

**Öğretmenlerin İş Yaşam Kaliteleri İle Örgütsel Bağlılıkları
Arasındaki İlişkinin İncelenmesi***

**Investigate Of The Relationship Between Organizational Com-
mitment And Quality Of Work Life Of The Teachers***

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EXTENDED SUMMARY

Purpose

The most significant element determining organizational success in the management mentality of organizations today is human resource, which is a fact recognized by management scientists and management levels of organizations. Starting from this fact, work environments of human resource, the characteristics of work, and psychological, spiritual and academic support the work provides for employees are the topics that are investigated and scrutinized the most. All these facts brought about the concept of work and life quality. Organizations' surviving in the competitive environment and their maintaining their existence depend on the fact that they can fulfil their objectives, namely, be effective and efficient. Employees are the most important of the factors that will make organizations effective. It can be said that high levels of work and life quality among employees in their organizational life brings about numerous factors like employee happiness, the motivation of employees towards aims and objectives and the commitment of them to the organization. For this purpose, it was aimed in this study to examine the influence of teachers' work and life quality on their organizational commitment levels.

Method

Since this study aims to scrutinize the relation between teachers' work and life quality and their organizational commitment levels in terms of teachers, the study method was designated as relational screening model. There are two variables in the study model, one dependent and one independent one. The dimension of "work and life quality", which was considered as the independent variable of the study, has a total of seven subdimensions. These dimensions are the total life space, safe and healthy working conditions, improving employee capacity, social responsibility, social integration, democratic setting, and appropriate and fair. The concept of "organizational commitment" was considered as the dependent variable of the study. The subdimensions of the organizational commitment concept, on the other hand,

are “adaptation”, “identification” and “internalization”. Two scales were used for the study. In the application process of the scales, pre-interviews were held with the teacher group selected and they were requested to pay attention when they assessed the scale items.

Result

One result of the study denotes that safe and healthy working conditions of teachers in the schools they work have a positive influence on their adaptation to school. Likewise, a school administrator that manages the school with a democratic attitude and creates a democratic setting within the school can be said to have a positive effect on teachers adapting to the school. According to the findings of the study, it can be said that if teachers have an optimistic viewpoint towards life and there are appropriate settings in schools for them to fulfil their social responsibilities, the process of identification will progress in a positive way. Moreover, trust, communication, respect, acceptance, and sincere behaviors among the teachers in schools affect teachers positively in the process of their identification with their schools and for seeing themselves as part of their schools. According to the findings, if teachers have an optimistic viewpoint towards life and positive ideas towards communal life, and if the existing facilities in their schools are adequate so that they improve themselves and their capacities and they fulfil their social responsibilities, the process of their identification with the school where they work will continue positively.

Discussion and Conclusion

The most significant element determining organizational success in the management mentality of organizations today is human resource, which is a fact recognized by management scientists and management levels of organizations. Based on this notion, work environments of human resource, the characteristics of work, and psychological, spiritual and academic support the work provides for employees are the topics that are investigated and scrutinized the most. Employees spend most of their daily time in the working environment and in practices related to their jobs. Since they spend most of their daily time in the working environment, factors such as the quality of work, appropriateness of work, and employee’s happiness at work stand out as elements that influence the efficiency and effectiveness of employees. Improving work and life quality at schools also influences the commitment of teachers to school. Enhancing the working conditions at schools and teachers feeling happy, peaceful and safe at schools might make them deliver performance towards the school objectives. Turning schools into a safe and peaceful environment for teachers may create a significant effect towards fulfilling the school objectives.
