

## Investigating the effect of quality of work life on quality of family life

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### ABSTRACT

A healthy and good family condition is often involved with other factors such as work conditions. In this paper, we present an empirical investigation to study the effects of the quality of work life on quality of family life. The study uses a standard questionnaire and distributes it among all 35 full time employees of a prison in province of Semnan, Iran. Cronbach alphas for quality of work life and family life are 0.967 and 0.840, respectively. In our survey, quality of work life consists of eight components including fair and sufficient payment, safe and healthy work conditions, human development capabilities, growth and secure opportunities, social integration, rule of law, general atmosphere of work life and social dependence of work life. The survey has used Pearson correlation ratios as well as stepwise regression analysis and the results have confirmed that having safe and healthy work conditions strongly influences quality of family life.

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## 1. Introduction

A healthy and good family condition is often involved with other factors such as work conditions. There are literally various studies to find the influencing factors on work conditions (Bowditch & Buono, 1982; Akdere, 2006). Jiang (2012), for instance, presented a model of work–life conflict and quality of employee–organization relationships (EORs) using transformational leadership, procedural justice, and family-supportive workplace initiatives. The author examined EORs by introducing types of work–life conflict as variables leading to EOR outcomes, and by looking into the possible impacts of transformational leadership, procedural justice, and family-supportive workplace initiatives upon employees' perceptions of work–life conflict and relationships with their employers. The survey reported that time-based work–life conflict, individualized consideration, and procedural justice were

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associated with quality of EORs, significantly. In this survey, fair work–life policy-making procedures also significantly forecasted perceived levels of work–life conflict.

According to Keeney et al. (2013), despite frequent reference to “work–life” issues in the organizational literature, little theoretical or empirical attention has been devoted to non-work areas beyond family. Keeney et al. (2013) tried to move beyond work–family conflict to a broader conceptualization and measurement of work interference with life. A measure of work interference with life across eight non-work domains and two forms of interference including strain as well as time-based was developed and examined in two studies of 1811 and 3145 university alumni from multiple organizations and diverse occupations. In first study, evidence for the dimensionality of this measure was investigated while in the second work interference with life demonstrated incremental validity above and beyond work interference with family with respect to job satisfaction, turnover intentions, life satisfaction, and mental health was studied. The results of relative importance analyses were investigated for the same outcomes.

Abbasi et al. (2012) compared quality of life and family performance among satisfied and unsatisfied groups of employees in industrial units of Ardabil province, Iran. The results demonstrated that there was a significant difference between satisfied and unsatisfied group regarding quality of life  $P < (0.05)$ . However, there was no substantial difference between satisfied and unsatisfied group in terms of family performance.

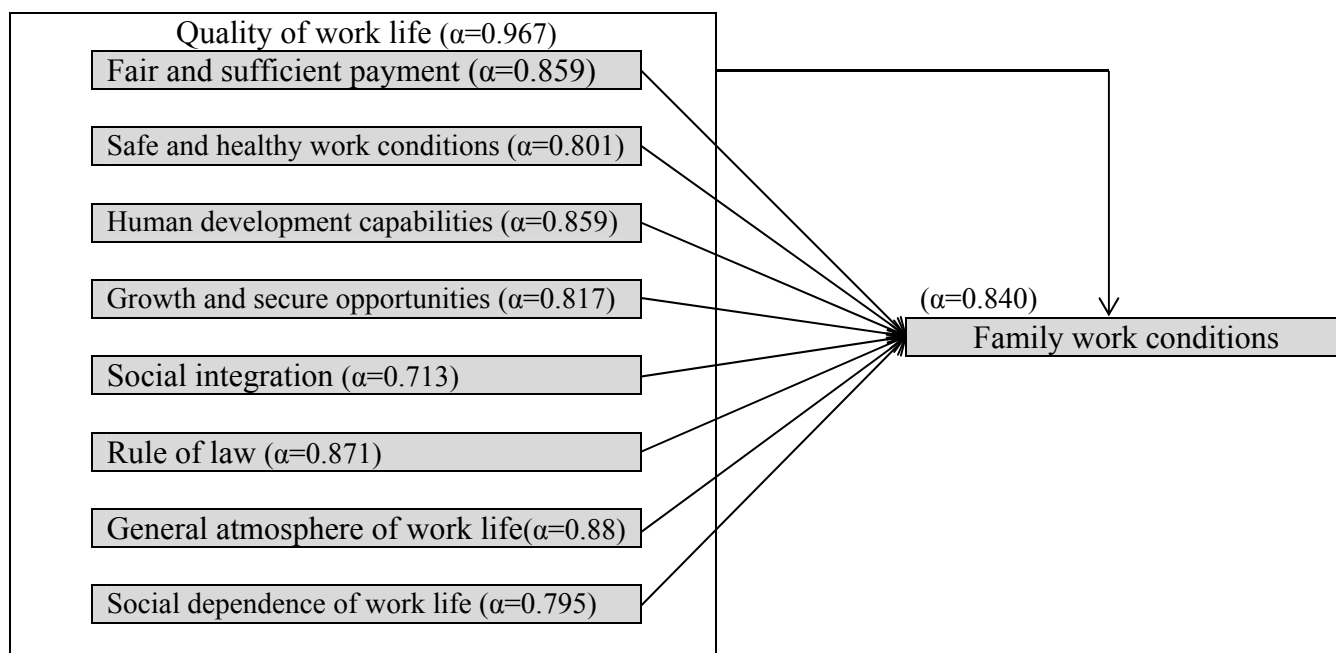
Michel et al. (2009) performed a comprehensive meta-analysis of over 20 years of work-family conflict research. They performed an analysis on a series of path analyses to compare and contrast existing work-family conflict models. They also presented a new model, which integrated and synthesized current work-family theory and research. The results of their survey indicated that direct effects drive work-family conflict models while indirect effects could provide little incremental explanation in regards to satisfaction outcomes.

