

A Study on Quality Of Work Life And Human Values Of Primary School Teachers

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ABSTRACT

Quality of work life refers to the relationship between any employees and their working surrounding areas. It considers, teaching is a noblest profession of the society and teachers are important pillar of our society. All other work in the society has their based in teaching. Teachers are essential for the effective functioning of the development of human values such as trust, respect, honesty, dignity, and courtesy are the building blocks of any free and advanced society or country. For this study, the sampling technique chooses will convenient sampling. Questionnaire and semi-structure interview were used for primary data collection. Secondary data was collect from earlier research work, various published journals, magazines, and websites. Method of study was survey method to find out the best practice used by some of the teachers to balance their work. All the teachers teaching in primary school were population for the purpose of the study. Sample sizes were consisting of all teachers teaching at primary schools approx. 55

teachers. The present paper were attempt in three aspects: (a) Quality of work life and human values approach (b) some viewpoints for subjective observation of quality of work life relation between human values (c) some factors improving in quality of work life and human values of teachers.

Keyword: *Quality of work life, human values, primary school, teachers*

INTRODUCTION

Teaching is the one profession that creates all other professions.

On an average people spend around ten to twelve hours per day in the work place which forms one third of their entire life. Hence work should yield satisfaction and fulfillment of having done a task and having spent time purposefully, peacefully and fruitfully. Work life balance has a concern of those interested in quality of working life and its relation to broader quality of life (Guest 1979). Quality of work life is a combination of three words like 'quality' it means, quality of working life and more importantly to help them to maintain work – life balance with equal attention on performance and commitment to work, 'work' it means that work is a part of life and 'quality of work life' means that as better jobs more balanced ways of combining work life with personal life and 'life', that means quality of life is a general feeling of happiness or satisfaction with life like physical and mental. Therefore, quality, work and life are interrelated with each other. Cohan (1979) defined, quality of working life as "a process of joint decision making, collaboration and building mutual respect between management and

employees". Robbins (1989) defined Quality of work life as, "A process by which an organization responds to employee needs by developing mechanisms to allow them to share fully in making the decisions that design their lives at work". Quality of work life refers to the relationship between any employees and their working surrounding areas. Most of the work force had its base in education. Formal education involves teacher, taught and the curriculum, where teaching becomes a major task. Quality of work life in the educational context would mean teachers and teaching-learning environment in particular and school environment in general. Balanced Quality of work life is most important for any organization's effectiveness. 'Human values' words are combination of two words human and values. The meaning of 'Human' is having the qualities of a man and 'Value' comes from the Latin word 'valere',

which means to be of worth, to be strong. Human values, it means that Principles and ideologies that is basic to human nature to make their life smooth and happy. Human values are the part of philosophy. So, aims of education are naturally concerned with values. All education is, in fact, very value-oriented. Teachers always strive to impart

desirable behavior among their students. Each educational goal, whether originating in a person, a family, a community, a school or an educational system, is believed to be good values. Human values are very comprehensive in nature as our human life. According to Shaver (2001), “Values are standards and principles of judging worth. They are a criteria by which we judge things — people, objects, actions, ideas and situations — to be good, worthwhile, desirable or on the other hand, worthless, despicable, undesirable or somewhere in between these two extremes”.

The Shaver’s definition consists of three elements:

- (i) Values are concepts, not feelings.
- (ii) Values exist in the mind independently of self-awareness or public affirmation.
- (iii) Values are dimensional rather than absolute categories.

The values which are considered basic inherent values in humans include truth, honesty, loyalty, love, peace, etc. because they bring out the fundamental goodness of human beings and society at large. All teachers are human beings. The important natures of human beings are some time behaved like a more aggressive and sometimes nature likes calm. Teachers draw

upon physical, emotional and intellectual resources in order to be effective in the classroom. Primary school education is provided in schools, where the student stays in steadily advancing classes until they complete it and move on to secondary school. In primary schools where as also provides students with a basic understanding of various subjects as well as the skills they are using by teachers. Primary school teachers knows the importance of good values such as self control, discipline, integrity, compassion, dedication, hard work, team work, forgiveness, empathy, helpfulness, loyalty, perseverance, consistency, optimism, dependability, efficiency, respect, patriotism, love, care and responsibility. Teachers are also telling students the good qualities of a good citizen. Teachers are essential for the effective functioning of the development of human values such as trust, respect, honesty, dignity, and courtesy are the building blocks of any free and advanced

society or country. It considers, teaching is a noble profession of the society and teachers are important pillar of our society.

