

A Study on Quality Work Life of Women Employees in Health Care Sector



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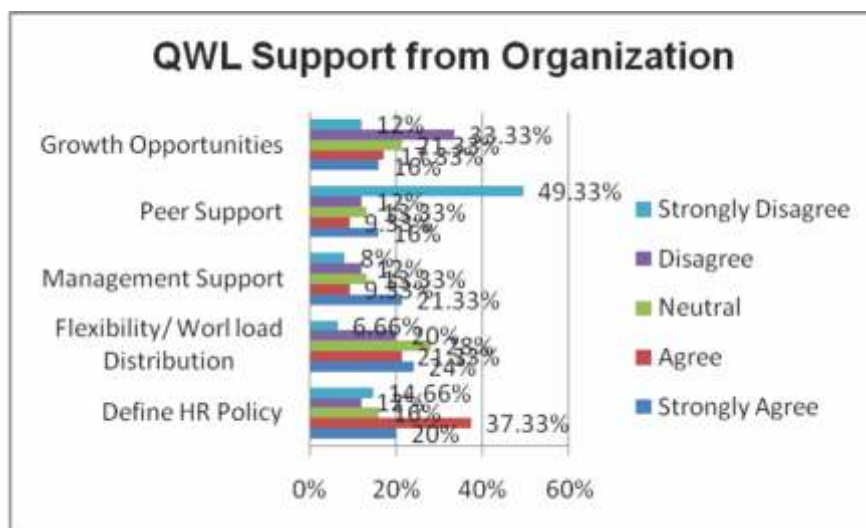
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Abstract:

The strength and success of every organization is critically dependent on its quality workforce. At present the organizations are required to be more proactive to safeguard the development of their workforce. Hence the organizations are adopting the strategy to improve the Quality of Work Life (QWL) for satisfying both organizational objectives and employee needs. QWL improvements help the organization to improve its productivity and improve the quality.

The aim of this research was to identify and analyse the factors influencing the QWL of Women Employees in Health care sector with special reference to M S Ramaiah Teaching Hospital, Bengaluru. Important and enhanced factors identified and analysed are Job satisfaction, Working environment, Flexibility at work place, Support from management, Superior and peers, Motivational factors, Training etc.

Data was collected through validated questionnaires across the levels of women employees. The data was analysed through Correlation using SPSS -22 software package. This Research represents the factors influencing QWL of women employees in health care sector and recommends the appropriate measures to improve the QWL, the recommended suggestions to improve QWL are, training schedules has to be changed in order to get proper time for refreshments and job interference is seen while time off.



Quality of work life support from organization

Conclusion: The study has identified the factors influencing the QWL of Women Employees in Health care sector. The study reveals that QWL of Women's employees requires support from organization, peer support and transparent HR policy.