

QWL Existence and its Impact on Psychological Well being among Academicians: Theoretical Perspectives and Literature Review

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Abstract:

The existence of Quality of Work Life is intricately linked to the psychological well-being of academicians. The complex interplay of workload, research opportunities, recognition, work-life balance, collaborative environments, job security, administrative support, resources, job autonomy, organizational culture, and coping mechanisms collectively shape the professional experiences and mental health of academicians. Institutions that prioritize these factors contribute positively to the overall QWL and, consequently, the psychological well-being of their academic professionals. Recognizing the importance of these elements is essential for fostering a supportive and enriching academic environment. The academic profession is characterized by unique challenges, including workload, research demands, and the need for continuous professional development. QWL encompasses various factors such as work-life balance, recognition, and collaborative environments that influence the overall job satisfaction and mental health of academicians. The study examines how the interplay of these factors contributes to the existence of QWL and subsequently affects the psychological well-being of academic professionals. Recognizing the importance of a positive work environment and supportive organizational practices, this research sheds light on the intricate relationship between QWL and psychological well-being among academicians, offering insights into strategies for creating healthier and more fulfilling academic workspaces. The researcher concluded that implications of QWL on the psychological well-being of academicians are far-reaching and multifaceted. From individual job satisfaction to academic performance, health, and societal contributions, a positive QWL creates a ripple effect that shapes the overall landscape of academia. Recognizing and addressing the factors that contribute to QWL is not only beneficial for the well-being of academicians but also essential for the vibrancy and success of academic institutions and the broader educational ecosystem.

Keywords: Collaborative and Collegial Environment, Technology and Resources, Research Opportunities and Funding, Workload Distribution and Evaluation Practices, Professional Development, Psychological Well-Being and Academicians.

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Introduction:

The importance of work-life integration is a notable aspect of QWL for young workers. Unlike previous generations, young professionals often view work and personal life as interconnected facets rather than distinct domains [8]. Companies that prioritize employee well-being, mental health support, and create a positive work culture contribute significantly to the overall QWL of young workers. Modern organizations place significant importance on achieving balance, which is shaped by several elements including human traits, family dynamics, support systems, corporate culture, and the existence and enforcement of regulations [1]. The objective of the current inquiry is to achieve comprehension. The influence of maintaining a harmonious equilibrium between job and personal life on the mental well-being of educators [5]. The psychological health evaluation was conducted again to both groups. Various factors, including job and career satisfaction, stress levels, feeling of control over work, general health, impact of working conditions, and the relationship between work and home, all contribute to the situation. It is related to the degree of one's belief in it [13]. The degree to which the organisation prioritizes the well-being and satisfaction of its personnel. Both job satisfaction and professional fulfillment are influenced by this. Research indicates that when work duties encroach onto employees' personal lives, such as working on weekends, it severely affects their health and wellbeing, leading to increased levels of stress and emotional fatigue.

