Information Technology (IT) industry in India is playing a very important role in putting India on the global map. This industry has become one of the most significant growth catalysts for the Indian economy. It has today become a growth engine for the economy, contributing substantially to increase in the GDP, urban employment and exports, to achieve the vision of a powerful and resilient India. Indian firms, across all other sectors, largely depend on the IT service providers to make their business processes efficient and streamlined. NASSCOM expects the IT services sector in India to grow by 13-14 per cent in 2013-14 and to touch US$ 225 billion by 2020.

The main aim of this research is to identify the important factors influencing quality of work life (QWL) and analyze the level and impact of QWL on organizational commitment and job satisfaction in the top three Indian software companies in India. The population for the study is the operational executives of the top three companies Tata consultancy services (TCS), Infosys and Wipro according to NASSCOM survey 2012 report. A sample of 410 respondents of operational executives in each software company has been chosen for the study.

The study measured twelve dimensions of QWL and three dimensions of organizational commitment and job satisfaction as the outcome variable of QWL. A high positive correlation was recognized between the identified three variables. The impact of QWL on organizational commitment and job satisfaction was also presented as a model through structural equation modeling.