### The 14th India-Japan International Conference



# SUSTAINABLE GALS

Economic & Industrial Growth through Recent Innovations and Advancement





Department of Commerce & Management and Information Technology

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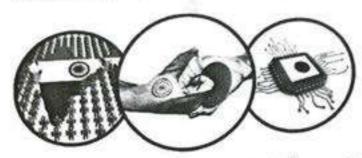
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Economic & Industrial Growth through Recent Innovations & Advancement

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### Teacher's Quality of Work Life and Job Commitment in Highe Education

#### Damyanti Sodha and Supriya Singhal

Assistant Professor at Kanodia PG College, Jaipur

#### Abstract

Committed teachers instill in students the required values, attitudes and behaviours and prepa the future citizens of any nation. Students learn more rapidly from the "invisible" curricula i.e. the lives of teachers, principals and institutions than from the "visible" curriculum Teachers are the main determinants of quality education and if they are apathetic, unmotivate non-committed, immoral and antisocial then expected positive learning outcomes may not b achieved. This paper seeks to find the relationship between teacher's quality of work life an job commitment.

Keywords: Committed, teachers, work life, commitment

#### Introduction

Committed teachers serve as a model of values, attitudes and behaviours to students and others More dependable and psychologically participative behaviour on the part of teachers on one hand, and educational outcomes and the students' intellectual and personality development on the other depend largely on the commitment of the teachers (Mohan Raju & Srivastava, 1994) (14). Students learn more rapidly from the "invisible" curriculum - the lives of teachers. principals and institutions - than from the "visible" curriculum (Adiseshaih, 1988) (1). Research has found a strong relationship between teacher commitment & motivation and students' achievements. Teachers are the main determinants of quality education and if they are apathetic, unmotivated, non-committed, immoral and antisocial then expected positive learning outcomes may not be achieved. Non-committed and de-motivated teachers are general unprofessional in their behavior and are characterized absenteeism, underutilization of class unprofessional misconduct, reliance on traditional teaching practices, poor preparation and time, professional misconduct, reliance on traditional teaching practices, poor preparation and time, professional infloor income-generating activities that distract them from teaching duties involvement in secondary income-generating activities that distract them from teaching duties (Bernell, 2004; Guajardo, 2011) (2,8).

This explores quality of work life as a research construct that may point to the characteristics of This explores quality of work life as a teachers' work that contribute most to their commitment to work. Measures of quality of work teachers' work that contribute most to their commitment to work. Measures of quality of work teachers' work that contribute most to their commitment to work. Measures of quality of work teachers' work that contribute most to their commitment to work. Measures of quality of work teachers' work that contribute most to their commitment to work. Measures of quality of work teachers' work that contribute most to their commitment to work. teachers' work that contribute most to the distribute the quality of work life variables and life are examined, along with the relationship between the quality of work life variables and ISBN: 978-93-83462-96-4 measures of teachers' commitment. 14th Bivani International Conference (BICON-19) JAMPUR

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# Results and Discussion:

## Ouslity of Work Life Aspects/ Components/ Dimensions:

	S.	Author	Quality of Work Life Components
	1.	Huang, Lawler and Lo (2007) (9)	Work-life balance;
	2.	Lewis et al. (2007) (12	Pay     Benefits     Supervisory Style
3		Saklani (2004) (17)	Job Security     Job Stress
4.	ar	ilbert, Jacqueline A., ad John M. Ivancevich 001) (6)	<ul> <li>Management and supervisory style,</li> <li>Satisfactory physical surroundings,</li> <li>Job safety,</li> <li>Satisfactory working hours, and</li> <li>Meaningful tasks</li> </ul>
5.	Wy	vatt & Wah (2001) (20)	Nature of the job, Stimulating opportunities and Co-workers
	Dharmasiri (2007) (7)		Worker's point of belongingness to a group,     A sense of becoming oneself, and     A feeling of being worthy and respectable.
1	Pada (201)	la and Suryanarayana 0) (16)	Physical working conditions,     Employees' welfare,     Employee assistance,     Job factors, and     Financial factors
100		and Heckscher (18)	Job security,     Better reward systems,     Higher pay,