

# ROLE OF SELF-PERCEPTION AND SELF-CONTROL IN MANAGING QUALITY OF WORK LIFE AMONG THE EDUCATORS WITH SPECIFIC REFERENCE TO HIGHER EDUCATION INSTITUTIONS, BANGALORE

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*Abstract* : One's self-concept decides the limit within which individuals tend to display their behavioural possibilities. In every facet of our lives we tend to display extensive variety of feelings of which some are agreeable and some may cause discomfort; the feeling of worthiness, happy, anger, hatred, irritation etc. will depend upon how one see themselves. Persistent wrong way of thinking, envisioning negative feelings, continually thinking awful for others, such mental-make up crushes the positive power of the work in oneself and depletes one's assets continuously leading to distress. In Present days individuals are discovering troublesome to strike a harmony between family and work life because of job pressure and conflicting interest and over-socialization that prompt excessively of interest about the co-workers for fulfilment of their sense of self, making issues in the personalities of neighbors. One of the measures to enhance QWL is through employee involvement which further creates feeling of awareness of other's expectations even responsibility for in which they take an interest (A. Jayakumar & K. Kalalselvi, 2012). This study investigates on the individual's outlook on self-perception, self-control and its impact on quality of work life. This study was carried out in different Higher Education Institutions and only Management teaching staffs were taken as respondents'. Statistical tool like correlation was used to assess the relationship between self-perception, self-control and quality of work life, regression to measure the impact between these variables under study and t-test to examine the difference in the impact level among gender. At 0.01 significance the correlation value obtained was 0.478\*\*, which showed that there is a significant positive relationship between Self-control and Quality of Work Life,  $r(98) = 0.478^{**}$ ,  $p=0.000$ . And the result also showed that there is no significant relationship between Self-perception and Quality of work life.

*Key Terms* - Self-perception, Self-control and Quality of Work Life

## I. INTRODUCTION

The way we see others is the dramatic reflection of how we see ourselves.

--Anonymous

There are some fundamental questions that one need to ask themselves: How aware are we about our emotions, feelings or beliefs? How often we make rational decisions based on these fundamentals? Does these emotions and feelings pollutes our thought process and make us deprive from making rational choices? Are these emotions under control? These themes have being speculated at different level.

Self-perception seems to function at three levels: Specific situation, Categorical and General. Based on which we make use of our resources-knowledge, skills, belief, attitudes and the like. Self-concept, self-esteem and values are different facets of self-perception (Beane & Lipka, 1980). For example, the level of confidence that we hold in our values gives us strength to derive satisfaction. Self-perceptions are largely influenced by our environment- family, peers, social groups, formal groups. But the way individuals act upon their self-perception depends upon the personal experience and the awareness about one's own environment. A person's self-concept by virtue of it being a summary, formulate of his or her status, is in the bargain a summary formulation of his or her perceived behavioural possibilities and of the limits on these (Ossorio, 1978, 1982; Roberts, 1985)

One's self-concept decides the limit within which individuals tend to display their behavioural possibilities. In every facet of our lives we tend to display extensive variety of feelings of which some are agreeable and some may cause discomfort; the feeling of worthiness, happy, anger, hatred, irritation etc. will depend upon how one see themselves. Persistent wrong way of thinking, envisioning negative feelings, continually thinking awful for others, such mental-make up crushes the positive power of the work in oneself and depletes one's assets continuously leading to distress. And when individuals exert negative feelings and emotions at work place it leads to collateral damage where it not only affects the job performance or productivity but also relationships with others. Controlling one's own particular negative feelings requires inward locus of control, where people can figure out how to direct their conduct at work place and can be mindful about one's own emotion in order to enhance quality of work life.

The emotional, personal skills and capacity to anticipate when to execute certain level of emotions at work place reflects upon emotional intelligence (Singh, Kavita 2007). Self-control problem arise when preferences are inconsistent across time or context (Ainslie, 1975; Loewenstern, 1996). Self-regulation is the ability to choose to respond to an event rather than reacting; reasonable people create an environment of trust and fairness, effectively managing politics (Goleman, 1995, 1998).

In Present days individuals are discovering troublesome to strike a harmony between family and work life because of job pressure and conflicting interest and over-socialization that prompt excessively of interest about the co-workers for fulfilment of their sense of self, making issues in the personalities of neighbours. One of the measures to enhance QWL is through employee involvement which further creates feeling of awareness of other's expectations even responsibility for in which they take an interest (A. Jayakumar & K. Kalalselvi, 2012).

### 1.1 NEED OF THE STUDY:

Today most of the Institutions or organization, product based or service based strives for excellence to meet competitive needs through quality products and services. And the quest for excellence can be achieved when organization is supported with resources; where human resource being the most important contributing factor to value creation through their creativity and innovation. The constant interface between individuals, groups and organization fosters growth and development. These units have their own expectations. One of the expectations of organization that they have from their employees is high productivity and performance and on the other side employees have expectations from organization in terms of better Quality of Work life. The moot point here is: Is it just the responsibility of company to ensure Employee's Quality of Work Life? Does Individual employees have any role to play?

