ABSTRACT

The quality of Work Life (QWL) is a relatively new concept which defined as the overall quality of an individual's working life. QWL sometimes considered as a sub-concept of the broad concept of quality of life, which refers to the overall quality of a person's life. Nowadays, employees are becoming more and more educated, skilled, affluent and unionized the high functional consequences of work are becoming less and less acceptable. There is no longer possible to design jobs solely according to the needs of technology completely overlooking the needs of employees.

The respondents were asked to share their opinion related to the eight factors and its impact on the Quality of Work Life. The first part of the questionnaire comprises demographic factors with mandatory multi-choice questions, followed by the second part of the questionnaire containing the eight factors affecting the QWL with Likert scaling (5 points).

From the study it concluded the social and professional environment in which employees’ are supposed to interact with some people was acting as an important factor for affecting the QWL. Employees’ are expected to co-ordinate with each other in one way or the other. They may be working in a team or independent. It depends on upon their position and status in their workplace. The healthy environment provided by the organization impulses the employees to achieve higher QWL. There is a need to provide greater work flexibility and autonomy to female employees, in particular, to enhance the QWL and minimize the work interference in personal life to women employees. This will motivate them to be more loyal towards the company.