

Original Article

Quality of Work Life: Scale Development and Validation

Devappa Renuka Swamy

Professor, Department of Industrial Engineering & Management, JSS Academy of Technical Education, Bangalore, India

T S Nanjundeswaraswamy

Assistant Professor, Department of Industrial Engineering & Management, JSS Academy of Technical Education, Bangalore, India

Srinivas Rashmi

Assistant Professor, Department of Industrial Engineering & Management, JSS Academy of Technical Education, Bangalore, India

Correspondence: T S Nanjundeswaraswamy, Assistant Professor, Department of Industrial Engineering and Management JSS Academy of Technical Education, JSS Campus Uttrahalli Kengeri Road, Bangalore 560060, Karnataka, India e-mail: nswamy.ts@gmail.com

Abstract

Background: Nowadays Quality of Work Life is drawing more importance globally, organizations are facing many issues related to human resource of which, employee stability is one of the major problem and addressing it is a top most priority. Amongst various reasons for employee stability the Quality of Work Life is one among them. Quality of work Life is a multidimensional construct and it has been influenced by many variables.

Objective: To develop a valid and reliable scale by considering the significant dimensions of Quality of Work Life of employees in Mechanical Manufacturing Small and Medium sized Enterprises (SMEs) in Karnataka, India

Methodology: A survey using a questionnaire was conducted among 1092 employees working in Mechanical Manufacturing SMEs. The data collected was subjected to principal component factor analysis with varimax rotation using SPSS16.

Results and conclusion: The following nine significant dimensions were identified based on factor analysis: Work environment, Organization culture and climate, Relation and co-operation, Training and development, Compensation and Rewards, Facilities, Job satisfaction and Job security, Autonomy of work and Adequacy of resources. Further analysis revealed that, these nine dimensions together explained 82.24% of the total variance.

Key words: Quality of Work Life, SMEs, QWL dimensions