This research study means to investigate the nature of work life of instructors. Albeit the vast majority of the association desired towards making a crossover actuality units, the importance of individuals with non-cognitive capabilities can't be dismissed. Indeed Educational Institutions are making a virtual universe of realizing which offers plethora of benefits to their stakeholders. Today's work environment is extremely rapid in nature and works in state of flux, where quest for quality of service and excellence, deadlines, cross-cultural teams, work pressures, work-family conflicts and diverse workforce has resulted into stressful work situations. Furthermore these viewpoints influences workers prosperity, group functioning and aggregate association as far as its viability. As recommended by Boren, one of the essential parts that workers need to play would be to skilfully deal with their feelings. Studies have uncovered that feelings identifies with workers' discernment of their employments and it will influence their working state of mind particularly as far as their employment fulfilment. Further, the capacity to comprehend the feelings of others support in building and fortifying the interpersonal relations among those in the working environment. Having the capacity to correctly grasp the messages passed on by others is critical particularly when managing different work associations. There are certain anchors which assumes a critical part in deciding ones conduct and execution. These anchors indicate the association between an external stimulus and a behavioural/emotional response. These anchors trigger the state of feelings which further decides the mental capability of a single person on how he or she will adapt up to unpleasant circumstances so to enhance the quality of work life.

Emotional Intelligence serve as an intercession to upgrade the abilities of people and groups in association which further helps them in their personal growth. Enthusiastic Intelligence is altogether related with the personal competencies of employees. Motivation, Job fulfilment, Employee empowerment has dependably been the centre region, However effectiveness and proficiency is arrived at when people determine Life fulfilment, where he/she figures out how to break strains, stresses and nerves of day by day living. Today most of the Educational Institutions emphasis on providing holistic education to their students, where modules are framed to enhance student's Life skills. And these modules are handled and delivered by the teachers but what if the teachers are not well equip with these skills.

Researchers believes that when individuals are emotionally distress or in a state where they lack emotional intelligence it affects their well-being. But if individuals have control on their negative emotions then such occurrence can be stabilised. Whether we respond or react to the situation will depend upon a better understanding about our emotional requirement. An inappropriate attitude towards fellow being or work situation indicates negative emotions which further affects the ability of individuals to think constructively. An awareness to one's own emotional state assist employees to manage their relationships with others and enables them to align personal values with a clear sense of purpose that demonstrates a high level of integrity in work. This study identifies quality of work life as equally a responsibility of individuals to improve by improving their emotional state, as they represents the level of motivation, commitment and involvement at work place. The way individuals in the organization perceive, think and behave at workplace affects their performance level and also have an influence on working relationships.

### 1.2 LITERATURE REVIEW:

Nanjunde & Swamy (2012) contemplated on leadership styles and its effect on organization effectiveness and performance. They accentuated on socio-technical approach keeping in mind the end goal to comprehend the idea of quality of work life. They state quality of work life as a part of job redesign efforts additionally proposed that continuously the extent of quality of work life has broadened and incorporates mixed bag of intercessions, for example, quality circles, suggestion schemes, employee participation, employee empowerment and autonomous work teams, as the measures to enhance the quality of work life.

Hackman & Oldhams (1980) concentrated on quality of work life and its association with the work environment and personal needs. The study recommend that the work environment that can satisfy the representative's close to home needs creates and promotes positive interactive impacts which further prompt an astounding quality of work life.

Baba & Jamal (1991) recognized certain determinants or pointers of quality of work life like job satisfaction, job involvement, work role conflict, job stress and organizational commitment. The study additionally demonstrates that tedium in job brought on because of routine work exercises can influence the quality of work life.

Warr et al. (1979) in their study on quality of work life recognized different variables deciding the quality of work life, for example, work association, intrinsic job factors, motivation, higher order need, self-rated anxiety and job satisfaction. He found that there exist a moderate affiliation between aggregate job satisfaction and aggregate life satisfaction and joy however there is a significant association between self-rated anxiety and job satisfaction.

Danna & Griffin (1999) characterizes quality of work life as a comprehensive methodology. The study arranges quality of work life regarding work-based components, for example-job satisfaction, association with work partners and as far as variables that predicts life fulfilment and general emotions of prosperity.

The components of QWL likewise incorporates job security, reward system, training and career advancement, participation in decision making, confidence in senior administration, health and safety at work place and level of stress experienced at work place (Saraji, 2006).

Chan & Einstein (1990) characterizes quality of work life as sympathy toward individuals experience at work place, their association with other individuals, their work setting and their viability at work.

QWL is a multi-dimensional build made up of various interrelated elements that need watchful attention to conceptualize and measure. It is connected with job satisfaction, work inclusion, motivation, productivity, health, safety and job security (European Foundation for the Improvement of Living Condition, 2002).

