



A COMPARITIVE STUDY ON QUALITY OF WORK LIFE AND EMPLOYEE MORALE WITH SPECIAL REFERENCE TO WOMEN TEACHERS IN SELF FINANCING COLLEGES OF ARTS AND SCIENCE IN KANYAKUMARI DISTRICT

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ABSTRACT- Quality of work life plays an important role in effective and efficient work performance. It is considered as very important in the noble profession and teaching. The self financing staffs are those who work under a private institution which has a unique structure and common regulations for all the staffs and supervisors to note their day to day activities. Self financing arts and science staffs are well known for the commitment towards their work and have efficiency in teaching. The recognition, remuneration like several factors are the barriers which impacts the quality of work life in the self financing arts and science colleges in kanyakumari district. Most of the waking hours are the working hours. If people feel their work life is exhausting with no improvement or no adventures then that is really pity that they will know what is excitement and enjoyment in their lives. Thus, staffs who are (not) satisfied in work are (not) satisfied in life. Thus, work should become a celebration, work should become an expression of joy, and work should become a mean of growth & prosperity and also making an environment pleasing for the workers to work to improve their lifestyles.

The study helps us to know about the relationship between quality of work life and employee morale factor of the respondents and also analyze the building factors of QWL. This study also reveals genuine feedback/suggestions from women teachers that could be implemented to improve the teacher's quality of work life of arts and science colleges in kanyakumari district.

Keywords: self financing staffs, QWL, Female teachers.

I. INTRODUCTION

FAKHRI, M., NURNIDA, I., WINARNO, A., KURNIA, B., & SURYANA, D. (2020)¹, in their examination they plans to research and investigate the quality of work life (QWL) and further more to discover which QWL factors are considered as essential variables among representatives of PT. Duta Transformasi Insani, a counseling administration the executives in Indonesia. The elements of QWL in this investigation comprise of nine segments, which are: : work environment, organizational culture & climate, relation & cooperation, training & development, reward & compensation, facilities, job satisfaction & job security, work autonomy and resource adequacy. This investigation led a study of each worker who works for PT. Duta Insani, which comprises of different example qualities, for example sex, education level, and length of employment. The enlightening investigation additionally examines how the QWL condition in this organization. Along with validity and reliability tests they used utilizing quantitative descriptive and factor investigation technique, to satisfy the investigation targets. The outcomes demonstrated that most elements of representatives' QWL are inside a legitimate classification, with 80 percent normal of this variable. Besides, the outcomes likewise show there are two main considerations comprising the quality of work life of the representatives of PT. Duta Transformasi, which are strong authoritative culture, representing 47.75 percent, and hierarchical offices, representing 13.03 percent.

R. Balaji (2013)² Quality of work life alludes to the degree of bliss or disappointment with one's vocation. The individuals who make most of their vocations are said to have a high caliber of work life, while the individuals who are miserable or whose requirements are generally unfilled are said to have a low quality of work life.

Quality of work life is seen as an option in contrast to the control approach of overseeing individuals. The quality of work life approach thinks about individuals as a resource for 'the association instead of as expenses'. It accepts that individuals perform better when they are permitted to take an interest in dealing with their work and decide. This methodology inspires individuals by fulfilling their financial needs as well as their social and mental ones. To fulfill the new age workforce, associations need to focus on work structures and association of work. Further, the present workforce understands the significance of connections and is attempting to find some kind of harmony among profession and individual lives.

Fasla.N.P. (2017)³The study was done to decide the quality of nursing work life among attendants working in Mannarkkad region, Palakkad region. The investigation discoveries uncovered that there was a moderate quality of nursing work life announced among medical caretakers in private division. The workplace of the medical caretakers was given least significance and they were constrained to make do with restricted assets. Despite the fact that the medical caretakers in the private area detailed lesser remaining task at hand, they were progressively disappointed with pay and monetary advantages. The pay in the private division was altogether lower.