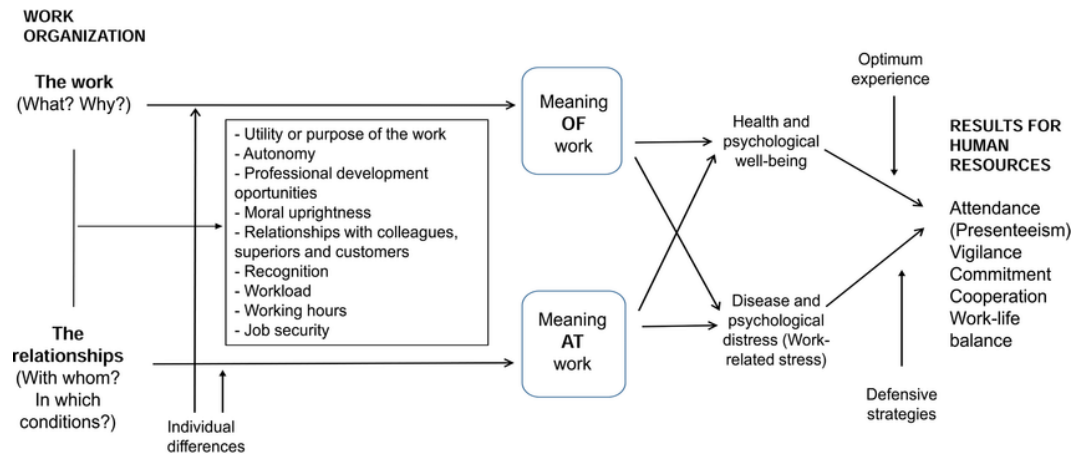
Theoretical Background of the research

The viewpoints of a business's workers and consumers are undoubtedly influenced by the ongoing fundamental, social, economic, political, and technological changes. Both are currently challenging. Contemporary "professional customers" want exceptional individualized assistance, superior merchandise, and fair pricing, while contemporary workers aspire to achieve a satisfactory income and personal fulfillment in their occupation. Consumers are concerned about the worth of the service they get; they often question the value of their job experience. Workers are now seen as individuals with unique contributions [5]. The globe is experiencing a new daybreak. Companies and sectors have recognized that employees are sentient individuals. By treating individuals with respect and fairness, they may enhance their skills and make substantial contributions to the success of their company [9]. Consequently, a novel interaction has emerged between the managerial and staff members. Ensuring that personnel are maintained within acceptable parameters is a significant responsibility for any organisation aiming to remain competitive and prosper in the fiercely competitive corporate landscape of today. Content and satisfied employees do maximum effort for their company. The organisation can only accomplish its objectives when individuals collaborate and combine their efforts. Human resources play a pivotal role in achieving organisational goals. In the modern day, human capital is seen as the essential and vital component of any organisation, requiring continuous nurturing to keep pace with the rapid changes occurring in all sectors [17]. (QWL) is a crucial component of human resource management (HRM) since it enhances the working environment for employees. (QWL) refers to the overall sentiment that workers have towards their workplace, which may be either good or negative. It elucidates the importance of workers' affiliations with their overall working conditions. Both developed and developing nations have started to acknowledge the advantages of Quality of Work Life (QWL). The effect of comprehensive employee protection legislation is enormous in emerging countries such as India [8]. The fundamental objectives of the company are to ensure the financial well-being of its employees and to facilitate their professional progression. The foundation of this process is based on mutual respect [6]. It is characterized by being supportive rather than demanding, adaptable rather than fixed, open despite rigidity, informal yet rule-based, interpersonal rather than mechanical, and focused on finding win-win solutions when addressing problems rather than win-lose outcomes. According to Harrison, an

organization's "QWL" refers to its role in enhancing the material and psychological welfare of its members.

Figure: 1

Systemic quality of working life model



Source: <https://www.researchgate>

Psychological Well Being among Academicians

Studies indicate that psychological well-being is influenced by one's capacity to regulate emotions, individual personality characteristics, self-perception, and life encounters. An individual's psychological well-being is influenced by factors such as age, education, extroversion, and awareness, whereas neuroticism is linked to a decrease in well-being. When examining mental health, studies have shown that there is no significant disparity between genders [9]. Due to technology advancements, such as laptops, internet connectivity, and mobile phones, workers are no longer obligated or expected to work extended hours at the workplace. The study has significance for both employees and employers. It is crucial for an employee to understand that work-life balance is a customary aspect that will evolve throughout the course of their professional journey.

