

## TEACHERS' QUALITY OF WORK LIFE AND ORGANIZATIONAL COMMITMENT

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A strong teaching faculty is critical to the success of any educational system or organization. As a result, it is critical for a business to retain its personnel by offering a high-quality work environment (QWL). The perception of a person's quality of work life (QWL) is either good or unpleasant, based on his or her workplace environment inside an organization. It is characterized similarly as an employee's views of how work circumstances inside an organization may meet their personal and professional demands while also advancing the business's objectives.

Nowadays, it is widely believed that a teacher's quality of work life and job satisfaction are directly related to an organization's compensation structure, the people with whom he or she works, the nature of the work, the work environment, and career progression and development. When these variables are maximized, instructors are regarded to be more committed to doing their responsibilities to the best of their ability for the benefit of the learners and society at large. The work life quality of educational professionals is critical to the development of our country. Thus, it is critical to prioritize the quality of teachers' work lives in order to ensure job satisfaction and organizational commitment.

Similarly, organizational dedication is critical to the school's goal and vision being realized. On the other side, organizational commitment is critical in recognizing the bonds formed between people and the organization that foster a desire for the organization's best performance. Individuals must demonstrate narrative, emotive, and persistent commitment to the organization's success.

The organizational commitment of teachers may range from strong to weak. Individuals who are very dedicated have a lower likelihood of quitting their jobs and experience fewer absences. On the other hand, instructors who are disengaged with their organization often miss school in order to pursue other interests. These are the same reasons why organizational dedication and job excellence go hand in hand. They are regarded to be connected since they are recognized as deciding elements in the school's performance and success.

However, at the present time, number of teachers have been vocal in expressing their thoughts in their quality of work life of being a schoolteacher. These comprise dissatisfaction in terms of compensation, heavy workloads, unhealthy work environment, poor career growth and development, poor relationship with colleagues and school leaders, and inadequate school resources and many more resulting to the decrease in their organizational commitment. Consequently, affecting the quality of work they provide to the organization, learners and to the society in a large scale.

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