



**A STUDY ON QUALITY OF WORK LIFE IN RELATION TO JOB SATISFACTION AND OCCUPATIONAL STRESS OF PRIVATE SCHOOL TEACHERS IN NAMAKKAL DISTRICT.**

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**Abstract**

Education sector, as a whole has contributed to the development of society by creating the young generation as knowledgeable and purposeful human beings, to the development of economy through generation of employment opportunities, acceleration of industrial growth etc. Although the school teacher has own significance and place in the economy, they are not free from problems. The study is designed to evaluate the factors which contribute the quality of work life in relation to job satisfaction and occupational stress of private school teachers in Namakkal district. A survey showed that the various factors influencing quality of work life such as Adequate and fair compensation, safe and healthy working condition, scope for personal and professional development, supportive work culture, constitutionalism, impact of work life on total life space, social integration, job satisfaction and stress level. The study was conducted with the sample size of 375 private school teachers in Namakkal District

**Key Words: Quality of Work Life, Job Satisfaction, Occupational Stress, Private School Teachers.**

For a nation to rise its standard must ensure that high quality in her education is attained and sustained, thus bringing about quality workforce in the nation. However, quality work force in the education sector brings quality education which is an instrument highly indispensable in the transformation of individual values, beliefs and behaviour; it is also used to preserve societal cultural settings and acquisition of skills that make members of the society useful to themselves and their society. According to Ehusani<sup>1</sup> (2002), the process of educating is to develop the cognitive, affective and psychomotor facilities of individuals and groups in order to equip them with knowledge and skills necessary to survive and make society progress. Aghenta, as cited by Ijaiya (2009)<sup>2</sup>, agrees that trained or educated human resources constitute man power and personnel that bring about national development. This is simply saying that the amount of educated citizen is equal to the amount of available quality work force that will contribute to a nation's development. Meanwhile, the quality of the workforce in the school system presupposes the quality of the school output, that is, the human resources that will be available for the nation.

**Research Frame work**

**Objectives of the study**

- To determine the quality of work life among teachers working in private schools in Namakkal district.
- To study the relationship among the variables occupational stress, quality of work life and job satisfaction towards teachers working in private schools in Namakkal district.
- To find out the impact of occupational stress on quality of work life, occupational stress and quality of work life on job satisfaction among teachers working in private schools in Namakkal district.

**Analysis**

**1) Chi-Square analysis showing association between Job Satisfaction and quality of work life**

	Category	Quality of Work Life				t <sup>2</sup>	P
		Low	Medium	High	Total		
Occupational Stress	Low	10 2.7%	40 10.7%	20 5.3%	70 18.7%	33.295	0.000
	Medium	14 3.7%	25 6.7%	59 15.7%	98 26.1%		
	High	20 5.3%	121 32.3%	66 17.6%	207 55.2%		
	Total	44 11.7%	186 49.6%	145 38.7%	375 100.0%		

Source: primary data

<sup>1</sup> Ehusani, G. (2002). *The Plight of Education and the status of teachers in Nigeria: Issues and Challenges. A paper presented at the forum on Cost and Financing of Education in Nigeria, Abuja.*

<sup>2</sup> Ijaiya N.Y.S (2009). *From quality control to quality Assurance: A panacea for quality education in Nigerian schools. A Journal of the Nigerian Association of Educational Administration and Planning.* 295 – 303.



Above table is run on sample of 375, to know the association between quality of work life and occupational stress. For the statistical purpose the quality of work life is classified into three groups such as low, medium and high. Using K mean cluster analysis occupational stress is subdivided into three groups such as high, medium and low. It is concluded from the above table that the quality of work life attains the score as (Low- 11.7%, Medium- 49.6%, and High- 38.7%). Most the respondents are fall in the medium score category.

2) **Correlation analysis showing relationship between Occupational Stress and Dimensions of quality of work life**

**Null hypothesis  $H_0$**  = There is no significant relationship between the eight components of quality of work life and occupational stress.

**Alternate hypothesis  $H_1$**  = There is a significant relationship between the eight components of quality of work life and occupational stress.

Quality of Work Life	Occupational Stress
Adequate and Fair Compensation	.036 NS
Safe and healthy working condition	.088 NS
Personal and professional development	.174**
job security	.103*
Supportive work culture	.109*
Constitutionalism	.122*
Work and the total life space	.166**
Social Integration in the work organization	.212**

Source: primary data

The table indicates that the strength of relationship between the variables is highly coefficient each other and the Pearson correlation coefficient between the occupational stress and the following dimensions such as personal and professional development, job security, supportive work culture, constitutionalism, work and the total life space and social integration in the work organization and obtained r values as 0.174, 0.103, 0.109, 0.122, 0.166 and 0.212. Here, the p values are less than 0.05, which is significant at 5% level. Hence, the null hypothesis is rejected at 5% level. It is concluded that there is significant relationship between the occupational stress with respect to dimensions such as personal and professional development, job security, supportive work culture, constitutionalism, work and the total life space and social integration in the work organization.