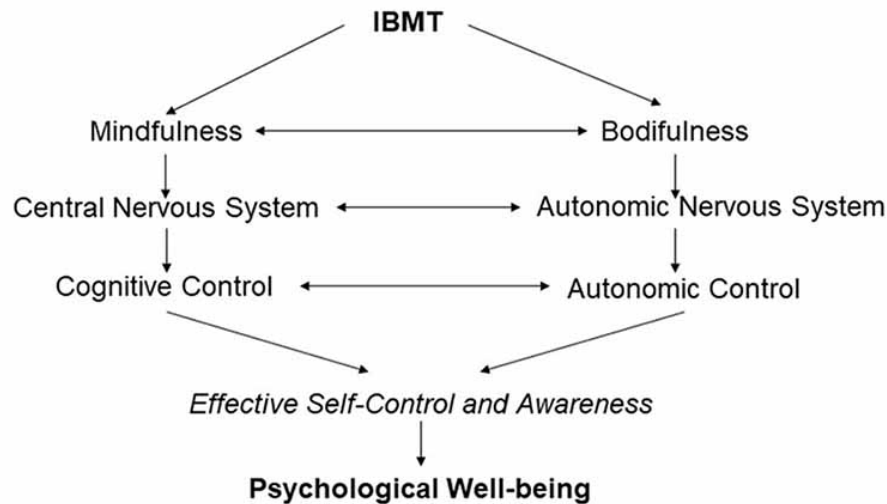
Psychological Well Being among Academicians; Theoretical Perspectives

Psychological well-being among academicians is a complex and multifaceted subject that can be explored through various theoretical perspectives in psychology. Job resources, including opportunities for professional development, supportive work environments, and positive relationships with colleagues, can contribute to a sense of accomplishment and satisfaction, positively influencing psychological well-being. The JD-R model emphasizes the importance of balancing demands and resources in the workplace to promote optimal mental health. Another relevant theoretical perspective is the Conservation of Resources (COR) theory. According to COR, individuals strive to acquire, retain, and protect resources, and the loss of resources is linked to stress and negative outcomes. In the context of academicians, resources can include not only tangible assets like time and funding but also intangible resources such as recognition, autonomy, and social support. When academicians perceive a threat to these resources, it can lead to stress and impact their psychological well-being. Conversely, an environment that fosters resource acquisition and support can contribute positively to their mental health. Academicians who experience autonomy in their research and teaching, perceive competence in their professional roles, and have positive relationships with colleagues may exhibit higher levels of psychological well-being. This theoretical perspective highlights the importance of creating a work environment that nurtures individuals' intrinsic motivation and fulfills their basic psychological needs. Lazarus and Folkman can be applied to understand how academicians

perceive and respond to stressors. Stressors, such as high workload or a lack of recognition, can trigger cognitive appraisals, influencing the emotional and behavioral responses of academicians. Coping strategies, both adaptive and maladaptive, play a crucial role in determining psychological well-being. Effective coping mechanisms, such as seeking social support or engaging in problem-solving, can mitigate the negative impact of stressors and contribute to enhanced psychological well-being.

Figure: 02

Improving Psychological Well-being Through Mindfulness Training (IBMT)



Source: <https://www.frontiersin.org>

The dimensions of QWL and impact on their psychological well-being;

The existence of Quality of Work Life (QWL) plays a pivotal role in shaping the psychological well-being of academicians, who navigate a unique and demanding professional landscape. QWL encompasses various factors within the academic environment that influence job satisfaction, work-life balance, and overall mental health.

1. **Workload and Time Pressure:** One of the central components shaping QWL for academicians is the nature of their workload and the associated time pressures. The demands of teaching, research, and administrative responsibilities can be intense, impacting the psychological well-being of academics. When workload is manageable and well-distributed, academicians may experience a sense of accomplishment and fulfillment, positively influencing their mental health. Conversely, an overwhelming workload and tight deadlines can lead to stress, burnout, and a decline in psychological well-being.
2. **Research Opportunities and Funding:** Access to research opportunities and funding is a significant aspect of QWL for academicians. Engaging in meaningful research contributes to job satisfaction and a sense of professional accomplishment, positively affecting psychological well-being. Conversely, limited research opportunities and inadequate funding may lead to frustration and hinder the pursuit of scholarly interests, negatively impacting mental health.
3. **Professional Development:** QWL is closely tied to opportunities for professional development. Academicians value continuous learning and skill enhancement. Institutions that invest in training programs, workshops, and conferences contribute positively to the psychological well-being of academics. On the contrary, a lack of access to professional development opportunities may result in feelings of stagnation and dissatisfaction, negatively affecting mental health.

