

A study of the relationship between quality of work life and performance effectiveness of high school teachers' in Shirvan

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DOI: 10.6007/IJARBSS/v4-i1/529 URL: <http://dx.doi.org/10.6007/IJARBSS/v4-i1/529>

Abstract

The aim of this study was to investigate the relationship between the quality of work life and the teachers' performance effectiveness in Shirvan high schools in 1392. To prove the hypotheses the researcher used field research, and the survey method. Main research question: Is there a relationship between the quality of work life and performance effectiveness? The main hypothesis: the relationship between the quality of work life and performance effectiveness. Regarding the number of the population, the method of random sampling has been used. The sample quantity is selected based on the krejcie and Morgan's table. The sample for this survey research comprised 108 teachers from Shirvan high schools.

In order to assess the hypotheses, the two standard questionnaires (quality of work life and staff performance) were used. For determining its validity, the Alpha Cronbach's coefficient was used. In descriptive statistics section mean, variance, standard deviation, frequency index, percent list, bar graph and pie graph are used and for inference significance, Freedman and old chipped correlation coefficient are used. The results indicate correlation between quality of work life and performance effectiveness was equal to 0.698 and significance level of the test is equal to 0.00 is smaller than 0.05. So, with 99% certainty a significant relationship between quality of work life and performance effectiveness is confirmed.

Key words: Quality of life, Quality of work life, Performance effectiveness, Education

Introduction

The basis of life quality and performance management are not new disciplines; yet they seem to have ambiguous concepts. In order to clarify performance management. Let's think life quality depends on the life style. It is also dealing with the system performance. So this area of management has a great role in any system. To improve the capabilities of members and parallel them to the system targets we should know that it is necessary for system design to apply performance management. Without considering this fact, the reliability of the system will be questionable. Although the majority knows this fact. This issue has been a permanent argument among many systems.

Life is relatively a general concept that refers to different criteria such as working environment in various jobs, the quality of life to the social psychological, organizational and physical characteristics extends depends on performance management. These processes can be measured to apply human resources management. (Graham, 2006) Quality of work life planning requires the consideration of process due to human resources in order to improve organizational efficiency and productivity. Then, job satisfaction will be achieved (Rudaki, 2006:77). Poor quality of work life decreases employers' and top managers' satisfaction. On the other hand, it increases job stress (Moqimi, 2006). These are many reasons to confirm the effect of quality of work life in the organizational performance and efficiency. Utility in the organizational planning is due to team working in return. Satisfactory life style leads to employees' active performance; as well as, the reduction of employees' absence and poor attendance at work. Job satisfaction prevents job displacement too. (Carrell, 1997) The final result will be influential performance of the system employees. Lord Kelvin (the English physicist) argues the importance of measurement in the numbers and digits. He says: "If we can measure what we are talking about, we can claim that we know something about it; otherwise, our knowledge is not perfect and it will never mature. (Rahimi, 2006:36) The science of management assert the same subject. We can't control what we can't measure. The main idea of all organizational analysis is performance. To improve the performance of a system we need a system assessment. Without it the notion of system is unimaginable. The great power of conformity supports developmental plans and provides opportunities in order to achieve organizational targets. (Sattari fard, 2004:15) Quality of work life aims at performance improvement. It is necessary to provide more challenging environment in order to obtain this aim and create more synergy. The challenge must be on job satisfaction and performance effectiveness in all organizational levels. (Sirgy and et al. 2001:55) Finally, this search is going to answer the following question: Is there a relationship between quality of work life and performance effectiveness of high school teachers' in Shirvan?