Teachers have many qualities and are always able to encourage students ‘life. Teachers play a vital role in nurturing students. Being a school teacher, they are backbone of any economy, nation. They are

ideals of students. It is responsibility of teacher to build nation or to give shape to students' personality.

Need of the study

The study is mainly intended to find the level of quality of work life and human values of school teachers. Now a day, school environment is challenging. As teacher is one of the sources of gaining knowledge. There are many changes in school management, subject and syllabus, subject contents, student's behaviors, teaching methods and technologies etc. A teacher who enjoys the work and derives satisfaction alone can perform in the best possible manner. When the teachers fulfillment of personal needs and goals leads to satisfaction well being and happiness. But how far and how long can an individual be satisfied in the profession, if it is full of work related stress and strain. The phrase "Quality of Work Life" (QWL) has come in use recently to evoke a broad range of working conditions and the related aspirations and expectations of the teachers. Quality of education entails the design of work systems that enhance the working life experiences of teachers, thereby improving commitment and motivation for achieving their goals. While human values help are thus imperative for humanity. Human values

help us understand what is right and what is wrong for us as well as for those around us. It helps for teachers to make various decisions in life. Teacher's personality and character is built based on the different types of human values. A student in schools usually picks up values from his/her teachers. Human values are important for the teachers to give good values to the students in order to make them human and sensitive to those around them. In this regard quality of work life is very important for teacher. Hence there is a need to study the Quality of work life and human values of school teachers. The review of related literature shows that in the field of education there have been no attempts to study the Quality of Work Life and human values of school teachers.

Statement of the problem

"A STUDY ON QUALITY OF WORK LIFE AND HUMAN VALUES OF PRIMARY SCHOOL TEACHERS"

Objectives of the study

1. To find out the level of quality of work life of primary school teachers.
2. To study the effectiveness of human values in schools.

- 3 To find difference between high and low experienced teacher with respect to their human values.

Methodology

Research design

Method of study was survey method to find out the best practice used by some of the teachers to balance their work life and home life.

Population

All the primary school teachers teaching in schools were considered as the population for the Study.

Sample and sampling technique

Sample selected for the study were consisting of all the teachers available and willing to respond. Schools were selected on the bases of convenient sampling. That is schools available in the vicinity of the researcher's school. Teachers from the primary section were selected randomly. Sample consisted of 90 primary school teachers.

Tool used

For the present study two tools were used.

1. Questionnaire – Structured questionnaire has fixed alternatives

like multiple choices, (yes/no) questions and mostly used for qualitative studies.

2. Semi-structured interview- Semi-structured, the questions were open ended and the respondent was allowed to talk/ respond in details.

We were used for primary data collection. Secondary data was collect from earlier research work, various published journals, magazines, and websites.

Process of data Collection

Researcher personally administered the tool after taking prior permission from the responded

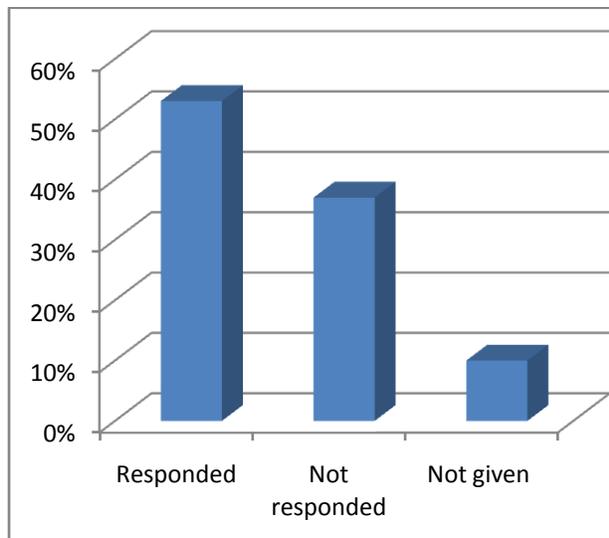
The main tools for the study were Questionnaire and semi-structured interview schedule. It was administered in the form of objective type of questions and prepared by the researcher with guidance under the guide to know the perceptions of the teachers. Some questions were related to quality of work life and human values level in the schools. Semi- structured interviews were conducted for teachers to understand the awareness of human values level in the schools. The researcher explained verbally in detail regarding the purpose of data collection.

