

Comparing Quality of School Work Life between Turkish and Pakistani Public School Teachers

Authors : Muhammad Akram, Abdurrahman Ilgan, Oyku Ozu-Cengiz

Abstract : The quality of Work life is the general state of wellbeing of employees in the workplace. The quality of work life focuses on changing climate at work so that employees can lead improved work life. This study was designed to compare the quality of work life between Turkish and Pakistani public school teachers based on their location, gender, and marital status. A 30 items scale named The Quality of School Work Life (QSWL) was used for this study. 995 teachers from 8 Turkish provinces and 716 from four Pakistani districts were conveniently selected. The overall reliability coefficient of the scale was measured as .81. Exploratory and confirmatory factor analysis yielded five subscales of the construct. The Study revealed that Turkish and Pakistani teachers significantly differed, separately, on all the five subscales of Quality of School Work Life. However, no significant differences were found between Turkish and Pakistani teachers perspectives on the composite score of the QSWL. Further, Male, married, and Single teachers did not significantly differ on their perceptions of QSWL in both countries. However, Pakistani female teachers significantly perceived better QSWL than female teachers in Turkey. The study provided initial validity and reliability evidence of the QSWL.

Keywords : developmental opportunities, fair wages, quality of work life, Pakistan

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