

## “QUALITY OF WORK LIFE: A COMPARISON OF FACULTIES OF TWO GENDERS IN GRADUATION COLLEGES OF RAJKOT CITY”

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### **ABSTRACT**

Quality of work life (QWL) is viewed as an alternative to the control approach of managing people. The QWL approach considers people as an 'asset' to the organization rather than as costs. It believes that people perform better when they are allowed to participate in managing their work and make decisions. This approach motivates people by satisfying not only their economic needs but also their social and psychological ones. To satisfy the new generation workforce, organizations need to concentrate on job designs and organization of work. Further, today's workforce is realizing the importance of relationships and is trying to strike a balance between career and personal lives.

This study was conducted on 100 faculty members of graduation colleges in Rajkot with a validated questionnaire. The study identifies the different QUALITY OF WORK LIFE of the respondents. The study proved to be an eye-opener as well as a mind-opener for us.

On the basis of responses, researchers have done analysis. And as a part of analysis researchers have prepared the charts as well as applied Z test to compare the means of gender and marital status which helps to find out impact of various factor affecting quality of work life.

**KEYWORDS:** Quality of Work Life, Job Design, Workforce, Career, Faculties, Graduation, College