

Quality of Work Life and its Elements - An Association with Work Life Balance

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Abstract: *From the survival and growth of an organization it is very essential to protect the human resources. It very difficult to retain the human resource of an organization in this globalization era. The satisfaction of the employees depends on the Quality of their worklife. QWL enables the human resource in all the sphere of their lives. This study focuses on the literature of quality of worklife and its elements and how it is associated with the worklife balance of employees.*

Keywords: Quality of worklife, worklife balance, job satisfaction, QWL strategies

1. Introduction

The quality can be determined by some factors like reliability, social, aesthetic, performance values. QWL are certain organizational values. Now a days the term quality of worklife frequently used for the representation of human values. Majority of the organization considering the quality of working of its members along with the productivity and economic growth of the organization.

The quality of worklife is associated with the factors like job satisfaction, motivation, commitment of the employees, work related stress, involvement of personal life with job with respect to the workplace life.

Quality of Work - Life covers a person's feelings about every dimension of work including rewards and benefits, job security, working conditions, organisational and interpersonal relationships.

American Society of Training and Development during 1979, created a 'Task Force' on the quality of working life, which defined the concept of quality of working life (QWL) as follows –

“QWL is a process of work organisations which enables its members at all levels to participate actively and efficiently in shaping the organisation's environment, methods and outcomes. It is a value based process, which is aimed towards meeting the twin goals of enhanced effectiveness of the organisation and improved quality of life at work for the employees.”

Objectives of quality of work life

- To improve the personnel productivity
- To improve the interpersonal and intra personal communication
- To reduce the work environment stress
- To improve the work environment security
- To improve the member satisfaction

Why quality of worklife programme is so important

Now a days quality of worklife is very important for an organization due to the following reasons

- High competition in the workplace

- Need for skill enhancement
- High number of women entry in the workplaces
- Increased talent demand
- Occupational stress

Quality of work life and work life balance

Quality of work life and work life balance are connected. Both are very important. The benefits of quality of worklife to both management and workers. i.e. through the development of th employees the company will develop.

Worklife balance benefits to the employees

- More balance in the personal life
- Increased productivity
- Reduced stress at work and life

Work life balance benefits to the organization'

- Improved the productivity of human resource
- Improved employee commitment
- Improved the communication
- Improved the team work between employees
- Reduction in the organizational stress

Problems in quality of worklife

- According to Bohlander the problems in the quality of work life are
- Attitude of the management
- Influence of the unions

Methods to improve the quality of worklife

- Job redesign and enrichment
- Job security
- Employee participation
- Growth opportunity
- Work schedule flexibility

2. Conclusion

The quality of worklife is an activity which takes place at every phase of the firm. Quality of worklife and worklife balance are highly connected. It leads to more balance in the personal life, increased productivity, reduced stress at work and life. The satisfaction of the employee leads to the high productivity of the firm.

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