

A Study on Mental Health and Quality of Work Life among teachers Working in Corporate Schools

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ABSTRACT

Mental Health is considered to be an important factor influencing individual's behaviour, activities, happiness and performance. According to Laddell, "Mental Health is the ability to make adequate adjustments to the environment". Bhatia (1982) considers it as the ability to balance feelings, desires, ambitions and ideals in one's daily living. The factor which can contribute to Mental Health is the Quality of work life which is defined as set of favourable conditions and environments of a workplace that supports and promotes employee satisfaction by providing them with rewards, job security and growth opportunities. Therefore, a teacher's mental health is considered to be an important aspect for an effective schooling system in India and hence, the present study aims to study how quality of work life relates to mental health and its impact on the teachers working in Corporate Schools. The sample for the study consists of 80 teachers who are currently working in different corporate schools. The tools used for this study are Mental Health Inventory (MHI) developed by Dr Jagdish and Dr. AK Srivastava and Quality of Work Life Scale by Dr. Santosh Dhar, Dr. Upinder Dhar and Dr. Rishu Roy.

Keywords: Mental Health, Quality Of Work Life, Schools, Corporate

Mental health plays an important role influencing individual's various behaviors, activities, happiness and performance. During the second half of the twentieth century mental health was considered as the absence of mental disease but now in the present time it is been described in a more positive way and not merely as the absence of mental illness. Mental Health can be explained as the ability of person to balance one's desires and aspirations in order to cope life stresses and to make psycho- social adjustment. According to Ladell, mental health has been described as the ability to make adequate adjustments to the environment, on the plane of reality. Menninger in the year 1945 writes that, "let us define mental health as the adjustment of human beings to the world and to each other with a maximum of effectiveness and happiness. It is the ability to maintain even temper, alert intelligence, socially considerate behavior and a happy

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disposition”. According to Bhatia (1982) mental health is the ability to balance feelings, desires, ambitions and ideals in one’s daily living. It is the ability to face and accept the realities of life.

According to Hian and Einstein (1990), The term Quality of work life was first introduced in 1972 during international labour conference. According to Robbins Quality of work life is a process by which and organization responds to employees needs by developing mechanisms to allow them to share fully in taking decisions that design their lives at work. It is also defined as a set of favorable conditions and environments of workplace that support and promote employee satisfaction by providing them rewards, job security, and growth opportunities. Allen in the year 2001 described quality of work life as the variety of efforts to improve productivity through improvements in humans. Quality of work life can also be described in terms of human growth, exciting workplace, creativity and innovativeness, concern for individuals and democratization of work place. Overholt in the year 1997 has explored that the values towards work have radically changed in the recent years and today, an employee not only looks for challenging jobs, but for more humanized jobs, better work environment and satisfaction of higher order needs such as autonomy, participation, corporate status etc, and if job contains all these elements then it will definitely improve quality of work life and that in turn will improve the performance of the employees. Duncan (2002) clearly states that incompatibility of work, stress, tiredness, ill health and lack of leisure time not only affect the family life but also opportunities for career advancement. Quality of work life has been well recognized as a multi dimensional construct universally and has the capability to influence the performance of the employees and almost everything in the organizations.

REVIEW OF LITERATURE

G nasl Sarajiand H Dargahi conducted a descriptive and analytical study which shows that the employees were dissatisfied with the occupational health and safety and whereas in the level of senior and intermediate managers some of the factors like income, balance between time and time spent working with family indicated that the work which they are doing is not interesting and satisfying.

According to **European Foundation for Improvement of living conditions in the year 2002** explained that the quality of work life is a multidimensional construct which is made up of number of interrelated factors which needs careful consideration. It is associated with job satisfaction, job involvement, motivation, productivity, health, safety, job security, competence, development and balance between work and non work life.

Jerome (2013) in his research on “a study on quality of work life of employees at Jeppiaar cement private ltd: Perambalur) concludes that the quality of work life contributes to workers performance in a holistic manner. They have also seen whether there exists any relationship between the age of respondents and their quality of work life and it was seen that there exists no significant relationship between them.

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Elisa and Epel (2002) studied mental health and ageing .it reveals that women show more ageing by stress and suffering.