The main objective of the research

_Identification the relationship between quality of work life and performance effectiveness of high school teachers' in Shirvan

The sub objectives

_Identification the relationship between team relationships and performance effectiveness of high school teachers' in Shirvan

_Identification the relationship between healthy working environment and performance effectiveness of high school teachers' in Shirvan

_Identification the relationship between fellow employees' support and performance effectiveness of high school teachers' in Shirvan

_Identification the relationship between role clarity and performance effectiveness of high school teachers' in Shirvan

_Identification the relationship between decision authority and performance effectiveness of high school teachers' in Shirvan

Variables' research

A)The independent variables : quality of work life,(team relationships, healthy working environment, fellow employees' support, role clarity, decision authority)

B) The dependent variable: performance effectiveness

C) The moderating variables: age, gender, education

Literature review

Shahbazi and colleagues (2011), reached the following results in a research labeled Determining the Relation Between Employed Life and the Performance of Group Managers of Isfahan University, done in a 60 man sample of group managers using the Walton test and the Realized Job Performance test:

All the factors of the quality of employed life (enough revenue, safe environment, advancement chance, order in work, social dependence, overall work atmosphere, social unity, and development of human potentials) had a positive and meaningful relation with performance.

Pout (2009) studies the existence and importance of the relation between quality of work life and organizational performance in the stock corporations in New York in a research titled Quality of Work Life and Organizational Performance. He concluded in this research that there is a meaningful relation between quality of work life and organizational performance.

Chadry (2000) says, in a research titled "A Study of the Role of the Quality of work Life in the Performance of Secondary Schools in Japan", that in organization with high quality of work life, a high organizational performance is expected of people. The study is done using a 400 man sample of school workers.

Lou (2000) demonstrates, in a research titled Quality of Work Life and Performance and done using information from 500 active companies in the S&P New York Stock Market for a comparison between the afore mentioned two factors, that there was meaningful relation between these two factors in the studied companies so that in companies with a high quality of work life, one can expect a high job performance.

(Sinha and et al,2012)have explored the influential factors on quality of work life in Indian organizations.

(Kayme,1986) in his research concludes that team work among employees is a potential for success in public educational environments. Teachers in team work reach higher levels quality of work life.

(Chipel , 1989)argues middle managers understanding of the occupational life quality .His research covered there United State companies,Japanese companies and at last in Thailand.

(Mie and et al, 1999)studies the relationship between occupational life quality and organizational performance in Tehran.

(Salmani,2008)wrote a research on relationship between quality of work life and performance effectiveness in organizations.

(Abdolmaleki & Amani,2008) wrote a research about the comparative study on the productivity of the personnel in schools with emphasis on the quality of work life.

(Tabarsa,2009) wrote a research about assessment, analysis and description of the relationship between occupational life quality and organizational performance in Tehran.

Methodology

In this study the objective is applied research .The method is descriptive survey category. In this research the population includes, high-school teachers of Shirvan in the Academic year 91-92 That number includes 150 persons.

Sample of statistical sampling since the population of this research includes high-school teachers of Shirvan in the Academic year 91-92.So random sampling is used

To estimate the number of sample regarding the population standard table of krejcie and Morgan is used to select 108 teachers .

Data collection techniques

To determine the reliability of the questionnaire conducted by the researchers, the instructors' and advisors' ideas were used and for determining its validity, the Alpha Cronbach's coefficient was used. The validity of the quality of work life questionnaire was 0.869 and that of performance effectiveness was 0.866.

Data analysis

In order to analyze data SPSS is used . In descriptive section mean , variance, standard deviation, frequency index , percent list , bar graph and pie graph are used and for inference significance Freedman and pearson correlation coefficient are used .

Acceptance or Refusal of Research Hypotheses

hypotheses	Significant level	correlation	Acceptance/r refusal
Main hypothesis: There is a significant relationship between quality of work life and performance effectiveness of high school teachers' in Shirvan	0.00	0.698	accepted
Sub1: There is a significant relationship between team relationships and performance effectiveness of high school teachers' in Shirvan	0.00	0.321	accepted
Sub2: There is a significant relationship between healthy working environment and performance effectiveness of high school teachers' in Shirvan	0.00	0.269	accepted

Sub3: There is a significant relationship between fellow employees' support and performance effectiveness of high school teachers' in Shirvan	0.00	0.419	accepted
Sub4: There is a significant relationship between role clarity and performance effectiveness of high school teachers' in Shirvan	0.00	0.589	accepted
Sub5: There is a significant relationship between decision authority and performance effectiveness of high school teachers' in Shirvan	0.00	0.401	accepted

Conclusion:

The main hypothesis examination:

_The results indicate correlation between quality of work life and performance effectiveness was equal to 0.698 and significance level of the test is equal to 0.00 is smaller than 0.05, So with 99% certainty a significant relationship between quality of work life and performance effectiveness is confirmed .i. e more quality of work life was equal to more performance effectiveness.(Shahbazi and et al ,2011), (Monajemzadeh and Brothers, 1390) , (Ashrafi, 2010),(Tabarsa,2009),(Ahmady and et al,2009),(Salmani,2008),(Mie and et al,1999), (Shaof,2004),(Chipel,1989), (Kamdideh,2003),(Chadry,2000),(Loo,2000),(poot,2009), (Kayme,1986) confirms this hypothesis

The first hypothesis examination:

_The results indicate correlation between team relationships and performance effectiveness was equal to 0.321 and significance level of the test is equal to 0.00 is smaller than 0.05, So with 99% certainty a significant relationship between team relationships and performance effectiveness is confirmed .i. e more team work was equal to more performance effectiveness.(Shahbazi and et al ,2011), (Ashrafi, 2010),(Tabarsa,2009),(Ahmady and et al,2009),(Salmani,2008) (Kamdideh,2003) confirms this hypothesis

The second hypothesis examination:

_The results indicate correlation between healthy working environment and performance effectiveness was equal to 0.269 and significance level of the test is equal to 0.00 is smaller than 0.05, So with 99% certainty a significant relationship between healthy working environment and performance effectiveness is confirmed .i. e more healthy working environment was equal to more performance effectiveness.(Shahbazi and et al ,2011), (Ashrafi, 2010),(Ahmady and et al,2009),(Salmani,2008) ,(Mie and et al,1999) and (Kamdideh,2003) confirms this hypothesis.

The third hypothesis examination:

_The results indicate correlation between fellow employees' support and performance effectiveness was equal to 0.419 and significance level of the test is equal to 0.00 is smaller than 0.05, So with 99% certainty a significant relationship between fellow employees' support and performance effectiveness is confirmed .i. e more fellow employees' support was equal to

more performance effectiveness.(Shahbazi and et al ,2011),(Ahmady and et al,2009),(Salmani,2008)),(Mie and et al,1999) and (Kamdideh,2003) confirms this hypothesis.

The fourth hypothesis examination:

_The results indicate correlation between role clarity and performance effectiveness was equal to 0.589 and significance level of the test is equal to 0.00 is smaller than 0.05, So with 99% certainty a significant relationship between role clarity and performance effectiveness is confirmed .i. e more role clarity was equal to more performance effectiveness.(Shahbazi and et al ,2011),(Ahmady and et al,2009),(Salmani,2008)),(Mie and et al,1999) and (Kamdideh,2003) confirms this hypothesis.

The fifth hypothesis examination:

_The results indicate correlation between decision authority and performance effectiveness was equal to 0.401 and significance level of the test is equal to 0.00 is smaller than 0.05, So with 99% certainty a significant relationship between decision authority and performance effectiveness is confirmed .i. e more decision authority was equal to more performance effectiveness.(Shahbazi and et al ,2011),(Ahmady and et al,2009),(Salmani,2008)),(Mie and et al,1999) and (Kamdideh,2003) confirms this hypothesis.

Suggestions:

The researcher addresses education office and school managers by these significations:

_Boost for employers to maintain a balance between their life and their quality of work life .(Shahbazi poor,2009:70) In order to improve staffs' quality of work life, Education must have instructive plans and increase team works in the effort.

_In service education plans their welfare and rights for employer to learn.

_Health and security of cultural environment, as well as standard facilities ,equipment and...

_Application of those skills that are needed for improving the social and psychological conditions of employers.(Moghadasi,2010:8)signifies the necessary systems, job enrichment ,employee satisfaction and their critical part in decision making.

_Reinforcement of feeling self steam helps employees to perform more effectiveness.

Acknowledgment

I would like to thank all my professors who inspired me to compile this research and also, I sincerely want to thank my family without whose generous contributions, I would have never been able to finish this work. Your cooperation and assistance would never be forgotten.

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