

The Relationship Between Quality of Work Life and Productivity of Human Resources among Health Workers Bahmaei

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Abstract: The aim of this study was to examine the relationship between quality of life and productivity of human resources Bahmaei city's health network. Methods correlation descriptive statistical community includes all city health workers Bahmaei (218) Nfrbvd.hjm examples of statistical estimate was calculated to 80 people, using simple random sampling method was used. Bach Crown's alpha coefficient was used for the reliability of the questionnaire obtained that alpha the dimensions of labor productivity affecting productivity 85/0 for quality of life, 88/0, respectively. SPSS Software was used for data analysis Pearson's test, t, etc., were used. The results showed a positive correlation between the quality of working life and productivity of human resources as it increases the quality of working life, there are also higher labor productivity.

Key words: Quality of working life, productivity, human resources, employee health network, health, Iran

INTRODUCTION

After years of experience, the world has come to the conclusion (if a country wants to be a leader in the field of competition in the economy does not fall behind, human resources should become competent, professional, skilled and motivated, innovative and be creative. Today, all experts and scholars on the importance and role of human resource development in the country as well and it has been suggested. For example, human resources, the main factor in the survival and success of organizations known service (Hall, 2003). One of the key jobs in the urban environment, the health network are employees, the employees have a vital role in the health care system.

The activity of any organization depends on a series of factors. Identifying and studying these factors can help in optimizing operations and achieving organizational goals. One of the major goals of any organization is to promote equality in today's competitive environment; organizations should consider to increase productivity (Taheri, 2016). The importance of increased efficiency in national prosperity, it is now generally accepted. Increase productivity in all human activity has a positive effect because it increases productivity, rather than in the use of capital there is, the gross domestic product, or as a result of optimizing the effectiveness and quality of human resources there. Therefore, changes in the productivity of labor have a huge impact on many economic and social phenomena such as rapid economic growth, living standards, improve level payments, inflation control and

the amount and quality of leisure time (Ebrahimi, 1953). On the other hand, highlights the importance and the role of human resources in any organization, addressing the issues that enhance performance, reduce absenteeism and turnover and ultimately increase productivity, it is of interest to researchers and scholars, one quality of working life is an important issue. Today, increasing productivity in organizations as one of the main concerns of executives and decision-making in each country so that, most of the major countries on the basis of its development programs have increased productivity so that, the 15 years to increase productivity in the world is 45 times. Due to the importance of productivity in the development process, organizations and countries, several studies have been done on the factors affecting the productivity of labor, all of which insist that the next highest set of factors affecting productivity. Research Sharif-Zade and colleagues showed that the relationship between all components of quality of work life and performance there.

In general, in order to obtain the maximum benefit may be enjoying the productivity and the efficient use of labor, power, talent and skills, manpower, land, capital, money, space and time, etc., to enhance the well-being of society productivity level of employees, organization, economy and national divides and has the resources and benefits, including cost savings, the promotion of employees, creating an attractive business environment, public education employees, job security, rights, welfare and motivation work flow (Gholamreza, 1967).

Due to the importance of productivity in the process of development organizations and countries, research has been conducted on factors affecting productivity, all of which emphasize that human resources are the greatest factors affecting collection efficiency. Eltantawy (2009), a study conducted in Europe on the health management and suggested that working life as a psychological factor at work can boost employee productivity is by Brayen and Norman (2007) in an and productivity article titled "quality of work life" have expressed their opinion in this way one of the important issues that should be considered is what we call quality of work life quality of working life, can also be true for the individual and to the group organization but what should be considered today the quality of working life of employees within the organization. In fact, due to the factors that affect the quality of the time spent in organization and how they work. These factors include salary, benefits, facilities, talent development; it is like the balance between work lives.

Koommee *et al.* (2010) he carried out research with regard to the personal needs of employees, the level of satisfaction of these needs are examined. It's remarkable this research, the need for respect and social value. This requires, among other needs (family, economic, scientific, health, safety) had the greatest effect on employee satisfaction. Daraghi and Seragi (2007) study to assess the quality of work life and productivity of the faculty of medicine the results showed that official monitoring programs, especially for women and faculty Pharmaceutical impact on productivity and quality of their work life. Mona saylen in 2004 to there sults that the variability' sat the head of all things remains as technology forum considered and respected as well as flexibility with security, penetration, flexibility, safety and learning to work together in addition top sychological problems social work such as stress and burn out is growing. In the end, silane states that according to his motivation for quality work is essential. Estelle and Wilfred concluded that Improve the quality of working life, one of the best ways to achieve greater productivity and efficiency of the organization. Baker (2002) also concluded that the sense of solidarity, independence, internal and external locus of control on the one hand and the quality of working life and performance of your work team management on the other hand, there is a correlation. Wyattl and Wah (2001) to assess factors affecting productivity and originality of Canadian companies compared with those of the company in 6 year, a study showed that the differences in management strategy, organizational structure and job satisfaction focused, results showed that the most successful businesses risk

account the management's commitment to innovative and pioneering activities combined talents working in teams, collectivism oriented groups as well as a reward system that reinforces the creative behavior was obvious to chemists are the results of research projects, the question is what incentives that will appear in the center is located in manpower, more active, more organized effort to pursue the objectives of increasing productivity and quality of work life and how effective organizations. A study by Hashemi Motlagh and Zafari to assess the quality of working life and communication skills faculty is done; the ruling was a significant relationship between the two in dexes means the higher the quality of work life, communication skills members also raises. Hashemi Motlagh states where quality of life is going to work assenior managers is considered one of the techniques of organizational development.