Heskett, Sasses & Schlesinger (1997) proposed QWL as the sentiments that workers have about their jobs, associates and organization all in all that demonstration as an impetus bringing about the organization's growth and profitability. A positive feeling towards their job reflects that the employees are happy doing work and a fulfilling work environment increments profit.

Walton (1996) recognized work conditions, chance of development and security, social mix in the organization which incorporate interpersonal connections, air and fitting recompense, constitutionalism and social importance of the work life which incorporates work contribution as a decides and parameters of QWL.

Cramer & Kupshik (1993) led a test study to know whether there is any association between irrational belief and functional negative feelings and in addition between irrational belief and dysfunctional negative feelings in the connection of envisioned unpleasant circumstances. The outcomes indicated that over and over practice of considerations or perusing sentences holding irrational belief expanded both functional and dysfunctional negative feelings in the connection of envisioned distressing circumstance. It likewise expressed that usefulness or dysfunctionality of negative feelings is subjective experience and behavioural outcomes of the feelings.

Anthony (2006) in his study attempted to inspect the different sources of anxiety. He says that an individual is prone to encounter stress when an irregularity exists between perceived demand and one's ability to meet the demands. He additionally highlighted on expanded use of technology at work as a variable adding to stress. Furthermore keeping in mind the end goal to lessen the impact of anxiety he advocates to perform emotional audit intermittently. He likewise recommends that one ought to attempt to distinguish the weight focuses which trigger the anxiety level and ought to attempt to utilize the mental, profound assets and different types of contemplation to diminish the anxiety level.

Studies have revealed that people who believe that they are capable and possess skill or they have the competence to perform the task tend to be effective overall. Self-perception basically describes sense of self-worth, implying both feelings as well as evaluation. Self-perception is a cognitive and behavioural aspects (Erickson, 1950). Self-perception is a person's way of looking at himself/herself may be in positive or negative way. But negative self-perception affects individual's confidence level and ability to work. Further individuals need to learn or should have the ability to manage his or her emotions in order to improve quality of work life.

### 1.3 RESEARCH GAP:

Literature discusses fulfilling work environment as a vital component answerable for better quality of work life. Then again it centres less on the relationship between self-perception, self-control and quality of work life and still numerous aspects of self-perception, self-control and quality of work life need to be investigated through further studies.

Further based on the literature review on quality of work life it is been observed that lot of attention is given to organization being a sole mindful operator to provide better quality of work life yet doesn't much accentuate on individual employees as just as dependable to enhance their quality of work life. This study investigates on the individual's outlook on self-perception, self-control and its impact on quality of work life. This study covers the behavioural and emotional aspects of self-perception and self-control to know its impact on quality of work life, where only personal factors/components which defines quality of work life- interpersonal relations, job involvement and job stress are taken into consideration for the study.

## III RESEARCH METHODOLOGY

### 3.1 Statement of problem

The Quality of work life is determined based on the level of stress that an individual experiences, the social integration and the level of participation at work which can be further affected if employees carries negative emotions. Dysfunctional negative emotions are likely affect the constructive ability of individual to think and act. This study focuses on teacher's quality of work life. Their ability to comprehend and to think diversely are likely to be affected if they lack emotional intelligence. Therefore, to improve the quality of work life one need to either control or should try to reduce the effect of negative emotions. An attention to one's enthusiastic state help employees to deal with their associations with others and empowers them to adjust particular qualities to a reasonable feeling of reason that shows a large amount of respectability in work. Therefore, the title of the study is "The Influence of Self-perception and Self-control on Quality of Work Life with specific reference to Higher Education Institutions, Bangalore".

#### 3.1.1 Research Questions

- i) Does Self-perception and Self-control have any influence on the quality of work life?
- ii) How Self-perception and Self-control are related to quality of work life?
- ii) Does quality of work life differ among genders?
- iii) Is there any difference in the impact of Self-perception and Self-control on the Quality of Work life among males and females?

#### 3.2 Objectives of the study

- i) To determine the relationship between Self-perception, Self-control and Quality of Work Life.
- ii) To examine the impact of Self-perception and Self-control on Quality of Work Life
- iii) To assess whether there is any significant difference among gender in terms of Self-perception and Self-control and its impact on quality of work life

#### 3.3 Variables of the study

Based on the literature review on Self-perception, Self-control and Quality of Work Life the variables are defined in the following way:

**3.3.1 Independent Variable:**

Self-perception can be defined as “a person’s sense of self shaped through interaction with the environment and other people” [Shavelson, Hubner, and Stanton, 1976]. A positive self-concept is regarded as important for good mental health, improving academic achievement [Chapman, Tunmer, Prochnow, 2000; Guay, Marsh, Boivin, 2003], protecting against becoming a victim of bullying [Marsh, Parada, Craven, Finger, 2004], and is seen as a key aim of education.