Dr. Mohana in his study” A Study, related to mental health of teachers with reference to level of Teaching and Teaching experience” focused on mental health of teachers in relation to teaching experience and the it has been revealed that the level of teaching and teaching experience do not significantly differ in their mental health

Problem

- To assess the effect of Mental Health on Quality of Work Life among Teachers working in corporate schools

Objectives

- To see the relationship between mental health and Quality of work life
- To see which factors of Quality of work life influence Mental Health

Hypothesis

- There will be a positive relationship between mental health and Quality of Work Life
- Certain factors of quality of work life will have an influence on mental health of teachers working in corporate schools

Tools used

1. Mental Health Inventory by Dr. Jagdish and Dr. AK Srivastava

It was developed in the year 1983 in order to assess positive aspects of mental Health, items range from 1 to 54 rated on a 4 point rating scale and covers 6 dimensions of mental health:

1. Positive self evaluation(PSE)- self confidence , self acceptance, realization of one's capabilities
2. Perception of Reality (PR): relates to absence of excessive fantasy, and accept realities of life
3. Integration of personality(IP)- indicates balance of psychological forces in individual
4. Autonomy(AUT)- the actions of people are independent rather than dependent
5. Group oriented attitudes(GOA)- ability to work with others
6. Environment Mastery(EM): efficiency in meeting situational demands

2. Quality of work life scale(QWLS) by Dr. SantoshDhar and Dr.UpinderDhar

This scale consists of 45 items rated on a 5 point scale to assess the quality of work life and divided into 10 factors which can be categorised in four dimensions

- factor 1 : stability of tenure
- Factor 2: growth opportunities
- Factor 3: Employee Satisfaction

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Factor 4 : competent employees

Factor 5 : Value Orientation

Factor 6:Innovative practices

Factor 7 : Work Life Balance

Factor 8 : Human Relations

Factor 9: Learning orientation-

Factor 10:Challenging Activities

Dimensions

1. Proactively : factor 4, factor 2, factor 5
2. Work life Balance: factor 7, factor 1, factor 10
3. Human relations : factor 3, factor 8,
4. Learning Organisation : factor 9 and factor 6

Sample

A sample of 80 Female teachers working in corporate schools in the vicinity of Hyderabad have formed the sample of the study.

Procedure

The researcher shortlisted the schools in Hyderabad, each school were approached and a considerable permission was sought by the principal to collect the sample. The teachers were approached by the researcher in the staff room during lunch break and following instructions were given on mental health “ This inventory consists of number of statements relating to your feelings about yourself in everyday life. You have got four alternatives to respond and choose either of the four alternatives i.e always, most of the times, sometimes and never which most suitably indicate the frequency of your feelings and views. Do not leave any statement unanswered and complete it as soon as possible”, after the first inventory was completed, another inventory on Quality of Work Life was given with instructions “these are some of the statements pertaining to the organization in which you are working in mind, please write the number of your choice against each statement like 1. Strongly disagree, 2. Disagree, 3. Not sure, 4. Agree and 5. Strongly agree. There is no right or wrong answer. It is only an exercise to get an idea of your perception about your workplace” after the subject answered all the statements The subjects took around one hour of time to complete both of the questionnaires. All the Teachers consisting 80 sample were taken in batches and each school was approached twice for the data collection. The completed questionnaires were subjected to further analysis.

RESULTS AND DISCUSSION

The results have been tabulated in the subsequent tables

Table 1 showing mean and standard deviations of Mental Health and Quality of work life

	Qwls	interpretation	mhi	Interpretation
mean	87.96	low	137.2	poor
sd	13.49		7.76	

Table 1, The mean of quality of work life was found to be 87.96 which is low and standard deviation was found to be 13.49, subsequently the mean and quality of work life of mental health was found to be 137.2 and 7.76 which is found to be poor. Therefore it is seen that the teachers overall mental health has been affected by the quality of work life factors.

Table 2 Showing the Correlation of Mental Health and Quality of work life

r	0.13
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Table 2, The relationship between quality of work life and Mental Health was found to be positive but very low which indicates that there is a weak relationship between the two factors, i.e. quality of work life and mental health. Hence, the first hypothesis has been accepted

Table 3 showing analysis of variance of quality of work life factors on mental Health

s.no	factors	F value	Significance	interpretation
1	Stability of tenure	5.4	0.05	significant
2	Growth opportunities	.408	.666	Not significant
3	Employee Satisfaction	.603	.550	Not significant
4	Competent Employees	6.990	.002	significant
5	Value orientation	.187	.830	Not significant
6	Innovative practices	1.077	.346	Not significant
7	Work life balance	.085	.918	Not significant
8	Human relations	.808	.449	Not significant
9	Learning orientation	.355	.703	Not significant
10	Challenging activities		.013	Significant

Table 3, Factor wise analysis of quality of work life was made and it was seen that out of ten factors of quality of work life, only three factors were found to be significant i.e. stability of tenure, competent employees and challenging activities. As Quality of work life is a dynamic concept and keeps on changing according to the needs and aspirations of employees in the organization, Therefore that may be reason why only three factors were found to be significant when compared to other factors. Hence, second hypothesis can also be accepted.

CONCLUSION AND FINDINGS

1. The relationship between mental health and Quality of Work Life was found to be positive but low.
2. It was seen that out of ten factors of Quality of work life only three of them had an effect on the mental Health of Corporate School Teachers

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Conflict of Interests

The author declared no conflict of interests.

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