



AENSI Journals

Advances in Environmental Biology

ISSN-1995-0756 EISSN-1998-1066

Journal home page: <http://www.aensiweb.com/AEB/>

The Relationship between the Components of Quality of Work Life and Conflict and Job Alienation of Physical Education Teachers in Shiraz City

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ARTICLE INFO

Article history:

Received 25 September 2014

Received in revised form

26 October 2014

Accepted 25 November 2014

Available online 30 December 2014

Keywords:

work life quality conflict alienation
from work physical education teachers

ABSTRACT

The purpose of this research is applied and collecting and information and data analyzing was type of descriptive - correlation. Statistical society in present study have been made of all physical education teachers in city of shiraz in the 92-93 academic year. The sample size by using the formula Cochran, determine the 237 teacher and with cluster random method were sampled. Information gathering to the field method and combination of closed questionnaire was performed and measurement scale for all variables was performed based on the range of Likert 5-option.data by using the work life quality questionnaire of Walton (1974) with credit $\alpha = 0.821$, amount of conflict based on organizational structures of Rabin's (1982), with credit $\alpha = 0.90$ and the alienation questionnaire from work Motaz(1981) with credit $\alpha = 0.852$ were collected. The obtained information by using of SPSS software through the pearson correlation coefficient calculation and regression coefficient were taken analyze. The study result showed that between components of fair payment and enough and growth opportunity supply and continuing security, legalism in organization, work life social dependence, the life general atmosphere and human capacities development with teacher's conflict the meaningful relation is there. Also findings are confirmed the a positive and significant impact between complexity and focus with the alienation from work components.

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To Cite This Article: Marzieh Tajvaran and Mohammad Hassan Seif., The Relationship between the Components of Quality of Work Life and Conflict and Job Alienation of Physical Education Teachers in Shiraz City. *Adv. Environ. Biol.*, 8(21), 1056-1061, 2014

INTRODUCTION

Today, most of people in anywhere the world many hours of his life have spent his workplace activity. On other hand organizations are social institutions, like other institutions, have been formed of individuals and manpower is poses the most resource valuable for organizations [2]. Nevertheless, changes in technology, political unrest and uncertainty to facts of life has becom.these factors and other elements to an unavoidable competition for individuals and also for the organization has become. So that the many occupational groups moving toward a professional process [14].

Is clearly that positive organizational performance is result a two-way communication among employees and employers. Now, managers engaged to employee's retention knowing in his work.

Employers now have noticed that with focus on employees commitment can be more effective environmental and more productive labor have, any kind initiative by the management ,without the employees voluntary involvement and their participation, would not be fertile.

When employees receive higher wages and praised and appreciated of them, They tend to exert more effort in their work [11].

In an industry era that works many of people in manufacturing organizations and service jobs and organizational relations in a manner that destroying the moral and human aspects in work place has been causing the alienation of work. . alienation is possible in a short timeframe, affected the whole organization, while employees become suffering from alienation, absence, delay, misbehavior and finally caused lack of productivity. along with the survival life and communities development, the alienation emergence threatens the communities,in result is essential the conscious study about the types of alienation particularly the alienation from work [8].

So, investigation the relationship between the work life quality components with conflict and alienation

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from teachers work as a suitable tool in order to create a systematic path to rebuild the education organizations and transforming it to the flexible organization provides.

Background of research:

Nowadays, along with technology and industry advances, we are witness wide changes in work field. the industrial production, division of work, development of some phenomena, such as mechanization and automation, has changed quality of work and the workspaces in this period suffers from this phenomenon. alienation from work has a significant relation with the geographical location, type of work, satisfaction of income and salary, human relations quality with other employees and managers, uncertainty, stress and marital status. it seems that major part of nervous tension and mental is result of work stresses [23].

Yadav and Nagle [24] the alienation from work knows a kind mental state in individual that person feels no belonging to his own work and this issue is help to decrease the job satisfaction.

Also Sulu *et al.*, [21] suggest that alienation from work refers to employees who may not be able to do their social activities and has been exist gaps between them and perception of reality and purpose of work and the benefits such as values and ideals and their demands. also alienation causes reduces the motivation of workers, their mental separation of work and attachment to work. when individuals feel that they have no impact in their work, especially when they feel that their work is not valuable, working relations and their organizational commitment, affect them.

Managers should increases individuals dependence to their works therefore they should retain skilled labor force in their workplace. while individuals feel that their work is meaningless, will have less organizational commitment to their work and thus will show less effort in work of itself [22]. dimensions of cognitive, emotional and organizational pessimism behavioral are causes the alienation from employees work [25].

Whatever structure of a organization is the more formal, the employees will be more alien to work and the feeling of powerlessness and meaninglessness is two factors in increasing alienation of employees [13]. Lakshmi [10] also believes that companies that having the organizational hierarchy, they create a wall between employees. Companies that having fewer management layers, it's employees have far fewer alienation feel and know themselves as part of organization management. Also he unattractive work, unequal pay, work strain, job uncertainty, long working hours and low income introduces as the factors most important that will causes employees frustration in the workplace. Kowalski *et al* [9] introduce lack of control over administrative decisions and low the influence in the workplace of staff feeling tired and their unwillingness to work.