Analysis and Interpretation of Data

The analysis and data interpretation of the results are presented below:

Objective 1: To find out the level of quality of work life of school teachers.

The first objective was to find out the level of quality of work life of school teachers. The first tool was questionnaire prepared for school teachers to know the level of quality of work life of school teachers'. Through the use of questionnaire for teacher expressed to statements, a sample of their opinions is obtained. The responses of school teachers from schools out of the 57% observations was found that 57% teachers says that low level of quality of work life in the schools. Only 23% of the teachers possessed high level of quality of work life. 20% of teachers did not respond.

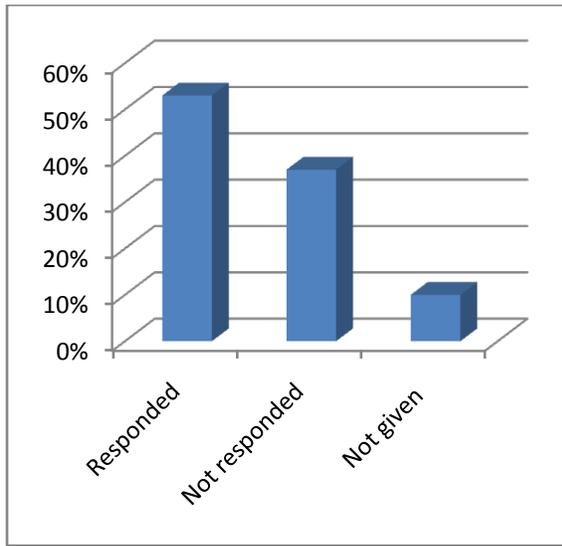


It means that mostly teachers are not aware of quality of work life of teachers belonging

to different types of schools like government schools and private school teachers.

Objective 2: The third objective was to effectiveness of human values in schools. The third tool was questionnaire prepared for primary school teachers to know the effectiveness of human values in schools. Through the use of questionnaire of teachers expressed to statements, a sample of their opinions is obtained. In the school very few teachers gave their own opinions.

Objective 3: The second objective was to find difference between high and low experienced teachers with respect their human values. The second tool was semi-structured interview prepared for school teachers to know the difference between high and low experienced teachers with respect their human values. Through the use of semi-structured interview schedule for teachers expressed to statements, a sample of their opinions is obtained. The responses of primary school teachers from schools out of the 43% observations was found that 53% teachers says that low level of high and low experienced teachers with respect their human values in the schools. Only 37% of the teachers' possessed high level of high and low experienced teachers with respects their human values. While 10% Teachers were did not responded.



A) Quality of work life and human approach.

Quality of work life is influenced by various factors and conditions, such as: accommodation, employment, income, material welfare, moral attitudes, personal and family life, social support, stress and crises, health-related quality of life, health care service, working conditions, nourishment, education opportunities, relationships with the environment, eco-factors, and others.

- Quality of works life and human approach work together because quality of work life leads towards positive employee attitude for their work and the institution.

- It increases efficiency and intrinsic motivation.
- It enhanced organizational effectiveness and competitive advantage.
- Quality work life is very important for the employee for the long lasting work.

Result and Discussion

Now a day, major issue in Quality of work life likes:

- (1) Pay and stability of employees
- (2) Teachers are aware of social security and welfare benefits.
- (3) Teachers should not have fear of losing their job.

(b) Some viewpoint's for subjective observation of quality of work life region between human values

Normally in the schools growth of employees are partial because the people who are in lime light they got growth easily. Theirs is lot of work pressure on teacher.

(c) Some factors improving quality of work life and human values of teachers

- Satisfactory salary and Fair Compensation

- Safe and Healthy Working environment
- Fair Opportunity for development in career.
- Opportunity for continued growth and security
- Work and quality of life
- Freedom take decision in favor of students

A person who enjoys the work and derives satisfaction alone can perform in the best possible manner. The fulfillment of personal needs and goals leads to satisfaction well being and happiness. Quality of work life and human values, both aspects are important for primary school teachers.

Conclusion: The purpose of this study was analyzing the relation between the quality of work life and human values of primary school teachers. The quality of work life of teachers is less than average and not given the good quality of work life. When the teachers are joined any school that times the desire and motivation and expectation was very high but component of the salary of the teachers was low. A person who enjoys the work and derives satisfaction alone can perform in the best possible manner. The fulfillment of personal needs and goals leads to satisfaction well being and happiness. Quality of work life and human values, both

aspects are important for primary school teachers.

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