Trefalt et al. (2013) developed a model on the effect of rapid changes in national context on individuals’ work-life conflict, satisfaction with work-life balance and work-life enrichment, based on the theoretical logics of three mechanisms including structural misalignment, social and temporal comparisons, and choice overload. They showed that in order to truly understand individuals’ work-life experiences we need to consider national context as a dynamic rather than a static influence. They also provided a framework for systematic empirical examining of the effect of changes in national context on work-life experiences; and uncovered three mechanisms.

Greenhaus et al. (2003) investigated the relationship between work–family balance and quality of life among professionals employed in public accounting. They evaluated three components of work–family balance including time balance, involvement balance and satisfaction balance. For individuals who spent significant amount of time in their combined work and family roles, those who invested more time on family than work experienced a higher quality of life than balanced individuals who, in turn, experienced a higher quality of life than those who took more time on work than family. They realized similar findings for involvement and satisfaction and identified the contributions of the study to the work–family balance literature.

## **2. The proposed method**

The proposed study of this paper performs an investigation to examine the effects of the quality of work life on the quality of family life. Fig. 1 demonstrates the summary of the proposed model of this survey.



**Fig. 1.** The structure of the proposed model

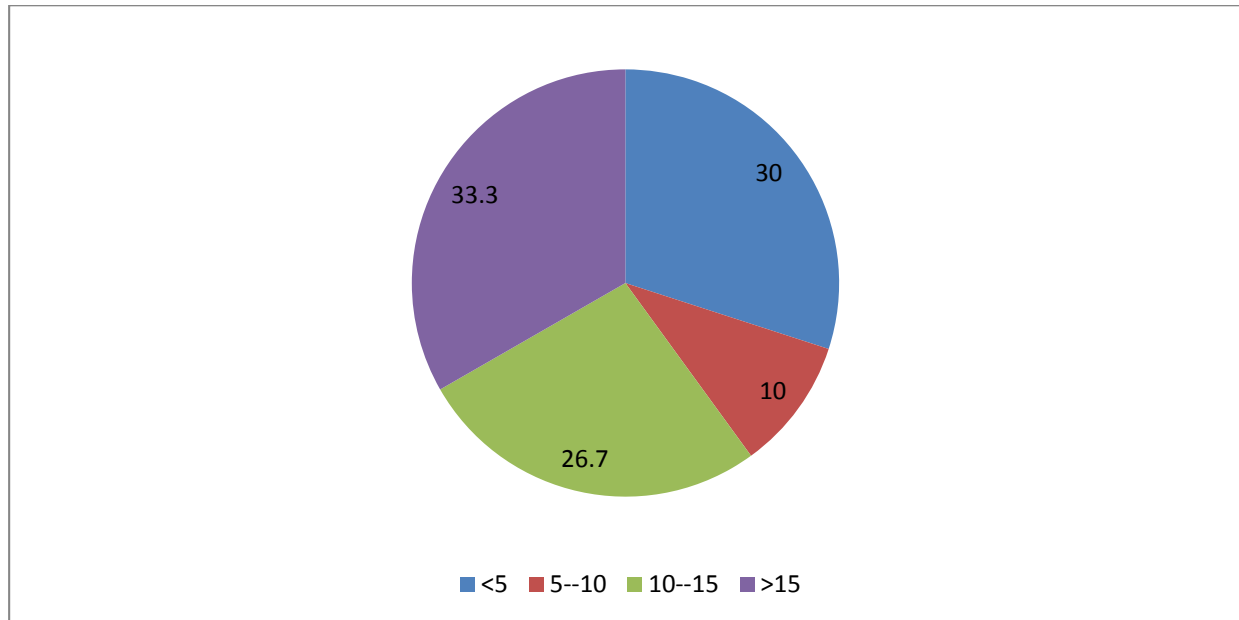
The main hypothesis of the survey is as follows,

Main hypothesis: The quality of work life influences on the quality of family life.

