The Impact of quality of work life and organizational health on teacher empowerment

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Abstract

The recent research was aimed to study effects of quality of work life and organizational health on teacher empowerment in second grade high school in fifth district in Tehran. The research method was practical in terms of objectives and descriptive in terms of data collection method. The statistical population of the research consists of 650 teachers of second grade high school in fifth district of Tehran, among which 242 were chosen using Jessi and Morgan Table and cluster sampling method as the sample size. In order to collecting data, the standard questionnaires of Sprinter Empowerment (1995), Quality of work life by Walton (1973) and Organizational health by Miles (1969), have been used. After collecting the questionnaires, examining data and testing assumptions have been done by the method of structural equations modelling as well as Smart PLS2 software in two different parts of measuring and structure. In the first part, the technical features of questionnaires, consist of reliability, convergent validity and divergent validity related to the PLS have been examined. On the other hand, the durability coefficient of software was used in order to examining the research assumptions, in the second part. The results of this study showed that quality of work life and organizational health have effect on empowerment of teachers of second grade high school in fifth district of Tehran.

Keywords: Quality of work life, Empowerment, Organizational health, Human capabilities

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