

Quality of Work Life with Special Reference to Female Teachers in Universities of Himachal Pradesh

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RECOMMENDATIONS AND FUTURE DIRECTIONS

After discussing the results and concluding the findings of the present research, this chapter proposes improvements in the concerned areas which are highlighted in the findings of the present study. Also, the chapter tries to give certain future directions towards possible research work that can be done in the related field.

6.1 RECOMMENDATIONS

On the basis of the results and discussion, following are few suggestions and measures for improving the Quality of Work Life of female faculty in the universities of the state:

Private Universities:

- In private universities the areas of concern were found to be home-work interface, stress at work and control at work, therefore the private universities need to work to improvise these areas.
- The foremost area of concern was found to be the sub-domain home-work interface which includes working hours, travelling hours and managing personal demands along with the professional ones. Helping the females to balance their personal and professional life, with the strategies like flexible working hours, work from home, continuous support of the superiors.
- The next challenge was the sub-domain stress at work which was faced by the private university employees, they felt overstressed and felt role ambiguities with overdemanding jobs and unachievable demands, which can be resolved by organizing more stress management techniques and introducing the mentorship programs to guide them in their work. Better clarity in the job description of the teachers could be there.
- Last sub-domain that needs improvement is control at work which can be improved by designing strategies to optimize the work load and providing more autonomy at work can improve the conditions of private university teachers. The compensation and appraisal policies must be more adequate and fair. The leave policies must be more precise and clear.

Public Universities:

- The public university teachers have found home-work interface, stress at work and working condition satisfaction as the main areas of concern, therefore for improving the Quality of Work Life of the female teacher's government universities need to improve these areas.
- Home-work interface was again a challenge in government universities too like in private universities, therefore strategies like flexible working hours, work from home, more women centric policies need to be formulated to ease the balancing of work and life of the female teachers.

- Stress creating challenges were still a concern in public universities also, consequently need to be resolved by providing more job clarity and a comfortable place to work as the respondents spend maximum time at work place, therefore if the work place is contented a respondent remains more stress free and enjoys better Quality of Work Life.
- Finally, the satisfaction from the working conditions was not apt therefore needs improvement in the areas like hygiene, safety etc. Also, the problems like office politics etc. need to be handled by having more open culture with the superiors.

Overall:

- Strategies to improve the home work interface of the female faculties which includes working hours, travelling hours etc. which enables them to manage their personal and professional life without any tension.
- More opportunities and career advancement prospects to the young aspirants in academics to keep them motivated and enable them to give Quality in their performance.
- Entry level faculty members must be given guidance towards their career graph to avoid any kind of dilemma and avoid stress at work.
- Respondents living away from their families especially in nuclear families definitely need a good and sound family support system from their employers by the means of employee' oriented policies like flexible working hours, child care policies, elder care policies and other such support programs.
- Leave, compensation and appraisal policies should be made more fair and transparent.
- Faculty may be given more autonomy at work especially in the decisions related to their work area.
- Providing the faculty best job and career satisfaction will further helps in improving Quality of Work Life.

6.2 FUTURE DIRECTIONS

The present study has highlighted areas of concern which needs to be improved so that the overall Quality of Work Life can be improved which will further lead to a significant contribution in the society as females are the integral part of society and improving their Quality of Work Life is one step in improvising their social well-being and psychological health.

The fact remains that there are still only seven women out of 100 bosses heading up companies on London Stock Exchange, therefore the situation is very clear that to break the concepts like glass ceiling and see more gender equality more of such research work needs to be done which highlights the areas at work that needs improvisation and are women centric.

After going through the results and discussion of the present research, few areas were found which forms a basis for future scope of research in the related field. Following are some of the future directions for research:

- A few longitudinal studies can be conducted so as to analyze how work and family life of married women gets affected at the different stages of life i.e. marriage (adjustments made in career as per the demands of the spouse), child birth (taking a break from career resulting in decelerating of career growth) and child rearing (child care is considered the primary responsibility of females in conflict to their counter parts men).

- A comparative study of the Quality of Work Life of females in academics with the females working in the other industries like banking, manufacturing etc. can be done.
- The present study was only restricted to higher education sector, therefore there is a scope where Quality of Work Life of college level teachers and school level teachers can be analyzed and a comparison can be done.
- Also, the study was confined to female faculty, hence a generalized study can be conducted irrespective of the gender and also a comparative study can be directed.
- The study can be further extended to the other staff of the university also as along with the teachers, the additional staff also forms a strong foundation in any of the educational setup.
- A qualitative study can be conducted on Quality of Work Life.