There are eight sub-hypotheses associated with the proposed study of this paper as follows,

1. Fair sufficient payment influences on quality of family work conditions.
2. Safe and healthy work conditions influence on quality of family work conditions.
3. Human development capabilities influence on quality of family work conditions.
4. Growth and secure job opportunities influence on quality of family work conditions.
5. Social integration influences on quality of family work conditions.
6. Rule of law influences on quality of family work conditions.
7. General atmosphere of work life influences on family work conditions.
8. Social dependence of work life influences on family work conditions.

The proposed study is accomplished among all 35 employees of a prison in province of Semnan, Iran and we have distributed our questionnaire among all of them and managed to collect 30 filled ones. Cronbach alpha has been calculated for all components of the survey and they are shown on Fig.1. As we can observe all components represent a reasonable Cronbach value, which are well above the minimum acceptable level. In terms of personal characteristics, 66.7% of the participants were male and the remaining 33.3% of the participants were female. In our survey, 53.3% of the participants hold Bachelor of Science. Fig. 2 demonstrates statistics on participants' job experiences.



**Fig. 2.** The percentage of job experience

As we can observe from the results of Fig. 2, most participants have had, at least, five years of job experience.

### 3. The proposed study

In this section, we present details of our findings on testing various hypotheses of this survey. We have examined the normality of independent and dependent variables and the results have confirmed that they are normally distributed. We then look at the Pearson correlation ratio given in Table 1 as follows,

**Table 1**

The summary of testing sub-hypotheses

Hypotheses	Pearson	P-value	Result
Fair and sufficient payment	0.421	0.02	Confirmed
Safe and healthy work conditions	0.926	0.00	Confirmed
Human development capabilities	0.663	0.00	Confirmed
Growth and secure opportunities	0.388	0.034	Confirmed
Social integration	0.185	0.384	Not-confirmed
Rule of law	0.536	0.002	Confirmed
General atmosphere of work life	0.480	0.007	Confirmed
Social dependence of work life	0.449	0.013	Confirmed

The results of Table 1 indicate that except one case, social integration, all other components have positive and meaningful relationship with family work conditions. Next, we perform a multiple regression model where quality of work family is dependent variable and eight scales of work family conditions are independent variables. Table 2 shows details of ANOVA test.

**Table 2**

The summary of ANOVA test

Source of change	Sum of squares	df	Mean squares	F statistics	P-value
Regression	28250	7	403.58		
Residual	353.21	22	16.055	25.138	0.000
Total	3178.3	29			

As we can observe from the results of Table 2, F-statistic is meaningful when the level of significance is five percent. Therefore, we can analyze the result of multiple regression model is as follows,

**Table 3**  
The results of multiple regression estimate

Independent variable	Non-standard coefficient		Standard coefficient	t	p-value
	B	Standard dev.	Beta		
Intercept	41.564	4.375		9.499	.000
Fair and sufficient payment	.693	.368	.233	1.885	.073
Safe and healthy work conditions	1.882	.239	.918	7.889	.000
Human development capabilities	.358	.384	.092	.931	.362
Growth and secure opportunities	-.016	.435	-.005	-.036	.971
Rule of law	-.296	.395	-.104	-.750	.461
General atmosphere of work life	-.211	.409	-.063	-.516	.611
Social dependence of work life	-.185	.318	-.073	-.582	.566

As we can observe from the results of stepwise regression analysis, safe and healthy work conditions are the most influential factor in our survey and it has a meaningful effect on family work condition. Therefore, although there are some weak evidences on the effects of other factors on family work condition, there is a strong and positive relationship between having safe and healthy work conditions and good family work conditions. Therefore, the main hypothesis of this survey has been partially supported.

#### 4. Conclusion

In this paper, we have presented an empirical investigation to find the relationship between quality of work life and quality of family life among full time employees of a prison in province of Semnan, Iran. The survey used a standard questionnaire and using Pearson correlation ratios as well as stepwise regression method, we have examined this relationship. According to our survey, the surveyed people believe safe and healthy work conditions could influence the quality of family life, significantly.

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