

Quality of Work Life and Organizational Commitment

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Abstract

The purpose of the present study is to investigate the relationship between the quality of work life with organizational commitment amongst the customs employees of Iran/Guilan province. The research statistical population covered all Guilan province custom office employees and as the Morgan table the sample population consisted of 196 persons. The results proved that there is a positive and meaningful relationship between the quality of work life and its dimensions including safe and healthy environment (ergonomy), development of human capabilities, constitutionalism, social integration and the total life space with the organizational commitment. The results of model fit indices have an acceptable range, which allows the conclusion that the fit of the model is acceptable.

Keywords

Quality of work life, organizational commitment, Affective commitment, Continuance commitment, normative commitment.