Radha Yadav , Ashu Khanna (2014)⁴The motivation behind this paper was to discover the significant elements of quality of work life from writing survey. So, more than 40 written works were explored out of that 25 literary works talked about profoundly and the most separated elements were measured. The points of the paper to discover the drivers which influence the quality of work life in the organization. The discovering shows that there are some driver have been utilized much of the time in the writing instead of different drivers. Responsibility, representatives' relationship, cohesiveness were the most elevated Least factor utilized normal variable utilized Extremely exceptionally utilized Delegation of power Training and improvement Equal openings for work Financial proportion (momentum proportion, return on resources, return on capital utilized and so forth.) Organization citizenship conduct Social reconciliation Employee interest Rewards Welfare and openings Autonomy Team Work life equalization and relationship Attitude and discernment Job fulfillment Pay and advantages Organization duty Safety and solid condition Growth and advancement Supervision Demographic factor Literature Review on Quality of Work Life and Their Dimensions visit drivers utilized in the writing which give a positive association with quality of work life and workers. 8 out of 25 literary works referred to that Commitment, relationship, cohesiveness as a successful driver of QWL then again supervision, pay and advantages increment association duty of representatives and its improve QWL. 5 out of 25 writings said pay and advantages, supervision gave a positive association with the QWL however investment the executives gave at some point positive just as negative association with QWL. 6 out of 25 writing said that there was no connection among sexual orientation and QWL where age influenced the QWL as indicated by 4 out of 25 literary works. Discernment assumes a fundamental job in QWL some of the time it gives a positive just as negative connection with QWL. 4 out of 25 written works having a positive association with QWL and 2 out of 25 writings indicated a negative association with QWL. The other significant factor which influences the QWL is work understanding. In 4 written works, work performance level gave a positive connection with QWL implies on the off chance that work performance level increment, at that point request towards QWL will be expanded. It has been seen that the most significant driver was money related prizes as indicated by the writing survey, it occurred because of the monetary circumstance of representatives as workers see with respect to the reward and pay that they get from the business as an energy about their endeavors from the association. Better rewards and remuneration indicated better required of workers in association. In the wake of verifying great compensation, the representatives plan to build up their aptitudes and get elevated to a higher position. Correspondence is a method for making shared comprehension between the worker and boss more association utilizes an open entryway approach for the better execution of the association.

Seyed Mohammad Mirkamalia , Fatemeh Narenji Thani (2011)⁵ relatively study QWL among resources of UT and SUT. Distinguishing the components identified with staff QWL is critical, in light of the fact that it has positive and huge connection with work fulfillment. Subsequently, we can improve Job fulfillment (JS) by changing and controlling QWL components, and in this way push toward the advancement of the association. The principle point of this examination is determining the state of QWL among the resources of UT and SUT. The outcomes show that teachers in the referenced colleges have a genuinely horrible QWL. The second point

of this investigation is to inspect the contrast between the degree of QWL among the resources of UT and SUT. Results show that there is no huge distinction between the degrees of QWL. Of the eight variables of QWL, a recognizable distinction can be seen uniquely between social combination and cohesiveness among the teachers of the referenced colleges. From social cohesiveness perspective, the resources of SUT have a higher position. In synopsis, the aftereffects of the present research show that: A) the resources of UT and SUT are on a genuinely horrible degree of QWL. B) There is no huge distinction in QWL among the resources of UT and SUT colleges.

Aruldoss, A., Kowalski, K. B., & Parayitam, S. (2020)⁶, in this investigation has shown that QWL and WLB autonomous develops and that associations should be worried about both. Furthermore, this exploration demonstrates that emotional and attitudinal ideas, for example work pressure, work fulfillment, and occupation responsibility are the significant factors in the connection among QWL and WLB. It is trusted that this examination will animate further exploration on WLB to better our comprehension on what associations can improve balance their work and family lives.

