2001) was administered individually to each respondent of the sample. The QWL scale assess overall numerous dimensions such as work itself, employees' participation, physical working conditions, union-management relations, organizational commitment,

supervisory relations, clarity at organization, recognition, economic benefits, self-respect, employee health and Promotion. The scale consisted of 48 items and each item was rated on a 5-point Likert type scale ranging from strongly disagree to strongly agree (1-5). High score indicates high Quality of Work Life and low score indicates low level of Quality of Work life. The split-half reliability of coefficient was found to be  $r=.70$  and the validity of this scale was found to be  $r = .89$  which is also highly significant and confirms the efficacy of the scale.

2. Biographical Information Blank (BIB): For interpreting the results obtained, a biographical information blank was prepared. It includes qualification, age, marital status, religion, sex, number of dependents, experience in the present position, salary and family income etc.

**PROCEDURE**

Above-mentioned two materials in printed form were administered individually on the sample to obtain the data and during data collection subjects were assured that the information provided by them on each items of the scale will be kept strictly confidential and will be used for research purposes only.

Having obtained the data on each of the items of the scale, the data were tabulated according to norms and procedures for giving statistical treatment to test the hypothesis formulated. Finally the obtained results were presented in the tables and discussed logically to draw the conclusions.

**RESULTS AND DISCUSSIONS**

**Table-1: Showing Comparative Levels of Perceived Quality of Work Life between Private School Teachers and Govt. School Teachers Working in Madhubani District of North Bihar, India**

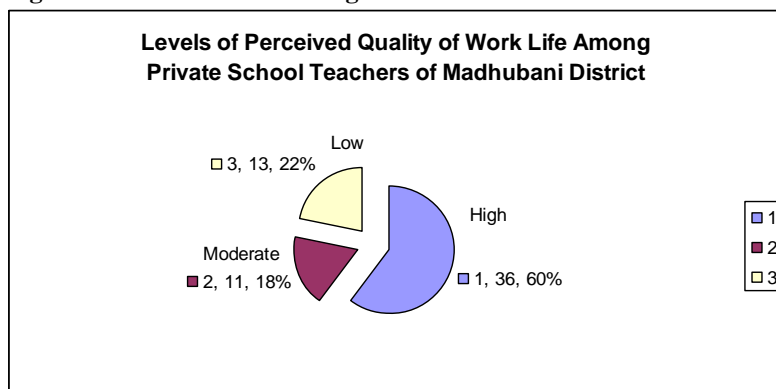
Levels	Private School Teachers		Govt. School Teachers	
	n=60	Percentage	n=60	Percentage
High	36	60	32	53.33
Moderate	11	18.33	17	28.33
Low	13	21.67	11	18.33

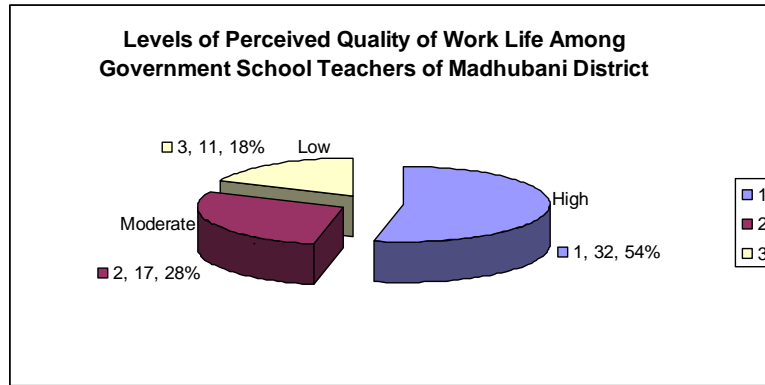
Mean value = 176.53; Mean value = 142.62

Table - 1 highlights the percentages of teachers’ reactions to the perception of Quality of Work Life working in private and government high school in Madhubani district of North Bihar, India. It is evident from the table that 60 percent of private high school teachers have higher degree of perceived Quality of Work Life in comparison to government school teachers who reported only 53.33 percent. While 18.33 percent of teachers working in private schools have shown moderate level of perceived reactions to Quality of

Work Life, 28.33 percent of government school teachers have shown moderate level of Quality of Work Life which is comparatively higher when compared to teachers working in private schools i.e. 18.33 %. Moreover, 21.67 percent of private school teachers working in Madhubani district indicated low level of perceived Quality of Work Life in comparison to government school teachers i.e. 18.33 percent which is low. The above mentioned results can also be observed by the pie charts given below:

**Pie – charts Showing Comparative Levels of Perceived Quality of Work Life Between Private and Government High School Teachers Working in Madhubani District of North Bihar**





From the Table – 1 it can also be observed that private school teachers especially working in Madhubani district in comparison to government school teachers working in same district have higher degree of Quality of Work Life as the Mean value of private school teachers ( $\bar{x}$ =176.53) is more higher than that of

the government school teachers group i.e.  $\bar{x}$ =142.62. Hence, the proposed hypothesis i.e. private school teachers working in Madhubani district of north Bihar are likely to be more prone towards perceived Quality of Work Life than government school teachers group, stands accepted.

**Table-2: Showing Significance of Difference between Two Groups In Terms of Their Degree of Perceived Reactions towards Quality of Work Life**

Group	n	Mean	S.D.	t	p
Private School Teachers	60	176.63	25.34	8.35*	0.01
Govt. School Teachers	60	142.62	18.14		

\* Indicates significant at 0.01 level.

