

# **It's A Happy Place to Work: The Relationship Between Quality of Working Life and Job Satisfaction Among Employees Working in Private Hospitals**

Kengatharan Navaneethakrishnan

Department of Human Resource Management, University of Jaffna

## **Abstract**

Quality of working life becomes the overriding factor in determining behavioural outcomes of employees working in organisations. Consequently, many studies have focused on the factors contributing to the quality of working life in different organisational settings. Notwithstanding, this study investigates the relationship between four dominant factors of the quality of working life and job satisfaction. Matching with philosophical assumptions, this research adopted objectivist-deductive approach with a cross-sectional time horizon. Using a purposive sampling technique, six private hospitals located in Jaffna district were selected. Data were marshalled using a self-administrated questionnaire from randomly chosen 120 employees. The results revealed that the compensation, supervisor supports, and job security were significantly related to the job satisfaction. Among those factors of quality of working life, job security was identified as the prime factors incubating job satisfaction. Data were not supported in connexion with the working environment and job satisfaction. This study unambiguously contributed to the frontier of the quality of working life literature and becomes a springboard for the future research studies.

**Keywords:** Quality of working life, job satisfaction, private hospitals