Self-control: defined as the ability to choose to respond to an event rather than reacting ( Goleman, 1980)

**3.3.2 Dependent Variable:**

The following are the components of quality of work life:

a) Job involvement: It refers to the level of participation, energy, time and inputs provided by the individuals, which determines the quality of work life. Baba & Jamal (1991)

b) Interpersonal relationship: It refers to social integration with other people within an organization, which indicates the quality of work life. Walton (1996)

c) Job stress: It is a situation when there is an imbalance between perceived demands and one’s own capacity to meet those demands and the level of job stress indicates quality of work life. Urbaniak (2006), Baba and Jamal (1991)

**3.4 Operational definitions or Terms used in study**

Self-perception: a positive state of mind that provides meaningful thought about oneself

Self-control: Ability to control one’s own dysfunctional emotions

Quality of work life:

It is defined as satisfaction of key needs through resources, activities, and outcomes stemming from participation in the workplace which is determined based on job involvement, level of job stress and interpersonal relations within an organization.

**3.5 Hypotheses**

H0: There is no significant relationship between Self-Perception and Quality of Work Life

H1: There is a significant relationship between Self-Perception and Quality of Work Life

H0: There is no significant relationship between Self-Control and Quality of Work Life

H1: There is a significant relationship between Self-Control and Quality of Work Life

H0: There is no significant impact of Self-control and Self-perception on Quality of Work Life

H1: There is a significant impact of Self-control and Self-perception on Quality of Work Life

H0: There is no significant difference among gender with respect to Self-perception and Quality of Work Life

H1: There is a significant difference among gender with respect to Self-perception and Quality of Work Life

H0: There is no significant difference among gender with respect to Self-Control and Quality of Work Life

H1: There is a significant difference among gender with respect to Self-Control and Quality of Work Life

**3.6 Sampling:**

Universe: Higher Education Institutions in Bangalore

Sample Size: 100 (which consists of only management teaching staffs)

Sampling procedure: The samples is drawn/selected by using convenience sampling.

**3.7 Research Design**

It is a Quantitative research, as it focuses on quantifying the relationship between Self-perception, Self-control and Quality of work life. This study tries to measure the impact of two variables (i.e. the independent variables-Self-perception and Self-control) on the other (the dependent variable –Quality of Work Life).

**3.8 Data collecting tools of study**

Data Collection Tool: A structured questionnaire was constructed using closed ended questions in order to collect the data.

Scale of measurement: Likert scale (1 representing strongly disagree and 5 representing strongly agree) was used to measure the variables and reverse coding/scoring was done for the negative statements for further analysis

Reliability Test:

Cronbach reliability test was conducted to obtain the true score or to know the internal consistency

**3.9 Limitations of the study**

- i) Time factor: Time would be one of the constraints to cover the maximum number of elements in a population.
- ii) As the area of study is related to behavioral sciences, the behavioral responses recorded may not give the exact picture as there is a possibility of overwhelming responses to a statement given.
- iii) Only personal factors are considered for research study with respect to quality of work life, organizational factors which are beyond the control of individuals or where they cannot have their say is not being considered.

3.10 Theoretical framework

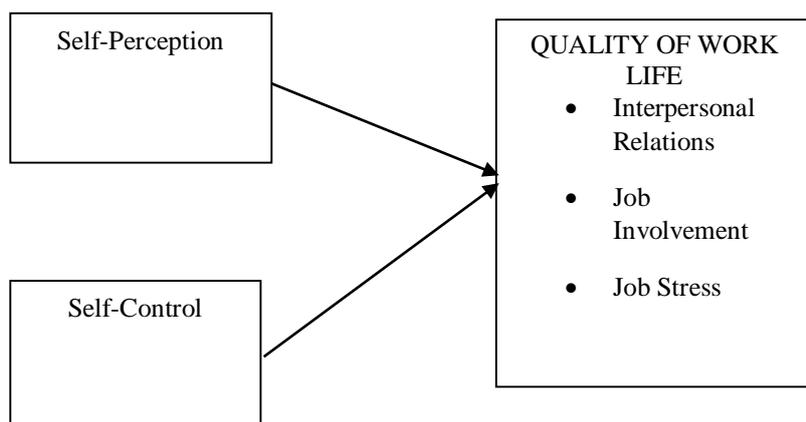


Figure 1.1 A conceptual model depicting the relationship between Self-perception, Self-control and Quality of Work life

A fulfilling work environment is a vital component for a better quality of work life. Individuals’ encounters with different challenging situations both at personal front and at work place, mental model is likely to change with the change in the situation. And the way people respond to such change will depend upon one’s own self- perception. For example, a new software technology introduced which demands new skill sets which likely to create unwanted anxiety level among employees at work place and analysis required on employee’s side to identify and decide on the amount of training required and a feeling of competency to adapt those change program and ability to control any negative emotions like fear or anxiety .And such feeling of self-worth and control leads to better Quality of Work Life. Further based on the literature review on quality of work life it is been observed that lot of attention is given to organization being a sole mindful operator to provide better quality of work life yet doesn’t much accentuate on individual employees as just as dependable to enhance their quality of work life. This study investigates on the individual’s outlook on self-perception, self-control and its impact on quality of work life.

