

# The relationship between the quality of work life and organizational commitment of the employees of in the National Iranian south oil Company (NISOC)

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## Abstract

A major reason for advocating for quality of work life has been the promise that it creates a win-win situation: improved employee satisfaction and welfare, hence increased productivity, longer employee tenure and consequently increased company profitability. According to the importance of human resources in advancing the goals of the organization, improving the quality of work life has become one of the main goals of the organizations. This research studies the relationship between Quality of Work Life (QWL) and organizational commitment. This is a descriptive and surveying research with an applied goal. The studied statistical society was Communications and Infrastructure Company. The random stratified sampling method was used. Data was gathered by questionnaires that were distributed between staff managers and deputies. Validity of this questionnaire was confirmed by content analysis by related professors. Kronbach Alpha Coefficient was 0.91 that confirms reliability of questionnaire. Pearson Correlation Test was used to calculate rate of significance relationship between components of research. Also, Friedman Test was used to rank the components. The gathered data was processed by SPSS. The findings for study of the relationships between independent variables (dimensions of QWL, salary and allowances, health security and work conditions, growth opportunities and future development, balance between work and other life aspects, cooperation and significant social aids, social cohesion in work, development of human capabilities) and dependent variables showed that health security and work conditions and development of human capabilities had the most effect on organizational commitment; also, balance between work and other life aspects and salary and allowances had the least effect on organizational commitment.

**Key words:** Quality of Working Life, QWL Organizational Commitment, Affective Commitment, Normative Commitment, Continuous