



FACETS OF QUALITY WORK LIFE AND LEVEL OF JOB SATISFACTION AMONG IT EMPLOYEES

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ABSTRACT

In this paper, we examine quality of working life (QWL) and compare the predictors of QWL among 350 employees in a variety of information technology (IT) jobs in ten companies. Quantitative data was gathered through questionnaires, totally 350 questionnaires were distributed to the respondent 300 questionnaires were returned and analyzed using SPSS version 16. Nine facets of quality of work life were identified for the determination of satisfaction levels of Quality of work life with reference to the profile variables of the respondents. The satisfaction levels on quality of work life in some specific dimensions company wise, companies can understand the areas in which they need immediate attention and the dimensions on which the companies can be proud of. It was suggested that a psychologically healthy work environment is one in which the individual's needs are fulfilled and that organizational members experience quality of work life when facets of work life that they regard as important are satisfactory.

KEYWORDS: *Job Satisfaction, Information Technology, Quality of Work Life.*