

# Association between the Quality of Life and Work Life Performance in the personnel of Jahrom University of Medical Sciences

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## Abstract

**Introduction:** One of the most important goals of organizations and employees is to improve the quality of work life (QWL) in employees. Accentuating on QWL of staff is the basis for the improvement of performance. Therefore, such entities as medical science organizations and the affiliated personnel as the founders of public mental health should primarily have this mental priority. This research aims to evaluate QWL and its relationship with employee performance. **Methods:** This research was a descriptive survey carried out on 171 employees at Jahrom University of Medical Sciences in 2017. Data were collected using two questionnaires of Walton QWL and staff performance assessment.

**Results:** The numbers of male and female participants in this research were 70 (41.7%) and 58.3%, respectively. The employees' QWL averaged 76.64 +/- 16.56. The results also showed positive significant associations between the components of QWL (fair and adequate compensation, safe and healthy work conditions, opportunity for continued growth and security, constitutionalism in the work organization, social relevance of work life, total life space, social integration in the work organization, development of human capabilities) and employee performance ( $P < 0.05$ ). **Conclusion:** According to the relationship between QWL components and employee performance, the organization can improve the performance of employees by promoting these components.

## Keywords

**Author Keywords:** Quality of work life; Dimensions of employee performance; Personnel

**KeyWords Plus:** HEALTH; NURSES