Nadia Ayub and Shagufta Rafif (2010), thought the relationship between work fulfillment and Work Motivation. The discoveries of the investigation infer that, Work Motivation improves work fulfillment of the workers and representatives' sexual orientation distinction additionally has striking effect on inspiration and employment fulfillment. The exploration discoveries proposed that when HR is concerned and merciful what's more, spotlight their fixation on rousing elements the outcomes would be more beneficial and committed from workers. The last end features about monetary pay and it is certain to play a critical function in representatives' choice of occupations, proceeding in occupations and inspiration in their positions. The likely clarifications of these outcomes clarify about how workers satisfy their fundamental and higher request needs also, upgrade their uplifting demeanor towards work that will in the long run control to work fulfillment.

Derya Kara (2012), has contemplated Gender Differences on Impression of Employee's Quality of Working Life. The Results uncovered that male workers supposedly have huge distinction in realization needs, well being and security needs and information needs in Quality of Working Life markers. Be that as it may, social necessities, financial also, family needs, tasteful necessities and regard needs were not measurably huge. In particular, guys and females showed more huge qualifications in all the variables. Donald and Charles (2011) has clarified in research that how obligation tasks measure influence workers' readiness to face challenges and report blunders, and looks at how these cycles can affect an association's ability to learn and how it influences credits of Quality of Work Life .

Larasati, A. P., & Martono, S. (2020). In this point of this investigation is to decide the impact of transformational leadership, worker relations, and workplace on employee morale on workers of the Department of Trade, Cooperatives, and SMEs Magelang Regency. The sort and plan of examination utilized in this investigation is quantitative research. Testing in this examination utilizes an immersed inspecting procedure and acquired an example size that must be utilized is 130 representatives. The scientific strategy utilized is the instrument test (validity and reliability), the classic assumption test, and the hypothesis test with the utilization of SPSS 22. Information assortment strategies utilizing meetings, polls, and writing contemplates. The after effects of this investigation show that three hypotheses were accepted. So it very well may be seen that transformational leadership has a positive and huge impact on employee morale. Representative relations have a positive and critical impact on employee morale. The workplace has a positive and huge impact on employee morale. Transformational leadership, employee relation, and work environment together has a positive and critical impact on employee morale.

Nonnala Daud (2012), considered that the relationship between Quality of Work Life and Organizational Commitment is positive, yet not extremely solid. Hierarchical duty depended on three variables for example, emotional duty, standardizing responsibility and duration. Exploration results demonstrate that colleges underscoring emotional responsibility would anticipate more noteworthy profitability. Quality of Work Life regions which focus on cooperation is less decidedly corresponded to desire for college staff with respect to their dependability towards existing colleges.

OBJECTIVES OF THE STUDY

- To evaluate the relationship between the quality of work life and employee morale factor of women faculty in kanyakumari district.
- To examine the employee morale factors of the respondents who are working in self financing arts and Science College.

SAMPLE DESIGN

The study was undertaken in kanyakumari district. 250 people were selected for the analysis through convenient sampling method.

TOOLS FOR ANALYSIS

CHI-SQUARE and GARRETT'S RANKING were used to analysis the data.

DATA COLLECTION

The information was gathered by two sources.

Primary Source

The primary data for the study was collected through a well structured questionnaire. The questionnaire covers the demographic profile, employee morale profile of the respondents and Garrett's ranking method of questions were used to measure the variables related to attitude towards quality of work life.

Pilot survey was conducted among 76 respondents to find the validity of the questionnaire and the reliability of the data. The reliability value of the sample data tested under cronbach's alpha is 0.84 which is a good reliability value.

Secondary Source

The auxiliary information was gathered from institutional records such as attendance register, salary register, performance appraisal sheet, Staff work load register and Institution Hand book.

