ABSTRACT

The present endeavour entitled "A study of Quality of work life in Relation to Occupational Stress and Work Alienation Among Clinical and Non-Clinical Medical Professionals", is a novel task as the review of the extensive literature revealed that no such study was conducted on Quality of Work life in relation to these two variables. Viz, Occupational Stress and Work alienation especially among doctors.

The first chapter is devoted to the explaining of the concepts and available literature pertaining to Quality of work Life (dependent Variable) and Occupational stress and work alienation (independent variables). The literature review reveals that the concept of Quality of Work Life coined by Davis in 1972 attracted the attention of Psychologists, managers and Supervisors for undertaking it as a philosophy and/or as an approach in designing the strategy for motivating the people at work. Occupational stress generally reffered to the intrinsic aspects of the job, organisational structure and climate as well as the role facets in the organization in studied as an independent variable. The second independent variable is work alienation. Review of both the sociological and the psychological literature on work alienation and involvement indicate the presence of a large amount of theoretical and empirical literature on the subject. The selective studies are reported in the chapter and aims of the study presented.

The II chapter incorporates details of the methodological and procedural aspects of the study. The study was conducted on a sample of
200 doctors from clinical and non-clinical specializations from J.N.M. College, A.M.U. To measure the Quality of Work Life Yosuf's (1995) scale was used. The scale have 12 dimensions. To assess the occupational stress, an occupational specific stress scale for doctor's was developed by the investigator. The scale has 4 dimensions. For measuring the work alienation among doctor's the adapted version of the Shephard's (1971) scale was used. The adopted version incorporated three dimensions viz,

In chapter III, IV & V the resists of the study; detailed discussion of the results; and conclusion and a list of suggestions for future research are presented respectively.

The main findings of the study are:

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

b) Significant negative correlation exists between Quality of Work Life and work alienation among clinical groups. Where as no relationship is evident in non-clinical groups.

c) Significant negative correlation is found between the occupational stress and work alienation in both groups.

A dimension to dimension coefficient of correlation analysis is worked out and presented.