3) **Correlation analysis showing relationship among job satisfaction, quality of work life occupational stress towards private school teachers**

Variables	Quality of Work Life	Job Satisfaction	Occupational Stress
<b>Quality of Work Life</b>	1 . 375		
<b>Job Satisfaction</b>	0.185 0.000 375	1 . 375	
<b>Occupational Stress</b>	-0.205 0.000 375	-0.253 0.000 375	1 . 375

Source: primary data

The Pearson correlation test was run on a sample of 375 teachers to know the relationship the three variables such as quality of work life, occupational stress and job satisfaction towards private school teachers in Namakkal district.

**Null hypothesis  $H_0$**  = There is no significant relationship among the quality of work life, occupational stress and job satisfaction towards private school teachers.

**Alternate hypothesis  $H_1$**  = There is a significant relationship among the quality of work life, occupational stress and job satisfaction towards private school teachers.



The table indicates that the strength of relationship among the variables is highly coefficient each other and the Pearson correlation coefficient between the quality of work life and job satisfaction is ( $r = 0.185$  and  $p = 0.000$ ); the relationship between quality of work life and occupational stress is ( $r = -0.205$  and  $p = 0.000$ ) and the relationship between occupational stress and job satisfaction is ( $r = -0.235$  and  $p=0.000$ ). It is conclude that there is a significant negative relationship among the three variables such as quality of work life, occupational stress and job satisfaction towards private school teachers.

**4) Multiple Regression analysis showing influence of Quality of work life and Occupational Stress on job satisfaction towards private school teachers**

**Model Summary**

R	R Square	Adjusted R Square	F	P
0.313	0.098	0.093	20.150	0.000

**Coefficients**

SL.NO.	Variable	Un standardized Coefficients		Standardized Coefficients	t	p
		B	SE	Beta		
	Constant	1.911	0.208		9.204	0.000
1	Quality of work life	0.250	0.067	0.184	3.736	0.000
2	Occupational Stress	-0.289	0.057	-0.252	-5.115	0.000

Dependent Variable: Job Satisfaction

The multiple regression analysis was run on a sample of 375 teachers has been carried out for the data considering job satisfaction as a dependent variable and the independent variables such as quality of work life and occupational stress. The reaction of the teachers and effect of the independent variables over job satisfaction have been studied by the regression analysis. The result of the analysis and computations are given in above table.

**Null hypothesis  $H_0$**  = There is no significant influence of occupational stress and quality of work life on job satisfaction towards private school teachers in Namakkal district.

**Alternate hypothesis  $H_1$**  = There is a significant influence of occupational stress and quality of work life on job satisfaction towards private school teachers in Namakkal district.

The F value obtained for the analysis is 20.150 and the p value is 0.000, which are significant at one percent level. Hence the assumed regression model may be considered as a good fit. The value of  $R^2$  is 0.098 and implies that 10% of job satisfaction is influenced by the independent variables.

Considering the significant individual regression coefficients, it is seen that the variable quality of work life shows (Beta – 0.184,  $t = 3.736$  and  $p = 0.00$ ) and occupational stress shows (Beta – -0.252,  $t = -5.115$  and  $p = 0.000$ ). The table clearly shown that all the variables p values are less than 0.010, which is significant at 1% level. Hence, the null hypothesis is rejected at 1% level; it is conclude that there is a significant influence of quality of work life and occupational stress on teacher’s job satisfaction towards private school teachers in Namakkal district.

**Conclusion**

This study is aimed to analyze the quality of work life in relation to job satisfaction and occupational stress of private school teachers. Occupational stresses, quality of work life and job satisfaction are considered to evaluate the teacher’s quality of work life. The result of the study showed that negative relationship between occupational stress and quality of work life and also found negative relationship between occupational stress and job satisfaction. The findings of the research clearly indicate that occupational stress negatively influenced on job satisfaction towards private school teachers. The findings highlighted that Quality of work life dimensions such as fair compensation, safe and healthy working condition, job security and constitutionalism not influenced teacher’s job satisfaction. Hence, it is concluded that both management and teachers need to understand the effects of work stress, the relationship between stress and performance and the source of stress within the institution to increase the better quality of working life of the private school teachers.

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