IV. RESULTS AND DISCUSSION

4.1 DEMOGRAPHIC DATA:

TABLE 4.1.1 SHOWING AGE OF THE RESPONDENTS

Age				
	Frequency	Percent	Valid Percent	Cumulative Percent
less than 25	8	8.0	8.0	8.0
26-30	29	29.0	29.0	37.0
31-35	35	35.0	35.0	72.0
Valid 36-40	19	19.0	19.0	91.0
41-45	7	7.0	7.0	98.0
51 and above	2	2.0	2.0	100.0
Total	100	100.0	100.0	

TABLE 4.1.2 SHOWING GENDER OF THE RESPONDENTS

Gender				
	Frequency	Percent	Valid Percent	Cumulative Percent
Male	36	36.0	36.0	36.0
Valid Female	64	64.0	64.0	100.0
Total	100	100.0	100.0	

## 4.1.3 SHOWING EDUCATIONAL QUALIFICATIONS OF THE RESPONDENTS

**Educational Qualification**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid PG	46	46.0	46.0	46.0
Mphil	34	34.0	34.0	80.0
PhD	20	20.0	20.0	100.0
Total	100	100.0	100.0	

TABLE 4.1.4 SHOWING PROGRAM THAT RESPONDENTS TEACH

**Prgorammes handling**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid UG	49	49.0	49.0	49.0
PG	51	51.0	51.0	100.0
Total	100	100.0	100.0	

TABLE 4.1.5 SHOWING MARITAL STATUS OF THE RESPONDENTS

**Marital Status**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Single	17	17.0	17.0	17.0
Married	83	83.0	83.0	100.0
Total	100	100.0	100.0	

TABLE 4.1.6 SHOWING ANNUAL INCOME OF THE RESPONDENTS

**Annual Income**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid less than 5	42	42.0	42.0	42.0
5-10	47	47.0	47.0	89.0
10-15	11	11.0	11.0	100.0
Total	100	100.0	100.0	

## 4.2 SKEWNESS AND KURTOSIS:

**Statistics**

	SP	SC	QWL
N Valid	100	100	100
Missing	0	0	0
Skewness	.162	-.084	-.239
Std. Error of Skewness	.241	.241	.241
Kurtosis	-.280	-.785	.393
Std. Error of Kurtosis	.478	.478	.478

The table results shows the Z-value for Skewness and Kurtosis for Self-perception, Self-control and Quality of Work Life. Normally the Z-value lies between -1.96 and + 1.96. Here in this case the Skewness, Z-value obtained for Self-perception, Self-control and Quality of Work Life are 0.162, -0.084 and -0.239 respectively and for Kurtosis, Z-value obtained are -0.280, -0.785 and 0.393 respectively. The data set value for all these cases are between -1.96 and +1.96. Further, it indicates that data are little skewed but it does not differ significantly from normality. Data's are approximately distributed.

**4.2.1 DATA DISTIRUBUTION**

**P-Plot**

**Model Description**

Model Name	MOD_1	
Series or Sequence	1	SP
	2	SC
	3	QWL
Transformation	None	
Non-Seasonal Differencing	0	
Seasonal Differencing	0	
Length of Seasonal Period	No periodicity	
Standardization	Not applied	
Distribution	Type	Normal
	Location	estimated
	Scale	estimated
Fractional Rank Estimation Method	Blom's	
Rank Assigned to Ties	Mean rank of tied values	

Applying the model specifications from MOD\_1

**Case Processing Summary**

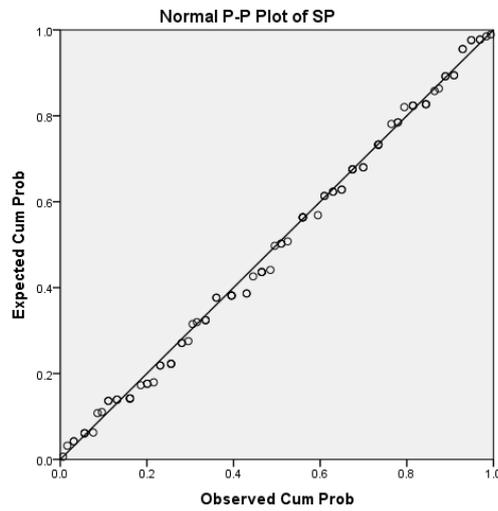
	SP	SC	QWL
Series or Sequence Length	100	100	100
Number of Missing Values	0	0	0
in the Plot	0	0	0

The cases are unweighted.

**Estimated Distribution Parameters**

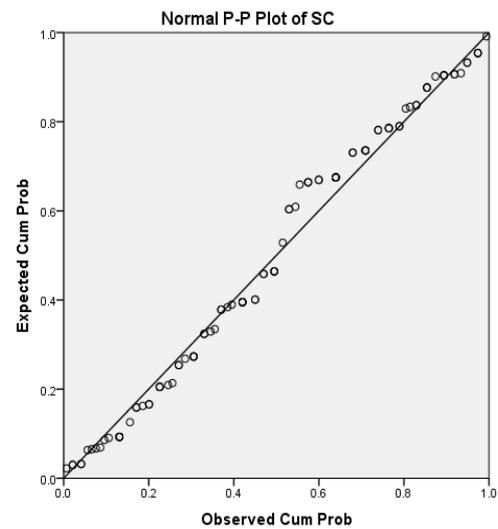
	SP	SC	QWL
Normal Distribution	32.2933	38.8425	88.1365
	6.49703	5.67635	10.75130

The cases are unweighted.