Studies related to the title were referred from the journals to gain basic knowledge about the study. Since some secondary data are restricted access because of the confidentiality policy of the institutions, such data are accessed by the researcher through proper permission given by the institutions after submission of a Bonafide letter from the university where the researcher pursue Ph.D programme. No information needed for the study connotes utmost confidential, it was easy to access the secondary data by simply getting an oral consent from the Head of the Institution.

LIMITATIONS OF THE STUDY

The researcher faced the following limitations while doing the study

- Few of the respondents hesitated to give the information.
- Few workers were refused to accept the questionnaire.

II. DATA ANALYSIS AND INTERPRETATION

I) Association between quality work life constituent factors and employee morale factors of teaching workers of arts and science colleges.

In this session chi-square analysis is used to test whether the quality work life constituent factors of the teachers have significant influence over the level of employee morale factors.

$$X^2 = \Sigma (O-E)^2 / E$$

1. SALARY SYSTEM

Table No.1.1 classification of respondents based on their salary system.

Salary system	No. of respondents	% basis
Below 10000	45	18
10000-15000	123	49
15000-20000	62	25
20000-25000	12	5
Above 25000	8	3
TOTAL	250	100

Source: primary data

Table no. 1.2 Association between salary and job satisfaction level of teaching staff in self finance colleges.

Salary	Job satisfaction			Total
	Satisfied	Neutral	Dissatisfied	
Below 10000	32	10	03	45
10000-15000	72	38	13	123
15000-20000	44	12	06	62
20000-25000	04	06	02	12
Above 25000	01	04	03	08
TOTAL	153	70	27	250

H_{01} : salary system of the respondents has no significant influence over the level of job satisfaction among the teaching members of arts and science colleges.

Table no.1.3 showing the application of chi-square test between salary and job satisfaction level of respondents towards the quality work life building factors.

O	E	(O-E) ²	(O-E) ² /E
32	153*45/250=27.54	19.89	0.72
72	153*123/250=75.276	10.73	0.14
44	153*62/250=37.944	36.68	0.97
04	153*12/250=7.344	11.18	1.52
1	153*08/250=4.90	15.21	3.10
10	70*45/250=12.6	6.76	0.54
38	70*123/250=34.44	12.67	0.37
12	70*62/250=17.36	28.73	1.65
06	70*12/250=3.36	6.97	2.07
04	70*08/250=2.24	3.10	1.38
03	27*45/250=4.86	3.46	0.71
13	27*123/250=13.28	0.08	0.01
06	27*62/250=6.70	0.48	0.07
02	27*12/250=1.30	0.50	0.38
03	27*08/250=0.864	4.56	5.28

Total	18.91
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Calculated Value=18.91 Table Value=15.507 Degree of freedom= 8

Calculated value is greater than the table value .So hypothesis is rejected. Therefore salary system of the respondents has significant influence over the level of job satisfaction towards quality work life building factors.

2. SALARY VS WORKING HOURS

Table no. 2.1 Association between salary and working hours among the teaching staff in self finance arts and science colleges.

Salary	Working Hours			Total
	High	Medium	Low	
Below 10000	36	09	0	45
10000-15000	84	36	03	123
15000-20000	49	09	04	62
20000-25000	06	03	03	12
Above 25000	02	01	05	08
TOTAL	177	58	15	250

H₀₂: salary system of the respondents has no significant influence the working hours among the teaching members working in the institutions.

Table no.2.1 showing the application of chi-square test between salary and working hours among the teaching staff in the arts and science colleges.