AL-Zoubi [3], in the research has attempted has been investigated the some of influence factors on alienation from work of faculty member of the university of Jordan. the factors that was identified in this study include: the suitability of rules and regulations and the correct use of these laws in universities. he has introduced one of failure reasons in dealing with the alienation from work, the lack of regulations and proper instructions and mistake planning.

Also, Ceylan and Sulu [4] in the research concluded that the injustice is associated with job stress. they concluded that, injustice in organization causes that employees think about that they are lack of the necessary control in decision making and this lack of control and lack of confidence in relation to decision-making, is cause employees stress. accordingly Permarupan *et al* [16] the organizational climate is knows indicates the status of organizational culture. they know the most common of management process in the today organizations, the search for a creative and flexible work in organization environment which helps to job satisfaction promote and innovation in organization and alienation reduction from work.

Emadzadeh *et al* [7] the work life quality know employees subjective perception of the physical and mental utility in the workplace. they suggest that the work life quality is related to employees welfare in the workplace and is the separate of job satisfaction. nevertheless, the work life quality not only has affect on employees job satisfaction but also has also influence the life of outside the workplace such as family, leisure times and social needs. this issue is affecting their job performance.

Erdem [6] in their studies on teachers is concluded that the teachers who has run about them the work life quality dimensions have usually less amount of alienation from work. also women teachers. also women teachers although have more disability feeling, meaninglessness and separation from school, more than men are satisfied of their living level. Moghimi *et al* in year of 2013 in their studies founded that three of organizational justice dimension namely distributive justice, procedural justice, and interactional justice are positively associated with the work life quality.

Romer *et al* [17] expressed that forcing the individuals to do the work instead of giving freedom to them in choose process selection, was causing the conflict. they have identified in their research with observe of the interactions between managers and employees, three types of conflicts :work, process, communication. they also saw the stress of factor in this kind of conflicts creation and they observed that managers exert different solutions to conflict solve. they found that when managers take divestment freedom choosing of the employee, increases stress, among the employees and conflict resolution process can be difficult.

Alphoncina [1], factors like dissatisfaction of the rewards distribution, religion politics, religious beliefs,

cultural and type social groupings in the school, the origin of the teacher conflict creation knows. Nordin *et al* [15] conflicts feeling as a result of incompatibility perceived about the various issues in the organization are know. they state that dependent behaviors on each other members of the organization and interactive role of individuals, let's say it's incompatibilities. Runde [18] organizational conflicts knows the need to support the leaders who competent norms to confront with develop conflict.

Employees who have experienced high levels of work conflict and related conflicts, are poor in communication. physical separation of the workplace, has negatively associated with relational conflicts and welfare of employees. contrary to expectations, the psychological separation is failed element in relation with work conflicts and employees welfare [20]. Somech and *et al* in year 2009 are examined conflict management dynamism as a group phenomenon.

In this study, they are examined of how function structural input variable (task interdependence) and collaborative conflict management style (cooperation vs. competition) and group performance and howing the proportion of group identity in this relation. the results indicate that the interdependence of groups with collaboration style in conflict management, there is in the high level of group. however, a negative correlation between competitive style and group performance became apparent.

Erdamar and Demirel [5] are the problems most common arising from instability at home and workplace of feeling tired at home, lack of satisfaction of his work and a sense of futility in the workplace, introduced.

Methods of research:

The method of this research is quantitative and from the perspective of ways for achieving the facts and data analysis is descriptive-correlational research.

The population of this study includes all physical education teachers in Shieraz. That 237 were selected among 617 physical education teachers based on cluster random sampling as a sample of this study. The tools for gathering data has been questionnaires which investigate the quality of working life, the conflict and alienation of physical education teachers.

The type of the questions are close ones. And the scale of measurement has been set based on likert scle of 5 ranges of 1=too low to 5= too high. In order for determining the validity after designing and adjusting the questionnaires, they have been disturbuted among some M.A students and reviewing, evaluating by experts and comply the questions with main research objectives, the content validity and face validity as the tools of this research have been investigated. For determining the reliability of this research, the cronbach alpha has been used. The evaluated coefficient alpha for each of the questionnaire variables are presented as the following.

In this styudy the obtained information were analyzed by using descriptive and inferential statistics.

Table 1: Cronbach's alpha coefficient questionnaires.

Cronbach's alpha coefficient	Aspect
0.821	Quality of working life
0.90	Conflict
0.852	Alienation of labor

Findings:

The obtained results of this research show that among the components of quality of working life, fair payment, opportunities for growth, social affiliation, legalism, general atomospher of life, development capabilities are affected by conflict teachers and other components are not influenced by the conflicts.