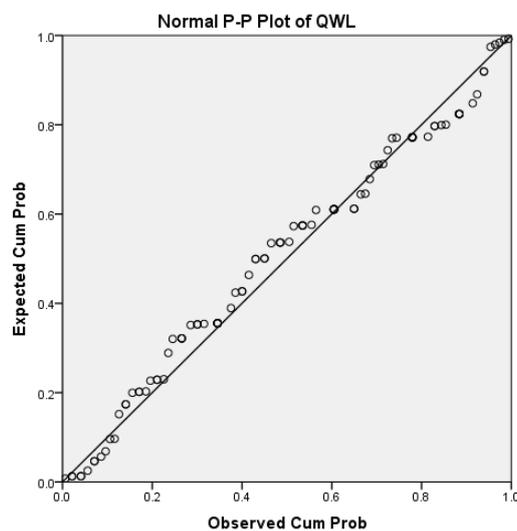
Graph 4.2.1 showing the data distribution for Self-perception

Here the graphical presentation of the data set pertaining to Self- Perception shows that the data set is normally distributed, as the dots are placed closely on the same line.



Graph 4.2.2 showing the data distribution for Self-control

Here the graphical presentation of the data set pertaining to Self- Control shows that the data set is normally distributed, as the dots are placed on the same line.



Graph 4.2.3 showing the data distribution for Quality of Work Life

Here the graphical presentation of the data set pertaining to Quality of Work Life shows that the data set is normally distributed, as the dots are placed on the same line.

#### 4.3 HYPOSTHESES TESTING:

##### 4.3.1 Correlations

###### Self-perception and Quality of Work Life

H0: There is no significant relationship between Self-Perception and Quality of Work Life

H1: There is a significant relationship between Self-Perception and Quality of Work Life

###### Descriptive Statistics

	Mean	Std. Deviation	N
SP	32.2933	6.49703	100
QWL	88.1365	10.75130	100

###### Correlations

		SP	QWL
SP	Pearson Correlation	1	.076
	Sig. (2-tailed)		.455
	N	100	100
QWL	Pearson Correlation	.076	1
	Sig. (2-tailed)	.455	
	N	100	100

###### Analysis & Interpretation:

The p value obtained is 0.455 which is greater than 0.05, therefore the test is not significant and it shows that there is no significant relationship between Self-perception and Quality of Work Life. At 0.01 significance,  $r(98) = 0.076$ ,  $p=0.455$ . Therefore we retain the null hypothesis and reject the alternative.

##### 5.5.1.2 Self-control and Quality of Work Life

H0: There is no significant relationship between Self-Control and Quality of Work Life

H1: There is a significant relationship between Self-Control and Quality of Work Life

###### Descriptive Statistics

	Mean	Std. Deviation	N
QWL	88.1365	10.75130	100
SC	38.8425	5.67635	100

###### Correlations

		QWL	SC
QWL	Pearson Correlation	1	.478**
	Sig. (2-tailed)		.000
	N	100	100
SC	Pearson Correlation	.478**	1
	Sig. (2-tailed)	.000	
	N	100	100

\*\* . Correlation is significant at the 0.01 level (2-tailed).

#### Analysis & Interpretation:

The p value obtained is 0.000 which is less than 0.05, therefore the test is significant and it shows that there is a significant relationship between Self-control and Quality of Work Life. At 0.01 significance the correlation value obtained is 0.478\*\*, which shows that there is a significant positive relationship between Self-control and Quality of Work Life,  $r(98) = 0.478^{**}$ ,  $p=0.000$ . Therefore we reject the null hypothesis and accept the alternative.

#### 4.3.2 Regression

Self-control, Self-perception & Quality of work life

H0: There is no significant impact of Self-control and Self-perception on Quality of Work Life

H1: There is a significant impact of Self-control and Self-perception on Quality of Work Life

##### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	SC, SP <sup>b</sup>	.	Enter

a. Dependent Variable: QWL

b. All requested variables entered.

##### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.485 <sup>a</sup>	.236	.220	9.49567

a. Predictors: (Constant), SC, SP

##### ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	2697.188	2	1348.594	14.956	.000 <sup>b</sup>
Residual	8746.272	97	90.168		
Total	11443.460	99			

a. Dependent Variable: QWL

b. Predictors: (Constant), SC, SP

##### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	55.551	7.164		7.754	.000
1 SP	-.145	.155	-.088	-.935	.352
SC	.960	.178	.507	5.403	.000

a. Dependent Variable: QWL

## Analysis &amp; Interpretation:

From the above table the R square value=0.236 and Adjusted R square =0.220, which indicates that 24% of the variability is explained by the model i.e. 24% of the total variability in the dependent variable (quality of work life) is explained by the independent variables (Self-perception & Self-control).