O	E	(O-E) ²	(O-E) ² /E
36	177*45/250=31.86	17.14	0.54
84	177*123/250=87.08	9.49	0.11
49	177*62/250=43.90	26.05	0.59
06	177*12/250=8.50	6.23	0.73
02	177*08/250=5.66	13.40	2.37
09	58*45/250=10.44	2.07	0.20
36	58*123/250=28.54	55.71	1.95
09	58*62/250=14.38	28.99	2.02
03	58*12/250=2.78	0.05	0.02
01	58*08/250=1.86	0.73	0.39
0	15*45/250=2.70	7.29	2.70
03	15*123/250=7.38	19.18	2.60
04	15*62/250=3.72	0.08	0.02
03	15*12/250=0.72	5.20	7.22
05	15*08/250=0.48	20.43	42.56
Total			64.02

Calculated Value=64.02 Table Value=15.507 Degree of freedom= 8

Calculated value is greater than the table value .So hypothesis is rejected. Therefore salary system of the respondents has significant influence the working hours among the respondents of teaching staff of arts and science colleges.

3. JOB SECURITY

Table No. 3.1 classification of respondents based on their secured level of job.

Job security	No. of respondents	% basis
Highly secured	07	03
Secured	13	05
Moderated	27	11
Unsecured	89	36
Highly unsecured	114	45
TOTAL	250	100

Source: primary data

Table no. 3.2 Association between job security and performance level factors of respondents.

Job security	PERFORMANCE LEVEL			Total
	High	Medium	Low	
Highly secured	0	2	5	07
Secured	1	1	11	13
Moderated	6	14	7	27
Unsecured	12	44	33	89
Highly unsecured	23	36	55	114
TOTAL	42	97	111	250

H₀₃: Job security system of the respondents has no significant influence over the performance level of teaching members working in the institutions.

Table no.3.3 showing the application of chi-square test between job security and performance level of teaching staff in the arts and science colleges.

O	E	(O-E) ²	(O-E) ² /E
0	42*07/250=1.18	1.38	1.17
1	42*13/250=2.18	1.40	0.64
6	42*27/250=4.54	2.14	0.47
12	42*89/250=14.95	8.71	0.58
23	42*114/250=19.15	14.81	0.77
2	97*07/250=2.72	0.51	0.19
1	97*13/250=5.04	16.35	3.24
14	97*27/250=10.48	12.42	1.18
44	97*89/250=34.53	89.64	2.60
36	97*114/250=44.23	67.73	1.53
05	111*7/250=3.11	3.58	1.15

11	$111*13/250=5.77$	27.33	4.74
7	$111*27/250=11.99$	24.88	2.08
33	$111*89/250=39.52$	42.46	1.07
55	$111*114/250=50.62$	19.22	0.38
Total			21.79

Calculated Value=21.79 Table Value=15.507 Degree of freedom= 8

Calculated value is greater than the table value .So hypothesis is rejected. Therefore job security system of the respondents has significant influence over the performance level of the respondents of self financing arts and science colleges.

4. JOB SECURITY VS JOB SATISFACTION

Table no. 4.1 Association between job security and job satisfaction level of respondents.

Job security	Job satisfaction			Total
	Satisfied	Neutral	dissatisfied	
Highly secured	01	2	4	7
Secured	03	1	9	13
Moderated	09	2	16	27
Unsecured	57	21	11	89
Highly unsecured	88	22	4	114
TOTAL	158	48	44	250

H₀₄: Job security system of the respondents has no significant influence over the job satisfaction level of teaching members working in the institutions.

Table no.4.2 showing the application of chi-square test between job security and job satisfaction level of teaching staff in the arts and science colleges.

O	E	(O-E) ²	(O-E) ² /E
1	$158*07/250=4.42$	11.72	2.65
3	$158*13/250=8.22$	27.21	3.31
9	$158*27/250=17.06$	65.03	3.81
57	$158*89/250=56.25$	0.57	0.01
88	$158*114/250=72.05$	254.47	3.53
2	$48*07/250=1.34$	0.43	0.32
1	$48*13/250=2.50$	2.24	0.90
2	$48*27/250=5.18$	10.14	1.96
21	$48*89/250=17.09$	15.30	0.90
22	$48*114/250=21.89$	0.01	0
4	$44*7/250=1.23$	7.66	6.23
9	$44*13/250=2.29$	45.05	19.67
16	$44*27/250=4.75$	126.52	26.64
11	$44*89/250=15.66$	21.75	1.39
4	$44*114/250=20.06$	258.05	12.86
Total			84.18

Calculated Value=84.18 Table Value=15.507 Degree of freedom= 8

Calculated value is greater than the table value .So hypothesis is rejected. Therefore job security system of the respondents has significant influence over the level of job satisfaction among the respondents of arts and science colleges.

