

Study of Quality of Work Life and Employee Productivity: With Special Reference to Executive Staff in State Universities of Sri Lanka

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Abstract

The study investigates the factors affecting quality of work life and productivity of executive staff in Sri Lankan state University system, and also tries to find out the impact of quality of work life on productivity of those staff. A sample size of 306 executive staffs from 15 state Universities studied using the stratified sampling method. Data collection in this paper was conducted by questionnaires. To this respect, a questionnaire containing 26 items on quality of work life and 25 items on employee productivity were designed based on five point Likert scale and its validity and reliability were confirmed. As for analyzing the data, descriptive and inferential statistics were used. Single variable regression, One Sample t Test and Independent Samples Test were used for hypothesis testing. Sampling adequacy is measured by Kaiser – Meyer – Oklin Measure of Sampling Adequacy. Bartlett's Test of Sphericity reveals that variables are correlated in population. Initial eigenvalues for first three factors of QWL are 3.318, 1.654 and 1.031 respectively. They explain 75% of the total variation. Likewise, initial eigenvalues for first two factors of EP are 1.865 and 1.185 respectively. They explain 44% of the total variation. In terms of R, R square and adjusted R square, model of QWL and EP is a fitted model. Since model is a fitted one, variables in the both models are also suitable to describe the QWL and EP. The result of current research showed that there is positive and significant relationship between quality of work life and employee productivity and also between components of quality of work life and employee productivity and all research hypothesis were acknowledged. Eight factors of QWL were identified such as fair compensation, a safe and healthy working environment, development of human capacities, growth and security, social integration, constitutionalism, the total life space and social relevance. Result of the study showed that the mostly contributing factors of QWL are development of human capacities, social integration, healthy working environment, social relevance, fair compensation, constitutionalism and social relevance for executive staff members. Likewise, seven factors of EP were identified such as ability, clarity, help, incentive, evaluation, validity and environment. It concluded that the mostly contributing factors of EP are evaluation, environment, help, clarity, ability and validity for executive officers. Further study research recommended in comparative study on private and public university executives to view their perceptions of QWL in relation to their productivity.

Key words: Quality of Work Life (QWL) 1, Employee Productivity (EP) 2, Constitutionalism 3, Social Relevance 4, Clarity 5

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