The results shows  $F(98) = 14.956$ ,  $p = 0.000$  which is less than the significant value ( $\alpha = 0.05$ ), indicates that the model is significant. The null hypothesis is rejected and alternative is being accepted. But when we look at the coefficient table it specifically indicates that at 0.05 level of significance independent variable Self-perception ( $p = 0.352$ ) doesn't have any significant impact on Quality of Work Life. And at 0.05 level of significance for Self-control the p-value =0.00, which indicates that Self-control has a significant impact on the Quality of Work Life. The model predicts that one unit of increase in Self-control will increase the Quality of work life by 0.960. Self-control has a predictive ability to Quality of Work Life.

## 4.3.3 T-Test

Self-perception, Quality of Work Life & Gender

H0: There is no significant difference among gender with respect to Self-perception and Quality of Work Life

H1: There is a significant difference among gender with respect to Self-perception and Quality of Work Life

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
SP	Male	36	33.0185	7.09541	1.18257
	Female	64	31.8854	6.15574	.76947
QWL	Male	36	90.6923	9.94868	1.65811
	Female	64	86.6989	10.99196	1.37400

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
SP	Equal variances assumed	.995	.321	.836	98	.405	1.13310	1.35561	-1.55707	3.82327
	Equal variances not assumed			.803	64.488	.425	1.13310	1.41087	-1.68502	3.95122
QWL	Equal variances assumed	.326	.569	1.803	98	.074	3.99339	2.21482	-.40184	8.38862
	Equal variances not assumed			1.854	78.901	.067	3.99339	2.15342	-.29296	8.27974

Analysis and Interpretation:

The results of Levene's test,  $F(98) = 0.995$ ,  $p = 0.321$  and  $0.326$ ,  $p = 0.569$  for Self-perception and Quality of Work Life respectively, which indicates that the variances of the two groups i.e. male and female are equal. Thus standard t-test results were used.

The results of Independent t-test were not significant,  $t(98) = 0.836, p=0.405$  &  $1.803, p=0.074$  for Self-perception and Quality of Work Life respectively, indicating that there is no significant difference between the scores of males ( $M=33.0185, SD=7.095, n=36$ ) and the scores of females ( $M=31.885, SD=6.155, n=64$ ) in case of Self-perception. And also there is no significant difference between the scores of males ( $M=90.69, SD=9.948, n=36$ ) and the scores of females ( $M=86.69, SD=10.99, n=64$ ) in case of Quality of work life. Here the mean score between the two groups with respect to Self-perception and Quality of Work Life is not significantly different. Here the p-value for Self-perception and quality of work life were greater than the  $\alpha$ -value. Therefore the null hypothesis gets accepted and the alternative hypothesis gets rejected. There is no statistical difference in the mean value between male and female with respect to Self-perception and quality of work life.

#### Self-control, Quality of Work Life & Gender

H0: There is no significant difference among gender with respect to Self-Control and Quality of Work Life

H1: There is a significant difference among gender with respect to Self-Control and Quality of Work Life

#### Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
QWL	Male	36	90.6923	9.94868	1.65811
	Female	64	86.6989	10.99196	1.37400
SC	Male	36	40.0440	6.38042	1.06340
	Female	64	38.1667	5.16987	.64623

#### Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
QWL	Equal variances assumed	.326	.569	1.803	98	.074	3.99339	2.21482	-.40184	8.38862
	Equal variances not assumed			1.854	78.901	.067	3.99339	2.15342	-.29296	8.27974
SC	Equal variances assumed	4.845	.030	1.600	98	.113	1.87731	1.17337	-.45119	4.20582
	Equal variances not assumed			1.509	61.003	.137	1.87731	1.24436	-.61094	4.36557

#### Analysis & Interpretation:

The results of Levene's test,  $F(98) = 4.845, p=0.30$  and  $0.326, p=.569$  for Self-control and Quality of Work Life respectively, which indicates that the variances of the two groups i.e. male and female are equal. Thus standard t-test results were used.

The results of Independent t-test were not significant,  $t(98) = 1.600, p=0.113$  &  $1.803, p=0.074$  for Self-control and Quality of Work Life respectively, indicating that there is no significant difference between the scores of males ( $M=40.044, SD=6.380, n=36$ ) and the scores of females ( $M=38.1667, SD=5.169, n=64$ ) in case of Self-control. And also there is no significant difference between the scores of males ( $M=90.69, SD=9.948, n=36$ ) and the scores of females ( $M=86.69, SD=10.99, n=64$ ) in case of Quality of work life. Here the mean score between the two groups with respect to Self-control and Quality of Work Life is not significantly different.

Here the p-value for Self-control and quality of work life were greater than the  $\alpha$ -value. Therefore the null hypothesis gets accepted and the alternative hypothesis gets rejected. There is no statistical difference in the mean value between male and female with respect to Self-control and quality of work life.