4. **Recognition and Prestige:** Recognition for academic achievements and the prestige associated with institutional affiliation significantly impact the psychological well-being of academicians. A supportive environment that acknowledges and values their contributions enhances self-esteem and job satisfaction. Conversely, a lack of recognition or working in an institution with diminished prestige can lead to feelings of undervaluation, impacting psychological well-being negatively.

5. **WLB:** The indefinable balance between work and personal life is a critical aspect of QWL for academicians. Institutions that recognize the importance of work-life balance contribute positively to psychological well-being by allowing time for personal pursuits, relaxation, and family activities. Conversely, an imbalance and blurred boundaries between work and personal life can lead to stress, fatigue, and dissatisfaction, negatively impacting psychological well-being.

6. **Collaborative and Collegial Environment:** The work environment significantly influences psychological well-being. A positive and collaborative atmosphere, characterized by supportive colleagues and effective teamwork, fosters a sense of belonging and job satisfaction. In contrast, a toxic or unsupportive work culture can contribute to feelings of isolation, stress, and a decline in psychological well-being.

7. **Job Security and Contractual Stability:** Job security and stable contractual arrangements contribute to a sense of stability, reducing anxiety, and positively influencing psychological well-being. On the other hand, insecurity regarding employment status or unstable contractual conditions can lead to stress, uncertainty, and a negative impact on mental health.

8. **Administrative Support:** Efficient administrative support is essential for a positive QWL among academicians. Smooth administrative processes, including grant applications, ethical reviews, and bureaucratic tasks, contribute positively to psychological well-being. In contrast, ineffective administrative processes and lack of support may lead to frustration, impacting mental health negatively.

9. **Technology and Resources:** Access to technology and resources is vital for the effective functioning of academicians. Well-equipped libraries, research facilities, and up-to-date technology enhance efficiency and positively contribute to psychological well-being. Conversely, inadequate resources may lead to frustration, hindering academic work and negatively impacting mental health.

10. **Job Autonomy and Control:** The degree of autonomy and control academicians have over their work is a significant factor influencing QWL. A work environment that allows for autonomy in research and teaching, along with involvement in decision-making processes, contributes positively to psychological well-being. Conversely, a lack of autonomy and control may lead to feelings of frustration and a decline in mental health.

11. **Organizational Culture and Leadership:** The organizational culture and leadership style of academic institutions play a crucial role in shaping QWL and psychological well-being. Inclusive cultures that value diversity and support from effective leadership contribute positively to the mental health of academicians. Conversely, a toxic culture or unsupportive leadership can lead to stress, dissatisfaction, and a decline in psychological well-being.

12. **Coping Mechanisms:** Individual coping mechanisms also play a role in the interaction between QWL and psychological well-being. Institutions that promote mental health awareness and provide support for coping strategies contribute positively to psychological well-being.

Previous related Literature

The digital age has given rise to remote work possibilities, enabling young professionals to connect with global opportunities and diverse networks. The use of technology in talent acquisition processes, such as virtual interviews and online assessments, reflects the adaptation of traditional practices to contemporary realities. Organizations use several methods to enhance the quality of life for its members. Employee outcomes such as resilience, achievement, and happiness are linked to organisational identity because the organisation may act as a substantial influence on how individuals define and evaluate themselves. Employee well-being is a prominent and increasingly important subject in developed countries. Ryan and Deci (2001), optimal cognitive functioning occurs when individuals experience positive well-being and good physical health. Given that addressing basic needs is crucial for motivating workers to perform well, the need to enhance workers' welfare will endure. India should seek diligent individuals, since it is a developing country. To achieve service quality comparable to that of affluent countries, it is essential to have a committed workforce. Enhancing the qualifications and productivity of employees is a crucial role of human resource management in tackling issues like as mental health, stress, burnout, dissatisfaction, and staff attrition. The mental well-being of employees is crucial for the success of the organisation.