5. JOB SECURITY VS EMPLOYEE PARTICIPATION

Table no. 5.1 Association between job security and employee participation in management level of the respondents

Job security	Employee Participation level			Total
	High	Medium	low	
Highly secured	03	02	02	7
Secured	08	04	01	13
Moderated	16	06	05	27
Unsecured	09	16	64	89
Highly unsecured	13	23	78	114
TOTAL	49	51	150	250

H₀₅: Job security system of the respondents has no significant influence over the employee participation in management level of the teaching members working in the institutions.

Table no.5.3 showing the application of chi-square test between job security and employee participation in management level of the teaching staff in the arts and science colleges.

O	E	(O-E) ²	(O-E) ² /E
3	49*07/250=1.37	2.65	1.93
8	49*13/250=2.55	29.72	11.66
16	49*27/250=5.29	114.66	21.68
09	49*89/250=17.44	71.30	4.09
13	49*114/250=22.34	87.31	3.91
02	51*07/250=1.43	0.33	0.23
04	51*13/250=2.65	1.82	0.69
06	51*27/250=5.51	0.24	0.04
16	51*89/250=18.16	4.65	0.26
23	51*114/250=23.26	0.07	0
02	150*7/250=42	1600	38.10
01	150*13/250=7.8	46.24	5.93
05	150*27/250=16.20	125.44	7.74
64	150*89/250=53.40	112.36	2.10
78	150*114/250=68.40	92.16	1.35
Total			99.71

Calculated Value=99.71 Table Value=15.507 Degree of freedom= 8

Calculated value is greater than the table value .So hypothesis is rejected. Therefore job security system of the respondents has significant influence over the employee participation in management level of the respondents of arts and science colleges.

6. SOCIAL INTEGRATION

Table No. 6.1 classification of respondents based on their social integration attitude.

Social integration	No. of respondents	% basis
Excellent	102	41
Above average	91	36
Average	18	7
Below average	25	10
Poor	14	6
TOTAL	250	100

Source: primary data

Table no. 6.2 Association between social integration and performance level factors of the respondents.

Social integration	Performance level			Total
	High	Medium	Low	
Excellent	63	27	12	102
Above average	44	30	17	91
Average	11	7	0	18
Below average	14	7	4	25
Poor	8	3	3	14
TOTAL	140	74	36	250

H_{06} : social integration of the respondents has no significant influence over the performance level period of the teaching members working in the institutions.

Table no.6.3 showing the application of chi-square test between social integration and performance level period of the teaching staff in the arts and science colleges.

O	E	(O-E) ²	(O-E) ² /E
63	$140 \times 102 / 250 = 57.12$	34.57	0.61
44	$140 \times 91 / 250 = 50.96$	48.44	0.95
11	$140 \times 18 / 250 = 10.08$	0.85	0.08
14	$140 \times 25 / 250 = 14$	0	0
8	$140 \times 14 / 250 = 7.84$	0.03	0
27	$74 \times 102 / 250 = 30.19$	10.19	0.34
30	$74 \times 91 / 250 = 26.94$	9.39	0.35
7	$74 \times 18 / 250 = 5.33$	2.80	0.52
7	$74 \times 25 / 250 = 7.40$	0.16	0.02

3	$74*14/250=4.14$	1.31	0.32
12	$36*102/250=14.69$	7.23	0.49
17	$36*91/250=13.10$	15.18	1.16
0	$36*18/250=2.59$	6.72	2.59
4	$36*25/250=3.60$	0.16	0.04
3	$36*14/250=2.02$	0.97	0.48
Total			7.95

Calculated Value=7.95

Table Value=15.507

Degree of freedom= 8

Calculated value is less than the table value .So hypothesis is accepted. Therefore salary system of the respondents has significant influence the working hours among the respondents of teaching staff of arts and science colleges.

