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ARTICLE

Quality of Work Life Among Higher Education Teachers in Kerala: A Study Based on Richard E. Walton's Quality of Work Life Model

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Abstract

The present study explores the Quality of Work Life (QWL) of higher education teachers in Kerala. Using Richard E. Walton's (1973) QWL model as a framework, the study evaluates eight constructs of QWL, including adequate compensation, safe working conditions, and opportunities for growth among others. Data collected from 432 respondents across Government and Aided Arts and Science Colleges in Kerala highlight significant variations in teachers' perceptions regarding QWL components. It is undertaken by structured questionnaire and Confirmatory Factor Analysis (CFA) for greater validity and reliability. The findings underscore the opportunities for growth, human capacity development, and the social relevance of work, all of which have the most profound impact on QWL. The findings highlight a largely positive perception of QWL among teachers of Government and Aided Colleges. Furthermore, the study connects these insights to teachers' contributions to societal welfare, emphasizing their role as agents of social enlightenment. The paper concludes by underscoring the dual role of higher education teachers in advancing both institutional and societal objectives, advocating for policy measures to sustain and enhance their QWL. Although this probe establishes a conceptual linkage between QWL and social welfare, further studies could delve deeper into the causal relationships between these variables.

Keywords: Quality of Work Life, Higher Education Teachers, Walton's QWL Criteria, Social Welfare, Teacher Satisfaction, Professional Growth.

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