Brad Shuck (2014) aimed to investigate if employee engagement had a mediating role in the associations between workplace climate and personal accomplishment. The regression study revealed a strong correlation between the psychological office environment and all four outcome categories. Furthermore, the findings indicated that involvement reduced the connections between the workplace atmosphere and the dependent variables. The relationship between work-life balance and mental health Rathi Neerpal (2009) conducted a study in India, including 144 workers from various organizations, to assess the influence of (QWL) on psychological well-being and the correlation between the two. The study's results indicate a significant association between (QWL) and psychological well-being. Furthermore, QWL serves as a robust measure of an employee's mental well-being. Zulkarnain and Amin (2013) assessed the dependent variable, which was psychological well-being, and the independent variable, which was career progress. The poll included a total of 429 individuals employed in professional or managerial positions within government institutions. The data analysis revealed a positive correlation between career progression, work contentment, and elevated levels of psychological well-being. The multiple regression analyses revealed a significant correlation between professional advancement and mental well-being, with the quality of work life.

Need for the Study

Teachers often dedicate more time to compensate for the challenges they face in their career, and achieving a harmonious equilibrium between their work and home life has emerged as a significant concern for them. This is due to the fact that their workload necessitates their focus even while they are at home, encompassing tasks such as class preparation, student record maintenance, and adhering to other institutional functional obligations. In addition, instructors should give priority to fostering their pupils' comprehensive growth by instructing them in essential life skills and interpersonal abilities. By doing so, teachers may assist students in developing into exemplary individuals who possess both the qualities of good citizenship and professional competence. Naturally, instructors must attend to their families, which might result in an imbalance between their professional and personal lives. Hence, it is crucial to consider the equilibrium between work and personal life as it directly impacts individuals' well-being and psychological state.

Work Prospects and Aspiration of employees

(QWL) is a comprehensive concept that encompasses various factors influencing the overall well-being of individuals in the workplace. As societies evolve and economic landscapes change, the work prospects and aspirations of employees become integral

components of discussions around QWL. This essay explores the multifaceted dimensions of QWL concerning young workers, delving into their career aspirations, the evolving nature of work, and the factors that contribute to a positive work experience for the younger generation. As these individuals enter the workforce, their expectations often differ from those of previous generations. While traditional factors like salary and job security remain important, young workers place a premium on work-life balance, meaningful engagement, and opportunities for personal and professional development. Many aspire to work for organizations that align with their values, contributing to a sense of purpose beyond financial remuneration. One significant aspect influencing the work prospects of young individuals is the evolving nature of work itself. The advent of technology, particularly the rise of automation and artificial intelligence, has transformed job requirements and created new opportunities. Employees are often attracted to fields that harness technology, such as data science, artificial intelligence, and renewable energy, reflecting a desire for dynamic and future-oriented career paths. Simultaneously, the gig economy has gained prominence, providing flexible work arrangements that appeal to the younger demographics' desire for autonomy and varied experiences. Entrepreneurship is another avenue that captivates the aspirations of many young workers. The democratization of information and resources, coupled with a cultural shift valuing innovation and creativity, has empowered individuals to pursue entrepreneurial ventures. Young workers often seek environments that foster innovation, creativity, and collaboration, whether within established organizations or as part of start-up ecosystems. The desire for autonomy and the potential to make a meaningful impact on society drive many young professionals to explore entrepreneurship as a viable career path. In the pursuit of their aspirations, young workers encounter various challenges and opportunities that contribute to their overall QWL. One crucial factor is workplace culture, which significantly influences job satisfaction and engagement. Organizations that prioritize diversity, equity, and inclusion create environments where young workers feel valued and can thrive. Collaborative and inclusive cultures also promote knowledge sharing and skill development, aligning with the aspirations of the younger generation for continuous learning and growth. Workplace flexibility is another critical consideration for young workers. The ability to balance professional responsibilities with personal pursuits enhances overall well-being. Companies that recognize and accommodate the diverse needs of their workforce contribute positively to QWL by fostering a healthier work-life balance. Moreover, the availability of learning and development opportunities is paramount for young workers. Continuous skill development is crucial in a rapidly changing job market. Organizations that invest in training programs, mentorship initiatives, and career progression pathways create an environment where young professionals can enhance their skills and advance their careers. This aligns with the aspirations of individuals seeking fulfilling and progressive careers that allow them to contribute meaningfully to their chosen fields. The role of technology in shaping the work prospects and aspirations of young workers cannot be overstated. Technology not only influences the nature of jobs available but also facilitates connectivity, collaboration, and access to information. Financial considerations remain a key factor in the work prospects and aspirations of young individuals. While salary is undoubtedly important, younger workers also value transparent compensation structures, equitable pay practices, and benefits that cater to their specific needs. The rising awareness of financial well-being has led to increased emphasis on financial literacy programs and benefits such as student loan assistance, childcare support, and retirement planning. The global landscape of work prospects for young individuals is also influenced by macroeconomic factors and societal trends. Economic uncertainties, such as the impact of global events or financial crises, can shape job availability and career trajectories. Furthermore, societal shifts, including demographic changes and evolving cultural norms, contribute to the changing nature of work and influence the aspirations of the younger workforce.

