

Academic Personnel Of Dev Sanskriti Vishwavidyalaya (DSVV) And Mahaveer Academy Of Technology And Science University (MATS): An Analysis Of Work Life Quality

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Abstract

The researchers at Dev Sanskriti Vishwavidyalaya and Mahaveer Academy of Technology and Science University set out to measure the quality of work life of their respective Academic personnel. A sample of one hundred and fifty Academic personnel was chosen using the correlation research approach, which is based on academic ranks and applies comparison and classification procedures. The tool was subjected to analyses of discriminant and concept validity. The T Test was used to analyses the gathered data. According to the findings: a) The quality of work life is not very good for the Academic at either DSVV or MATS. b) While there isn't a huge gap between the two universities' Academic personnel in terms of quality of work life, there is a small difference in the level of social integrity and cohesiveness shown by the two groups. In contrast, found that DSVV members were more cohesive and integrated socially than MATS Academic personnel.

Keywords: Quality of Work Life; Academic personnel; universities.

1. Introduction

The education of human capital is a critical undertaking of universities, given their pivotal role in driving advancements in society, economy, culture, and politics. Analysis of the pertinent growth and development indicators in both developed and developing societies reveals that the efficacy and effectiveness of an educational system fosters inclusive progress and development within a nation. Academic personnel, as the most valuable resource of a society, are an integral part of educational systems that train specialized personnel, which is an essential function of these systems. Enhancement and advancement within human communities are the ultimate results of

their efforts. In contemporary human resource management, there has been a notable emphasis on the significance of human factors within organisations, with a specific focus on educational institutions. Hawthorns and others have recently directed their attention towards concerns that arise from the intricate human element, such as Work Life Quality (Shan's, 1998), which examines the actual conditions surrounding the work and workplace of an organisation. As opposed to the previous decade, during which the emphasis was exclusively on individuals, the concept of Work Life Quality has emerged as a significant societal concern in contemporary management across the globe in recent times. The origin of the term "quality of work life" can be identified in the 1970s, during which an open socio-technical system intended to foster economy, interdependence, and self-engagement in the workplace by identifying the "best fit" between technological advancements and social organisations. Despite its longstanding existence, the open socio-technical system continues to operate under the premise that optimal technical systems and operations are congruent with the conditions under which employees' social and psychological needs are fulfilled in the workplace (Blower, 1976). For businesses to satisfy the technological and social requirements of the workplace, they require an improved Work Life Quality programme (Adhikari 2010).

Improved change management, increased member contentment, and reinforced learning in context are all results of the comprehensive and enhanced programme at work life quality . Due to the fact that MATS considers rank and circumstance, member discontent with work life quality is a concern that impacts every employee. An increasing degree of member satisfaction constitutes a fundamental objective for numerous groups. Nonetheless, the task of distinguishing and ascertaining which components are associated with work life quality is arduous, rendering this subject matter complex (Seraji, 2006).

In Chhattisgarh, specifically in academic institutions, more extensive research is required on Work Life Quality. This study aimed to fill a void in the existing body of literature regarding Work Life Quality.

2. Aims, research objectives, and significance of the study

The objective of the study was to determine which variables had the greatest influence on Work Life Quality. The primary objective of the study was to determine the perspectives of professors from Dev Sanskriti Vishwavidyalaya and Mahaveer Academy of Technology and Science University regarding work life quality . To be more precise, the following were the objectives of the study:

- 1) Determine whether; Academic personnel at Dev Sanskriti Vishwavidyalaya and Mahaveer Academy of Technology and Science Universities are satisfied with their employment; and
- 2) Determine the differences between the work life quality levels of the MATS and DSVV faculty.

The significance of the survey's findings lay in the fact that they sought to assist university

administrators in identifying critical workplace issues so that they could devise strategies to improve and streamline university working conditions.

Conducting a literature review

Since the Quality of Work Life concept was first introduced over three decades ago, numerous challenges have been attempted to be resolved through the development of diverse theoretical frameworks and definitions (Martel and Dupuis, 2006). It incorporates various elements into its dynamic multiple structure, including employment stability, incentive systems, protocols, educational and career development opportunities, and participation in decision-making. Over the past few decades, Work Life Quality has been regarded in various contexts, including as follows: 1) a variable; 2) a methodology; 3) a collection of approaches; 4) a movement; 5) everything; and 6) an ethical concern. Robbins defined Quality Work Life as "a procedure through which an organisation addresses the requirements of its employees by establishing systems that enable them to participate completely in the decision-making process that impacts their work lives" (Kheradmand et al., 2010). Rethinam and Ismail (2008) provide the following definition of Quality of Work Life : the extent to which the values of an employees are positively impacted by the culture of the organisation, thereby contributing to their well-being, job satisfaction, professional development, work-life balance, and job security. Additionally, Work Life Quality can be defined as the extent to which employees indicate that they are in good physical and mental health (Casio, 1992). This analysis of Work Life Quality definitions demonstrates that Work Life Quality is not a one-dimensional concept. It is difficult to conceptualise work-life balance components in the most effective manner. Aspects such as health, job security, equal compensation, a secure environment, a sense of honour, participation, professional growth, communication, and quality of work life (WORK LIFE QUALITY) have been identified by Casio (1992) and Walton (1975), respectively. 1) A living wage that is equitable and sufficient; 2) A workplace that ensures health and safety; 3) An immediate opportunity to apply acquired skills; 4) A chance to progress professionally while maintaining job security; (5) A sense of community and identity in the workplace; (6) A harmonious integration of personal and professional spheres; and (7) A harmonious integration of work and personal life; and (8) The social significance of one's professional existence. To determine how educators feel about Work Life Quality, Walton's theoretical framework is utilised in this study.