I) Attitude of respondents towards QLW factors.

TECHNIQUES	I	II	III	IV	V	VI	VII	VIII	IX	X	TOTAL
Communication system	1	16	0	4	19	33	4	3	143	27	250
Work load	98	55	31	18	6	10	12	7	3	10	250
Health & safety Measures	41	53	43	21	37	48	1	3	3	0	250
Grievance settlement	30	22	18	42	26	38	20	33	12	9	250
Promotion policies	46	58	39	22	40	34	8	3	0	0	250
Job security	145	39	20	16	11	13	1	5	0	0	250
Training & Development	1	16	11	8	12	17	6	18	40	121	250
Salary	178	24	18	16	4	08	0	2	0	0	250
Rewards & recognition	69	45	21	19	16	28	33	5	8	6	250
Relationship with superiors	155	20	13	25	13	22	1	1	0	0	250

Source: primary data

From Henry Garret table given below find Garret value for each percent position value

Rank	$100(R_{ij}-0.5)/N_j$	Present position	Garret value
1	$100(1-0.5)/10$	5	82
2	$100(2-0.5)/10$	15	70
3	$100(3-0.5)/10$	25	63
4	$100(4-0.5)/10$	35	58
5	$100(5-0.5)/10$	45	52
6	$100(6-0.5)/10$	55	48
7	$100(7-0.5)/10$	65	42
8	$100(8-0.5)/10$	75	36
9	$100(9-0.5)/10$	85	29
10	$100(10-0.5)/10$	95	18

Garrett's Ranking Techniques were used to find out the level of employee morale factors of women teachers in arts and Science College.

TECHNIQUES	1*82	2*70	3*63	4*58	5*52	6*48	7*42	8*36	9*29	10*18	GARRETT SCORES	AVERAGE	GARRETT'S RANK
Communication system	82	1120	0	232	988	1584	168	108	4147	486	8915	35.66	9
Work load	8036	3850	1953	1044	312	480	504	252	87	180	16698	66.79	4
Health & safety Measures	3362	3710	2709	1218	1924	2304	42	108	87	0	15464	61.86	6
Grievance settlement	2460	1540	1134	2436	1352	1824	840	1188	348	162	13284	53.12	8
Promotion policies	3772	4060	2457	1276	2080	1632	336	108	0	0	15721	62.88	5
Job security	11890	2730	1260	928	572	624	42	180	0	0	18226	72.90	2
Training & Development	82	1120	693	464	624	816	252	648	1160	2178	8037	32.15	10
Salary	14596	1680	1134	928	208	384	0	72	0	0	19002	76.01	1
Rewards & recognition	5658	3150	1323	1102	832	1344	1386	180	232	108	15315	61.26	7
Relationship with superiors	12710	1400	819	1450	676	1056	42	36	0	0	18189	72.76	3

The above table shows the Garrett's ranking analysis for the variables to find out the level of employee morale factors of women teachers in arts and Science College.

The percent position for responses on each variable was calculated by using the formula

$$\text{Percent position} = 100(\text{Rij} - 0.5) / \text{Nij}$$

Where,

Rij = Rank given for ith factor by the jth respondents.

Nij = Number of ith factors ranking by the jth respondents.

Garrett score is calculated as the sum of percent position score of each variable.

Average score is calculated by dividing Garrett score by number of respondents.

Garrett ranks are derived on the basis of highest value of average score. Highest average score is given rank 1 and so on.

The Garrett ranking method shows the following discussion.