Objective of the Study

The objective of the research is to investigate the presence of quality of work life (QWL) and its influence on the psychological well-being of academics. The integration of quality of work life and psychological health in research is unique, and thus, the approach for conducting such study presents significant obstacles. The study employs a descriptive research approach, which aims to elucidate the current facts. Using convenient sampling, 200 sample respondents were selected. The required primary data was collected using the Google forms.

Analysis Interpretation and Results

Quality of Work Life (QWL) is of paramount importance in the academic setting, influencing the well-being, job satisfaction, and overall effectiveness of academicians. The unique nature of academia introduces specific factors that play a crucial role in determining the existence and quality of QWL among academic professionals. Quality of Work Life (QWL) is influenced by a multitude of factors that collectively shape the overall well-being and satisfaction of individuals in the workplace. These factors span various dimensions, encompassing both tangible and intangible elements

Table 1

Results of one –sample t-test for factors affecting QWL Existence

| S.No | Work-life factors | N | Mean | SD | t | P |
|------|--|-----|------|-------|--------|----------|
| 1. | Workload and Time Pressure | 200 | 2.45 | 1.009 | 9.876 | <0.001** |
| 2. | Academic Achievements | 200 | 2.09 | 1.054 | 10.765 | <0.001** |
| 3. | Recognition and Prestige | 200 | 2.23 | 1.123 | 16.098 | <0.001** |
| 4. | Collaborative and Collegial Environment | 200 | 2.89 | 1.200 | 4.540 | <0.001** |
| 5. | Technology and Resources | 200 | 3.07 | 1.239 | 9.871 | <0.001** |
| 6. | Research Opportunities and Funding | 200 | 2.78 | 1.231 | 12.011 | <0.001** |
| 7. | Workload Distribution and Evaluation Practices | 200 | 3.28 | 1.332 | 10.280 | <0.001** |
| 8. | Professional Development | 200 | 2.31 | 1.548 | 7.546 | <0.001** |
| 9. | Administrative Support | 200 | 3.00 | 1.332 | 10.786 | <0.001** |
| 10. | Job Security and Contractual Stability | 200 | 4.39 | 1.193 | 15.027 | <0.001** |