Rahimi, Rajaeipour, and Salami (2017) discovered in their study "The quality of work life of Academic personnel of Isfahan public universities" that, after controlling for age, gender, academic discipline, and university location, there were no statistically significant differences in the quality of work life among Academic personnel.

Another study that examined the quality of work life in physical education departments and Academic was conducted by Yavari, Amirtash, and Tondnevis (2009). Except for the quality of life component, which assesses the development of an individual's personal and interpersonal

skills and abilities, they discovered no discernible variation in Work Life Quality between Academic personnel and departments. Nevertheless, a correlation that was statistically significant was discovered between the ages of Academic personnel and the Work Life Quality component that assessed their years of teaching experience. Male and female professors approached the social significance of the work-life component of Work Life Quality in markedly different ways, according to their findings.

In conclusion, scholarly institutions highly regard their Academic personnel; therefore, it is prudent to allocate greater consideration to their working environment and quality of life. Moreover, in order to maximise the advantages, it is recommended to implement Work Life Quality enhancement programmes. Regarding the Work Life Quality characteristics of Academic personnel in Chhattisgarh, there is a paucity of research. In this investigation, an attempt was made to investigate Work Life Quality research at universities in Chhattisgarh.

Research Methodology.

Sample

The statistical group for this investigation consists of instructional staff members of MATS and DSVV. In the academic sector, Mahaveer Academy of Technology and Science University has a workforce of more than two thousand five hundred twenty-six individuals, while Dev Sanskriti Vishwavidyalaya has an approximate workforce of four hundred and eighteen. They comprise the statistical group of two thousand nine hundred and forty four individuals that are included in this investigation. The distribution of academic personnel by university. In order to select a statistical sample for each institution, the research employed a classification or relative sampling strategy, given the dispersed nature of the investigated statistical group. We used the Kukrun formula to determine how representative the sample was in relation to the population of the statistical group. A cohort of one hundred and fifty individuals was selected for the research: one hundred and fifty academic personnel's from Mahaveer Academy of Technology and Science University out of a total of two thousand five hundred twenty-six and thirty from the various department of university at DSVV out of a total of four hundred and eighteen.

Measures

Its characteristics include the following:

1. Reasonable and suitable compensation
2. Safety and health in the work environment
3. Potential for long-term advancement and stability
4. Organisational conservatism in the workplace.
5. The impact of the workplace on social interactions.
6. Residential area in total.
7. Integration and cohesion within a society.

Work life quality		Number (N)	Mean	Standard deviation	Standard errors average
Adequate and fair compensation	MATS	120	14.96	3.19	0.29
	DSVV	30	14.90	3.37	0.75
Safe and healthy working	MATS	120	9.38	2.31	0.21
	DSVV	30	9.54	1.59	0.34
Opportunities for continued growth and security	MATS	120	9.91	2.36	0.21
	DSVV	30	10.81	1.70	0.36
Constitutionalism in the work organization	MATS	120	17.40	4.69	0.43
	DSVV	30	18.94	2.79	0.66
The social relevance in work life	MATS	120	9.43	2.52	0.23
	DSVV	30	9.47	2.07	0.48
Overall life-space	MATS	120	14.81	3.49	0.32
	DSVV	30	14.95	2.91	0.62
Social integration and cohesiveness	MATS	120	12.38	2.98	0.28
	DSVV	30	13.77	2.79	0.59
Human progress capabilities	MATS	120	9.47	2.33	0.21
	DSVV	30	9.61	1.24	0.27
Overall	MATS	120	97.66	16.69	1.67
	DSVV	30	104.20	10.93	2.79

8. The capacity for advancement of humanity.

Distinguishable framework for evaluating work-life equilibrium utilising a five-point Likert scale.

Result

An analysis of the results obtained from the current study is performed with the objectives clearly defined in mind. Assess the degree of contentment exhibited by academic staff at DSVV and MATS with respect to their work-life balance.

Table 1. Related factors of Work Life Quality in MATS and DSVV

Table 2. Categorizing the work life quality value among MATS and DSVV university Academic personnels.

Value	Unfavorable		Fairly Unfavorable		Fairly Favorable		Favorable	
	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage
WORK LIFE QUALITY	16	11.1	52	36.1	41	28.5	5	3.5

Table 2 shows that the average Work Life Quality scores for the MATS faculty are 97/66, while the DSVV faculty average 104/20. These equate to standard deviations of 16/69 and 10/93, respectively.