Table-2 depicts the clear cut picture regarding the significance of difference between the group of private school teachers and government school teachers working in Madhubani district of North Bihar to their degree of perceived Quality of Work Life. It has been found highly significant statistically as t-value 8.35 found significant at 0.01 level of confidence. Hence the proposed hypothesis that there will be no significance of difference between the group of private schoolteachers and government school teachers working in Madhubani district of North Bihar, stands rejected.

higher degree of Quality of Work Life than their colleagues working in government high schools especially from where the present sample has been drawn for the present piece of research work. Hence, the high significant difference between the groups has been found.

Aforementioned results have shown that private school teachers are comparatively more prone to

In addition to the above mentioned results, it is important to point out that significant difference has not been found between the group of male and female teachers working in private high schools of Madhubani district which can also be observed from the table – 3 as t-value 0.38 has been found statistically insignificant.

**Table-3: Showing Significant Difference among Male and Female Private School Teachers in terms of their Perceived Reactions towards Quality of Work Life**

Group	n	Mean	S.D.	t	p
Male Teachers	30	168.47	37.12	0.38	Insignificant
Female Teachers	30	172.34	39.08		

**Table-4: Showing Significant Difference between Male and Female Govt. School Teachers In the extent of Perceived Reactions towards Quality of Work Life**

Group	n	Mean	S.D.	t	p
Male Teachers	30	138.26	25.33	0.24	Insignificant
Female Teachers	30	140.36	34.27		

Similarly, it is very interesting to point out that when significant difference has been analyzed by using t-test between the group of male and female teachers working in Madhubani district of North Bihar it has also been found insignificant statistically as t-value 0.24 found which can be observed from the table - 4. Hence, the formulated hypotheses also stands accepted.

In the light of the obtained results, it is imperative to point out that all the Job incumbents either working in private high school or government high school especially in Madhubani district of North Bihar from where the present sample has been drawn have shown quite favourable reactions towards their perceived Quality of Work Life. This is evident from the results obtained that they scored higher (above average score) on the Quality of Work Life scale.

The results as shown in table-2 indicated that the private school teachers' Mean score is 176.63 with an S.D. of 25.34 and government school teachers' Mean score is 142.62 with an SD of 18.14. This information clearly shows that the private school teachers working in Madhubani district have significantly higher degree of Quality of Work Life as compared to the teachers group working in government schools especially from where the present sample has been drawn. Consequently, the difference between private school teachers and government school teachers working in Madhubani district of North Bihar, India as the result obtained seems to be quite logical as socio-cultural living pattern of teachers working in Madhubani district is as quite simple, modernized according to their needs and demands of fast changing society which is, at present, based on hi- info-tech. To cater their needs and demands, the private school teachers continue to work to enhance their basic resources along with financial resources in addition to their prime jobs as reported by private school teachers because there is no any restrictions to do any thing after working hour as reported during investigation. Hence, private school teachers have shown higher degree of satisfaction with good Quality of Work Life than their colleagues working in government high school. They really deserve a lot of credit. That's why their services for the promotion of healthy society especially for Madhubani district of North Bihar in general and for the nation's building at large particular that can not be ignored.

Discussing the results obtained with regard to the private school teachers and government school teachers, it is imperative to point out that both the group of job incumbents has also shown positive but above moderate level of inclination towards perceived Quality of Work Life whom they are associated which can be observed from the table- 1&2. In obtaining such a discrepancy in results, it is important to throw light some of the observations, experienced by the present

investigators, i.e. lack of organizational resources especially in government schools such as delay in salary, inadequate amount of salary, political uncertainty prevailing in the government high schools or in other similar organizations which boosts up private schools. Such reasons regarding government policies, lack of proper care and cooperation from the authority in general and state government in particular and lack of other benefits, etc. these are basic reasons as have been observed, by which government school teachers especially in Madhubani district of North Bihar are being affected. Government school teachers also reported that they feel lack of social support and unhappiness of their family members due to inadequate payment of salary, although, they are ready to contribute a lot to the betterment of healthy society especially in Madhubani district of North Bihar.

In addition to the above context, it is indeed that to attain this sense of achievement they willingly sacrifice leisure, family life, love and that comfortable social preservative, the conventions. It seems, therefore, that both the group of teachers either male and female working in government and private high schools reported positive reactions towards perceived Quality of Work Life. Thus both the group of male and female has not been found significant in both the schools – private and government (Tables – 3 & 4) especially from where the sample has been drawn. Really they deserve a lot of credit. It is because of the fact that various researches has shown a large number of characteristics of career women especially in teaching profession which presently considered as the religious, caring, beautiful, intelligent, hard working, honest and strong for rendering their services to get empowered within the society in which she lives.

## CONCLUSION

On the basis of results obtained the important conclusions are summed up below

- Teachers working either in private school and government school in Madhubani district of North Bihar have been showing favourable inclination towards Quality of Work Life.
- Significance of difference has been found between private school and government school teachers especially in Madhubani district from where the present piece of research work has been carried out.
- Private school teachers in Madhubani district were found comparatively more prone to higher degree of Quality of Work Life than government school teachers.
- Significant difference has not been found in terms of their degree of quality of working life between male and female teachers group working in private schools of Madhubani district of North Bihar.
- Significance of difference has also not been found between the group of male and female working in

Madhubani district of North Bihar on their degree of perceived quality of working life.

- At last but not least, observations have revealed the fact that there is a need to pay much more attention to the necessities of the teachers working in either private schools and government schools irrespective of their sex, caste, creed, and religion in particular and other employees working privately in general such as adequate amount of salary, well-furnished housing facilities, proper care and cooperation from concerned authorities and other perks and benefits as provided to the central and state government employees. This is only the way by which positive work ethics and greater sense of commitment of job incumbents especially working in North Bihar can be maintained. Over all socio-cultural milieu of both the groups (Private & Government) have been found more conducive especially in Madhubani – a well known district of Mithila region of Northern India.

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