#### 4.4 Discussions:

i) At 0.01 significance,  $r(98) = 0.076$ ,  $p=0.455$ . Therefore we retain the null hypothesis and reject the alternative. There is no significant relationship between Self-perception and Quality and Work Life. Feeling of Self worthiness or any positive feeling about self does not influence the Quality of Work Life i.e. how good people feel about themselves will not suffice to enhance the quality of work life. There are other factors which affects the quality of work life.

ii) At 0.01 significance the correlation value obtained is  $0.478^{**}$ , which shows that there is a significant positive relationship between Self-control and Quality of Work Life,  $r(98) = 0.478^{**}$ ,  $p=0.000$ . Therefore we reject the null hypothesis and accept the alternative. Even if an individual carries negative self-perception, where they experience negative emotions about oneself which often get displayed in the behaviour or the way individuals conduct at work place. But controlling those negative emotions can avoid any conflicting situation and also reduces the stress level and in turn can help in improving quality of work life. Self-controlling behaviour is more important than the positive self-image (which may be overrated). Because the self-image or concept that people built upon is likely to change depending upon the situations/challenges. It is self-regulating behaviour which can delay kind of gratification (Goleman, 1980)

iii) The results shows  $F(98) = 14.956$ ,  $p=0.000$  which is less than the significant value ( $\alpha$ ) = 0.05, indicates that the model is significant. The null hypothesis is rejected and alternative is being accepted. But when we look at the coefficient table it specifically indicates that at 0.05 level of significance independent variable Self-perception ( $p=0.352$ ) doesn't have any significant impact on Quality of Work Life. And at 0.05 level of significance for Self-control the p-value = 0.00, which indicates that Self-control has a significant impact on the Quality of Work Life. The model predicts that one unit of increase in Self-control will increase the Quality of work life by 0.960. Self-control has a predictive ability to Quality of Work Life. Individuals should invest their resources- knowledge, skill, ability in making themselves aware of which events or situation triggers their thoughts and should adopt responsive behaviour towards demanding situations.

iv) The results of Independent t-test were not significant,  $t(98) = 0.836$ ,  $p=0.405$  &  $1.803$ ,  $p=0.074$  for Self-perception and Quality of Work Life respectively, indicating that there is no significant difference between the scores of males ( $M=33.0185$ ,  $SD=7.095$ ,  $n=36$ ) and the scores of females ( $M=31.885$ ,  $SD=6.155$ ,  $n=64$ ) in case of Self-perception. And also there is no significant difference between the scores of males ( $M=90.69$ ,  $SD=9.948$ ,  $n=36$ ) and the scores of females ( $M=86.69$ ,  $SD=10.99$ ,  $n=64$ ) in case of Quality of work life. Here the mean score between the two groups with respect to Self-perception and Quality of Work Life is not significantly different. Here the p-value for Self-perception and quality of work life were greater than the  $\alpha$ -value. Therefore the null hypothesis gets accepted and the alternative hypothesis gets rejected. There is no statistical difference in the mean value between male and female with respect to Self-perception and quality of work life. Male and female experience similar kind of feelings with respect to self-perception, self-control and quality of work life and the impact also remains same.

v) The results of Independent t-test were not significant,  $t(98) = 1.600$ ,  $p=0.113$  &  $1.803$ ,  $p=0.074$  for Self-control and Quality of Work Life respectively, indicating that there is no significant difference between the scores of males ( $M=40.044$ ,  $SD=6.380$ ,  $n=36$ ) and the scores of females ( $M=38.1667$ ,  $SD=5.169$ ,  $n=64$ ) in case of Self-control. And also there is no significant difference between the scores of males ( $M=90.69$ ,  $SD=9.948$ ,  $n=36$ ) and the scores of females ( $M=86.69$ ,  $SD=10.99$ ,  $n=64$ ) in case of Quality of work life. Here the mean score between the two groups with respect to Self-control and Quality of Work Life is not significantly different. Here the p-value for Self-control and quality of work life were greater than the  $\alpha$ -value. Therefore the null hypothesis gets accepted and the alternative hypothesis gets rejected. There is no statistical difference in the mean value between male and female with respect to Self-control and quality of work life. Both and male and female exhilarate self-control in the similar way and its impact on quality of work life is the same.

#### 4.5 CONCLUSION AND RECOMMENDATIONS FOR FUTURE RESEARCH:

Employees need to assume individual liability first to make their work life better. And it can be done by developing one's own personal skills and aptitude to manage and regulate emotions. Students expect certain modelled behaviour from their teachers like approachable, integrity, emotional stability, tolerance and so on. In this study faculty reported high level of quality of work life

when they showed their ability of regulating their negative emotions by keeping personal problems and work related problems separately and by avoiding dysfunctional behaviour. When such positive behaviour is displayed at work place it not only helps individuals at job performance but also improves their interpersonal relationship with others. Further this area of study can be explored by considering various organizational and group factors.

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