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Impact of Quality of Work Life on Professionalism and Job Satisfaction: A Study on Teachers of Public Schools of Patna

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Abstract : *Teachers are often considered as nation builders. The efficient functioning of any educational institution lies mainly on the professional commitment of the teachers which in turn is dependent on their job satisfaction. Thus, job satisfaction and quality of work life need to be addressed positively in order to keep the teachers motivated and enhance the institutional effectiveness and growth. The present paper aimed to study the impact of quality of work life on job satisfaction and professionalism of teachers of public schools of Bihar. The sample of the study consisted of 100 public*

school teachers out of which 50 permanent and 50 niyojit teachers were selected using incidental sampling technique. The result of the study showed that there was a significant difference in the quality of work life of the permanent and the niyojit teachers. It was found that there was highly significant difference between professionalism and job satisfaction of the permanent and the niyojit teachers. The study further brought to light that there was negative correlation between quality of work life and professionalism of the permanent teachers. It also showed that there was positive correlation between quality of work life and professionalism of the niyojit teachers. The study revealed positive correlation between quality of work life and job satisfaction among the permanent and the niyojit teachers of public schools of Bihar.

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Introduction :

Work is the part of life that involves mental and physical effort in order to achieve a result. On one hand, it fulfills the basic human needs and provides a sense of confidence, competence and value, while on the other hand too much of work is a major source of stress which leads to physiological and psychological diseases. In other words, environment at the work place plays an important role in the life of an individual. The environment perceived by the individual, consequently affects the productivity of the organization. This leads to evolution of a new employee centered approach 'quality