The results of a one-sample t-test for variables influencing QWL Existence are shown in Table 1. The exploration concluded that all of the statements had p-values less than 0.01. therefore the study concluded that there are significant factors affecting QWL Existence. The existence of Quality of Work Life (QWL) among academicians is influenced by a combination of factors unique to the academic environment. Institutions that recognize and address these factors can create an environment that fosters job satisfaction, professional growth, and overall well-being among academic professionals. The work prospects and aspirations of employees are intricate components of the broader concept of Quality of Work Life. As young professionals navigate a dynamic and evolving professional landscape, their aspirations are shaped by a combination of societal, technological, and economic factors. Policymakers play a crucial role in enhancing the

QWL of employees by recognizing and addressing their unique needs and aspirations. Embracing diversity, fostering inclusive cultures, providing learning opportunities, and adapting to the evolving nature of work are essential steps in creating environments where young professionals can thrive and contribute meaningfully to the workforce.

Perception about QWL Dimensions

The academic environment, characterized by a complex interplay of responsibilities, expectations, and professional demands, can either contribute positively or negatively to the mental health of academicians. Their comprehension of these characteristics is accessed via a 5-point Likert scale. The disparity in the amount of awareness is seen in the following table.

Table 2:

Perception about QWL Dimensions

| Dimensions | Mean | Std. Dev | Mean Rank | Rank |
|---|------|----------|-----------|------|
| Reward and penalty system | 3.01 | 1.034 | 3.87 | III |
| Participation in decision making | 2.67 | 1.011 | 3.45 | IV |
| Human relations and social aspect of life | 3.76 | 1.065 | 4.19 | I |
| Equity, justice and grievance handling | 2.11 | 1.137 | 3.23 | V |
| Image of organization in the society | 3.74 | 1.149 | 4.12 | II |

Participation in decision-making processes is a critical factor that significantly impacts the Quality of Work Life (QWL) for teachers. When teachers are actively involved in decision-making at various levels within the educational institution, it can have both positive and far-reaching effects on their overall job satisfaction and well-being. The primary benefits of including teachers in decision-making are the sense of empowerment it instills. This empowerment contributes positively to their professional identity and overall job satisfaction.

Furthermore, participation in decision-making can lead to more effective and relevant educational practices. Teachers, being on the front lines of education, possess valuable insights into the needs and challenges faced by students. Involving them in decisions related to teaching methodologies, classroom resources, and curriculum design ensures that the educational approach is practical, responsive, and tailored to the unique dynamics of their classrooms. Moreover, participation in decision-making fosters a collaborative and inclusive organizational culture. When teachers feel that their opinions are valued and considered, it creates a sense of community and teamwork within the school or educational institution. This collaborative spirit can positively impact relationships among staff, administrators, and other stakeholders, creating a supportive work environment. The absence of teacher involvement in decision-making can lead to feelings of disengagement and frustration. When decisions are imposed without considering the perspectives and expertise of teachers, it may result in policies or changes that are less effective or poorly implemented. This lack of alignment between decision-making and the realities of the classroom can contribute to stress and negatively impact the QWL of teachers. In addition to the immediate impact on the educational process, teacher participation in decision-making also has long-term implications for professional development. When teachers are engaged in shaping the direction of their institution, they are more likely to invest in their own growth and development. This commitment to continuous learning and improvement can enhance job satisfaction and contribute to a positive QWL. The hypothesis aims to assess the major disparity in awareness levels about several aspects using the Friedman test, as outlined below.

Table 3: Friedman Test

| | |
|--------------------|--------|
| No. of respondents | 200 |
| Chi-Square | 19.021 |
| difference | 4 |
| Sig. | 0.007 |

The Chi-Square value (19.021) computed in the Friedman test for 4 degrees of freedom is statistically significant at a 1% significance level. The significance level is 0.007, which is less than 0.01. Therefore, the hypothesis is rejected. It is concluded that the awareness of the respondents towards employee's Perception about QWL Dimensions are significantly high. The (QWL) of teachers is significantly influenced by human relations and social aspects within educational settings. Teachers, as integral components of the educational system, interact with various stakeholders, including students, colleagues, administrators, and parents. The nature and quality of these interactions, along with broader social dynamics, play a crucial role in shaping the overall QWL for educators. Healthy, positive relationships between teachers and students contribute to a supportive learning environment. Positive student-teacher relationships enhance job satisfaction and the overall QWL for teachers, creating a conducive atmosphere for effective teaching and learning.