The Academic personnel of the institutions that were considered displayed the following levels of Work Life Quality, as shown in Table 2: An overall assessment of 36.1% is considered rather unfavourable, 3.5% is considered good, and 28.5% is relatively favourable out of the instances assessed. Eleven percent are rated unfavourable. Faculty members at DSVV and MATS universities appear to have relatively low levels of Work Life Quality, according to the results of the sample being analysed.

We can conclude with 95% certainty that the mean of WORK LIFE QUALITY among the Academic personnel of MATS and DSVV is situated between 101/03 and 96/06 by using the formula used to determine the societal mean and the computed mean of the sample under investigation.

1. To examine difference between the level of Work Life Quality among the Academic personnel of MATS and DSVV

Statistical quality tests of work life factors	Mean	Standard deviation	t	df
Adequate and fair compensation	0.064	0.781	0.083	138
Safe and healthy working	0.162	0.516	0.314	146
Opportunities for continued growth and security	0.902	0.528	1.700	144
Organizational constitutionalism	1.54	1.110	1.390	138
Social relevance in work life	0.493	0.484	1.018	143
Overall life space	0.108	0.951	0.114	138
Social integration and cohesiveness	1.380	0.679	2.006	139
Human progress capabilities	0.149	0.523	0.284	142
Quality of work life	6.580	4.590	1.317	107

The Work Life Quality variables of MATS and DSVV institutions are compared in Table 3. Based on the findings presented in Table 3 and the decreased T values for Work Life Quality factors at 0.05 in comparison to the T value of 1.98 in the table, it can be deduced that the effectiveness of the Work Life Quality in the DSVV and MATS Academic personnel is equivalent. Significant level quantities for all seven elements comprising quality work life—fair and adequate compensation, safe and healthy working conditions, opportunities for ongoing growth and security, organisational consistency, social relevance of work life, overall life space, and human progress capabilities—exceed the 0.05 threshold.

The eight components indicate a significant disparity in social integration and cohesion between the DSVV and MATS Academic personnel; nevertheless, with a confidence level of 0.95%, the Work Life Quality difference between the two is rejected.

DSVV instructors are more cohesive and socially incorporated than their MATS counterparts. The reason for this is that "t" (2.006) is derived from "t" (1.98), which is predicated on the 0.05 value.

Concluding remarks and inquiries

In an effort to compare the quality of life of their respective faculty members, the researchers at DSVV and MATS set out to do so. Since there is a strong and positive correlation between faculty Work Life Quality and job satisfaction, it is crucial to identify the contributing factors. Thus, it is possible to advance the organisation and increase job satisfaction (JS) through the modification and management of work life quality components. This study's principal objective is to ascertain the present state of Work Life Quality within the DSVV and MATS Academic personnel. Results indicate that scientists affiliated with these institutions have a moderately low work life quality. The investigation additionally seeks to ascertain the extent of the work life quality competence disparity that exists between the faculty of the MATS and DSVV. The data indicate that there is no statistically significant distinction among the levels of work life quality. Academic cohesion and social integration, which are two of the eight components comprising work life quality, divisible distinctions exist between the aforementioned institutions of higher education.

The DSVV capabilities become more apparent when considering the cohesiveness of a group. In summary, the findings of this inquiry indicate that:

- A) In comparison to other Academic personnel, the Work Life Quality of MATS and DSVV is subpar.
- B) The distinction between academic disciplines at DSVV and MATS universities and Work Life Quality is minimal.

Best Approaches

Work Life Quality should be a top priority for universities, and faculty members should be actively involved in all topics. To reduce faculty discontent and increase quality of work life components, the following conditions must be met:

The intangible consequences that awards may have should not be lost on university deans. Non-

monetary benefits, such as creating pleasant workplaces, genuinely praising employees for their work, encouraging teamwork and camaraderie to improve communication and empathy, and so on, can be just as effective in motivating faculty members as monetary compensation. These should be seen as motivating rewards.

1. An improvement in Job satisfaction is achieved by investigating mental issues. People who are employed and secure in their jobs are less likely to let mental and emotional stress get in the way of their work and more likely to put all their effort into doing a good job.
2. Organisational environment design should provide all necessary conditions for the Encouraging teamwork and communication across departments and levels of the company.
3. It is important to identify and take into account the factors that affect faculty work satisfaction across different companies, while also focusing on and enhancing the factors that contribute to a well-rounded life experience.
4. It would be great if university administration made information available to members. Individuals may hone their skills by immersing themselves in the creative and planning processes, while also paying close attention to the decision-making in operational domains.

Restrictions and potential roadmaps for future research

The statistical group consisting just of MATS and DSVV is the only one that this study covers. Because every university is unique, the collected data can be shared with the ones mentioned above.

1. The factors impacting Work Life Quality are not properly examined in other literature.
2. A lack of collaboration among university academic personnel's. There isn't a valid and widely used survey instrument to assess (Quality of Work Life).

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