Summary
The objective of the present endeavour was to study the Quality of work life as related to occupational stress and work alienation among the clinical and non-clinical medical professionals. Quality of work life is an indicator of how free the society is from exploitation, injustice, inadequacy, oppression and restrictions on the continuing growth of man leading to his development to the fullest stature (De, 1925). It is to bridge the gap - economic as well as emotional - between the top and the bottom ones of a working place (Sinha, 1977). Singhal (1983) argues that quality of work life will be meaningful only if the people working in organizations live a happy and healthy life in the society. A large number of researchers have been carried out to study this phenomena and to explore its factors and dimensions.

The present study is unique as it has studied the quality of work life in relation to occupational stress and work alienation among the sample population of doctors.

Characteristics of medical work suggest that doctors are especially vulnerable to occupational stress. Stress has its consequences. It has been observed that moderate level of stress has positive effect on the outcome of work as well as maintaining a sense of well being while prolonged stress results indisrupted homeostasis affecting the individual as well as the organization in general. Researchers have argued that work place stress, occupational stress, or job stress is of growing concern because it leads to psychological and physical problems for the employees.
The study was carried out with the assumption that the medical professionals from two different streams of specialization viz. clinical and non-clinical may differ in so far as the occupational stress and work alienation is concerned. And that these two variables may be as great predictors of perception of Quality of Work life.

**Method of Study**

**Sample**

The sample consisted of 200 doctors from clinical and non-clinical specialization from Jawahar Lal Nehru Medical College, A.M.U. Aligarh.

**Tools**

To assess the Quality of Work Life (QWL) and work alienation, Yousuf's QWL scale and Shepherd's adapted versions of work alienation scale were used respectively. However, since no scale was available to measure the occupational stress scale among doctors, the scale was developed by the investigator.

**Data Collection Procedure**

All three scale were administered on Ss with appropriate instructions.

**Statitical Techniques Used**

Product Moment Coefficient of Correlation, Z calculations, Partial r and Multiple R and also calculated factor to factor correlation of scales.
Results

Results at a glance is here -

1. Significant positive correlation coefficients exist between the quality of work life and occupational stress among doctors of both clinical and non-clinical groups.

2. Significant negative correlation exists between QWL and work alienation among clinical groups, whereas no relationship in non-clinical groups.

3. Significant negative correlation to be found between the occupational stress and work alienation in both groups.

4. No significant difference on all variable among two groups.

5. In clinical group of doctors, all three partial rs were to be found highly significant.

6. In non-clinical groups, whereas the QWL and occupational stress is significant; occupational stress and work alienation is highly significant. Where as QWL and work alienation is not significant.

7. The multiple R were found significant for both groups.

In sum, it indicates that using QWL as the criterion variable, both occupational stress and work alienation entered as significant predictors for doctors of both clinical and no-clinical groups. However % of variance indicates that a large portion of variance of QWL remains unaccounted. While exploring the relationship between different dimensions of QWL and occupational stress and work alienation dimensions.
In clinical group, work life, perceived control-in-contexts and perceived stimulation-in-contexts factor of QWL was found to be positively significant with role demand of the occupational stress, and perceived growth, perceived maistry, perceived involvement, perceived control-in-contexts, perceived stimulation-in-contexts, opportunities for promotion, supervision on present job factors of QWL found to be positively significant with the task demand of the occupational stress, and perceived growth, perceived control-in-contexts, perceived stimulation-in-contexts, present job factor of the QWL found to be negatively and positively significant with the inter personal demand of occupation stress. Different aspects of life, perceived growth, perceived maistry, people on your present job, supervision on present job factors of the QWL were found to be positively significant with the physical demand of the occupational stress. Among clinical group work life, perceived control-in-contexts factors of QWL were found to be in both negatively and positively significant with the meaninglessness of the work alienation. Whereas the opportunities for promotion of QWL found to be negatively significant with normlessness of the work alienation, work life, opportunities for promotion of QWL found negatively significant with powerlessness of the work alienation.

Among Non-Clinical group there are mostly QWL factors are insignificant with occupational stress and work alienation. Only few are shows negative and positive significant i.e. working life of QWL found positively significant with role demand of occupational stress, and perceived involvement of QWL also found positive significance with task
Demand of Occupational Stress. Working life of QWL found to be positive significance with Inter-Personal Demand of Occupational stress. The physical demand of occupational stress shows positive and negative significance with different Aspects of Life, Perceived Control-in-context and present job factors of QWL.

Among Non-Clinical group the QWL factors such as working life, different aspects of life, perceived growth, perceived involvement found to be negatively significant with meaninglessness of work alienation. Normlessness of work alienation does not show significance with any factors of QWL. Working life, different aspects of life of QWL found both type of significant relationship with powerlessness of work alienation respectively.

The findings of the study were discussed throughly and conclusions presented and certain suggestion were given for further research.