Impact on psychological Well Being among Academicians;

Perspectives shed light on the interplay between job demands, resources, basic psychological needs, and coping strategies, providing insights into how the academic environment can either support or hinder the mental health of those in academia.

Table 4

Impact on psychological Well Being

| Dimension | Mean | Std. Deviation | Mean Rank |
|---------------------------|-------|----------------|-----------|
| Job demands, resources | 3.09 | 1.339 | 4.89 |
| Basic psychological needs | 2.26 | 1.324 | 4.05 |
| Coping strategies | 3.19 | 1.401 | 4.92 |
| Self-Determination | 3.04 | 1.346 | 4.31 |
| Social support | 3.29 | 1.343 | 5.10 |
| Job control | 3.67 | 1.410 | 5.87 |
| No. of respondents | 200 | | |
| Chi-Square | 6.907 | | |
| difference | 5 | | |
| Asymp. Sig. | 0.431 | | |

The result from the Friedman test shows that the calculated Chi-Square value (6.907) for the degree of freedom 5 is insignificant. The significance is calculated at 43.1% which is more than 5%. The fulfillment of basic psychological needs plays a fundamental role in shaping the psychological well-being of teachers. In the context of teachers, the satisfaction of these basic psychological needs is crucial for fostering a positive work environment. Autonomy refers to the sense of control and volition in one's actions. Teachers who experience autonomy in their work, such as having the freedom to make pedagogical decisions, choose teaching methods, and design lesson plans, are more likely to feel a sense of fulfillment and job satisfaction. Autonomy is linked to intrinsic motivation, and teachers

who can exercise autonomy are more likely to be engaged in their work, which positively impacts their psychological well-being. Competence involves the sense of efficacy and mastery in one's tasks. Teachers who feel competent in their ability to impart knowledge, manage classrooms, and meet the needs of their students experience higher levels of job satisfaction and psychological well-being. Success and achievement in teaching contribute to a positive sense of competence.

Implications of the study

The implications also extend to the overall health and well-being of academicians. A positive QWL, which includes considerations for work-life balance, supportive interpersonal relationships, and opportunities for relaxation and personal development, contributes to reduced stress levels and burnout. This has significant implications for the physical and mental health of academicians, fostering resilience and a capacity to cope with the demands of their profession. Satisfied and fulfilled academicians are likely to contribute positively to the academic community and society at large. They become ambassadors for education, influencing the next generation of scholars and professionals. Additionally, institutions that prioritize QWL are more likely to attract and retain top talent, contributing to the overall excellence and reputation of academic institutions.

Conclusion

The active participation of teachers in decision-making processes is a crucial factor that significantly influences their Quality of Work Life. It empowers educators, improves the relevance and effectiveness of educational practices, fosters a collaborative work culture, and contributes to long-term professional development. Institutions that prioritize and value the input of teachers in decision-making are more likely to create a positive and supportive environment that enhances the overall well-being of educators. The implications of the existence of Quality of Work Life (QWL) on the psychological well-being of academicians are profound and extend to various facets of professional life. First and foremost, a positive QWL is closely linked to enhanced job satisfaction among academicians. When factors such as manageable workloads, supportive work environments, and opportunities for professional growth exist, it fosters a sense of fulfillment and contentment in their roles. This, in turn, has implications for overall job retention and commitment, as satisfied academicians are more likely to remain engaged and dedicated to their institutions. Moreover, the impact of QWL on psychological well-being has implications for academic performance and productivity. Content and motivated academicians are more likely to invest time and effort in their research, teaching, and administrative responsibilities. The study concluded that the existence of QWL contributes to an environment that nurtures creativity, innovation, and a commitment to excellence, thereby positively influencing the quality of education and research outputs.

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