Table 2: the results of regression coefficient of every component of working life quality on conflict

Significant level	Determinatio n coefficient	T value	Regression coefficient	Component of quality of living
0.001	0.07	4.75	0.13	Fair payment
0.22	0.19	0.67	0.13	Safe work environment
0.02	0.09	3.95	0.15	Growth opportunities
0.01	0.07	2.14	0.11	Legalism
0.001	0.09	5.18	0.12	Social affiliation
0.002	0.04	5.26	0.10	General atomosphere of life
0.21	0.15	1.08	0.14	Integrity of organization
0.01	0.09	4.58	0.12	Expansion capabilities

Moreover, based on the findings of table 3, among the components of conflict, Component complexity and focus are influenced by alienation of teachers' labour and other factors are not affected by the alienation of abour.

Based on findings, among the components of the quality of working life, the components of fair payment, opportunities for growth, social affiliation, legalism and the general atmosphere of life are affected by the alienation of teachers' work. And other components are not affected by the alienation of labor.

Table 3: the findings of coefficient regression of every conflict component with alienation of labour.

Significant level	Coefficient of determination	T value	Regression coefficient	Conflict component
0.03	0.07	5.75	0.11	Complexity
0.25	0.13	0.86	0.30	Formality
0.001	3.60	1.12	0.10	Focus

Table 4: the results of coefficient regression of every quality of working life component with alienation of work.

Significant level	Determination coefficient	T value	Regression coefficient	Components of quality of working life
0.001	0.09	3.45	0.11	Fair payment
0.23	0.12	1.16	0.18	Safe working condition
0.02	0.07	5.85	0.10	Opportunities growth
0.01	0.07	4.14	0.11	Legalism
0.26	0.06	1.18	0.13	Social affiliation
0.002	0.03	3.26	0.10	General atmosphere of life
0.12	0.16	0.18	0.12	Integrity of organization
0.11	0.18	0.56	0.14	Expansion of capabilities

Discussion and conclusion:

In this study there is a positive and significant relationship between components of fair payment, opportunities of growth, legalism, social affiliation, general atmosphere of life, expansion of capabilities and the conflict of physical educational teachers in Shiraz. These findings are consistent with the results of Sonnentag *et al* [20] Alphoncina [1], Somech *et al* [19] and Erdamar and Demirel [5].

The conducted researches in the field of payment satisfaction show that for the adequacy of income, the cost of living and family obligations of individual should be considered. Generally the results of previous researches indicate that non-discrimination among the people in giving motivations, fairness and paying attention to internal and external incentives makes increase the satisfactory. Based on the research results, when there is destructive conflict, the level of payment satisfaction will be lowered. Management with regarding some factors like fairness, evaluation of fair performance, non-discrimination and regarding the internal/external incentives can provide the teachers with satisfaction. Also, in accordance with the results of the research, the destructive conflicts will reduce the social contacts at work. So the lack of information about corporate social responsibilities like education makes some teachers enter this job without having preparation and enough talents. Which ultimately reduces the effectiveness of the educational system.

In addition, there is a positive and significant relation between component of complexity and focus with alienation of physical education teachers' work in Shiraz. That these results are consistent with the findings of Romer *et al* [17] Lakshmi [10], Kowalski *et al*, Permarupan *et al* [16] and Ceylan and Sulu [21].

This result shows that physical education teachers have been confused in performing their responsibilities and do not have clear rules with job description. It seems that there are many differences in set of law, regulation of education and the interpretation of them vary in different people.

Also, the transparency rules and their explanation from the senior management of the organization and consequently the school administrators for quick and timely decisions do not happen. Regarding this fact, while the physical education teachers are not fully aware of law and regulation, they do not make an attempt for perception. Generally adequate authority to carry out the administrative duties of the directors can reduce the amount of conflict between teachers in the same subject will reduce alienation of work.

Also, the findings indicate that there is a positive and significant relationship between the components of fair payment, opportunity of growth, legalism, integrity of organization with alienation of physical education teachers' work in Shiraz. That are consistent with findings of Erdem [5], Lakshmi [10], AL-Zoubi [3] and Valadbigi and Ghobadi [23].

In this way, organizations can consider the design and implement of an equitable and fair salary system through scrutiny and analysis of careers. It is necessary in this system, motivational theories such as the theory of equality, the salary and wages have been paid to everyone commensurate with the institutions and outputs. Only in this way the system can have a role in motivating and driving employees' performance. The organization with growth opportunities can specify path of career growth, promotion and movement staff, provide growth opportunities through efficient system. In a way that an individual can imagine his future career path in his/her mind.

It seems cultural, economic, political situation ruling the schools as well as the maturation level which teachers and principals benefit of them develop special condition in these schools. Nowadays, education and generally the public life are at favorable level. Teachers today are better educated than ever before and in terms of cultural, social and political have been developed significantly. These factors have led to have higher needs both providing the needs of food, clothing, housing, medical, and demanding respect, human dignity,

opportunity for growth, and personal development, participation in decision-making, and such issues. The mentioned conditions makes the schools and educational atmospheres have special status.

Based on this and regarding the obtained results of this research in such situations, the style of cooperation and compromise are the best ways to deal with conflict situations and resolve them and using them will increase the effectiveness of schools and the reduce career alienism.

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