Health and safety measures are the basic need of human wellbeing. But in recent era people become more and more materialistic and give the least importance to their own well being. They are more concerned about fulfilling their materialistic need and, According to the analysis of the faculties who were the responses, made the Salary their predominant priority.

Salary ranks the first in the Garrett's rank of employee's moral factors with highest Garrett value of 19,002.

As a basic need Job security takes the second place in the rank list of employee's morale factor.

Next to Job security is relationship with superiors takes the third rank in the employee's morale factor. As only a friendly environment enhances relaxed work place and a comfortable work placed.

In this era of comfortable living Work load takes the fourth position in the list. As everyone expects more relaxed and tension free work-life.

As being an employee the common mindset is to get promotions. Thus, majority of the people consider Promotion policies as the important factor as, it ranks fifth in the Garrett's Score.

If everything is lost nothing is lost but if health is lost something is lost. As per that the health is ranking sixth in the Garrett's Score. Even though the health being not considered as a primary is disappointing but it is satisfying that they are also considered important.

Absolutely in this era of attentation seeking Reward and Recognitions plays a major role in satisfying the employee's moral factor and it is placed seventh in the list.

In this era of mordinaized comfort living people expect that the management or the higher Officials make settlements for their grievance as soon as possible. Thus, it ranks eighth in the Garrett's Score.

Communication System, the announcement and information for Lecturer and Professor are mostly the same as of the students and there is no big disturbance in the system. And it ranks ninth of that list.

It feels delightful to see the training and development in the bottom of the list, of the employee's morale of the teaching staffs as they plays major role in sculpting the next generation. When they become updated off course the future has a high hope of improvement.

III. FINDINGS

- The Quality of Work life has an extended hand in the morale of the employees.
- Salary system has significant influence over the level of job satisfaction towards factors of quality of work life.
- Salary system has significant influence over the working hours among the teaching staff of arts and science colleges.
- Job security system has significant influence over the performance level of the respondents of teaching staffs of arts and science colleges.
- Job security system has significant influence over the level of job satisfaction among the respondents of arts and science colleges.
- Job security system of has significant influence over the employee participation in management level of the teaching facilities of arts and science colleges.
- Salary system of has significant influence the working hours among the respondents of staff of arts and science colleges.
- By using Garrett's ranking technique, it is found that except the communication system(35.66%) and Training & Development (32.15%) all the other factors like work load, health & safety measures, salary, grievance settlement, promotion policies, job securities, reward and recognitions and relationship with superiors has higher employee morale among the employees.

IV. SUGGESTIONS

The management can increase salary and introduce efficient bonus plans to the salary to improve the employee's morale and the quality of work life.

To encourage the facilities to mark their efficient work management can take steps to rewards their employees which also boosts job satisfaction among employees.

For the betterment of the employee's morale factors and the quality of work, institutions can provide satisfying salary and high bonus plans.

There is a relationship between job security and performance level. Thus the management is expected to provide assurance to their workers about their job security.

With concern with the Garrett's ranking I would like to suggest the management to improve their increment plans and bonus policies and also consider reduce work load these things can improve efficiency of the worker in work also the Quality of Work life along with the Morale of the employee.

V. CONCLUSION

According to the analysis we can frame a relationship between salary system and job satisfaction , salary system and working hours, job security and performance level, job security and job satisfaction, job security system and employees participation in management , salary system and working hours these comparison give us knowledge about the morale of the employees and quality of work life of the teaching faculties of arts and science colleges at kanyakumari district affiliated to M.S.University colleges . This study is done with the regard of improving QWL and morale of the employee's .Thus, from the study we can understand that salary and job security is considered to be the main elements of QWL and morale of the employees if the highly expected conditions are satisfied then it is expected that the efficiency of the work will also improve. Not only that, equal importance should be given to all the factors including the least Scored factors such as Communication system and Training and development.

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