Enaiati quality of life working in education suggests that high levels of quality of working life is necessary for the organization, since the organization is appealing to employees to maintain their lead in the organization. Quality of working life is a reflection of the relationship between employees and their work environment. It is a trace of the compatibility of the job. An other study by Farnia as the quality of working life and productivity, managers either brings them that Hebelieves that part of the decline in productivity and quality of products and services, quality of work life is the result of deficiencies. Pardakhtchi in a study to evaluate the quality of life and burn out among teachers and administrators have Pardakhtchi. In terms of quality of work life programs, including any improvements in organizational culture that is a factor of growth and excellence of employees. The value system of torn working life, investing on people as the most important variable in the equation is considered strategic management and meeting the needs of employees and productivity improvement could be expected long term as a result of their participation and satisfaction will be further work.

Etebarian and Khalili study to investigate the relationship between the quality of working life and society Nbzon corporate pay. Etebarian and security Khalili continued to grow and working life is one of the components that enhance the quality of their work life and dignity of employees rises.

Ghasemi in this study between a healthy environment and safe work and labor productivity and a significant positive association reported.

Cheginian dhaghi in a study titled compare the quality of work life and personal characteristics among faculty members of Gilan University and Islamic Azad University to compare the quality of work life and personal

characteristics of the members of faculty, the university is Chegini an Dhagi in this study between a healthy environment and personal safety features of faculty members did not report the relationship.

Sabokvar conducted a study titled employee productivity and the quality of working life insurance companies have done in the light of emotional intelligence. The aim of this study was to investigate the relationship between emotional intelligence variables and quality of working life and employee productivity is. Sabokvar and colleagues in the study of all aspects of quality of life, work productivity and a significant positive correlation was reported. In this study, social integration and cohesion, increase staff productivity in any organization.

Ashrafi and Elka research on the relationship between quality of work life survey and practice Islamic Azad University Turquoise Mountain based on Walton have done. This study seeks to answer the fundamental question is whether the quality of work life and performance Turquoise Mountain Branch there is a significant relationship? Ashrafi and elka in this study between in tegration and social co hesion found a significant relationship with the staff.

Shahbazi *et al.* (1388) A studiesof the relationship between quality of work life and performance of the group's managers Esfahan University. Shahbazi provide opportunities to develop human capabilities such as the independence and self-control at work, take advantage of the various skills and access to information is working. The results show that the components of the quality of working life and the training of managers and there is a significant positive relationship.

Ghalavandy in a study to examine the relationship between quality of work life and career moments with members of the faculty have studied aspects of organizational performance. Ghalav and colleagues report the development of human capabilities and over all organizational performance perspective, there is no work around.

Yavari (1388) conducted a study to compare the quality of working life and its sub scales among the members of the Faculty of Physical Education Departments have done. As a result, the quality of work life and personal relationships we reits dimensions and some features. As a result, the age, education, gender and level of education and development of human capabilities, there is no significant relationship. This means that people of any age, education, gender and education can provide for their own areas of growth and self-control.

However, according to the results of the plan, the question is what incentives can be located at the center of

human resources, greater mobility, more effort and more organized in order to pursue goals and the quality of working life, to what extent is effective in increasing the efficiency of the organization, Therefore, this study examined the relationship between quality of work life and productivity of human resources in the health staff is Bahmaeicity.

MATERIALS AND METHODS

In this study, researchers developed a theoretical frame work, the theoretical foundations of the variable quality of working life and its dimensions, Walton model because most rely on domestic and international research; this model has been used productivity that comes from the ideas of scientists and experts in the field of management.

Hypotheses: The main hypothesis there is between quality of life and productivity of labor.

Sub-research hypotheses:

- There is a relationship between fair pay and labor productivity
- There is a relationship between work placesafety and labor productivity
- There is a relationship between providing growth opportunities and labor productivity
- There is a relationship between rule of law and labor productivity
- There is a relationship between social involvement and labor productivity
- There is a relationship between the general atmospheres of life integrity and labor productivity
- There is a relationship between integrity and labor productivity
- There is a relationship between development values and labor productivity

Research a head of the target application and the basis for data collection of descriptive and correlational study is part of field studies.

Variable included; quality of work life and productivity as independent variables as the dependent variable are. The study included 218 Bahmaei city's health Network up. The method is simple random sampling. So that each population were equally likely to be selected. To determine the sample size by Morgan, the sample size of 80 was achieved. To collect the data in this study used two questionnaires. Closed questionnaire with 50 items based on Likert scale with five degree scaleis. In this study, in order to determine the reliability of the test method used

Table 1: Distribution of items

| Questionnaire | Dimension | Number of items | Cronbach's alpha |
|----------------------|--|-----------------|------------------|
| Quality of work life | Fair pay | 3 | 88/0 |
| | Safework environment | 3 | |
| | Providing growth opportunities | 3 | |
| | Rule of law | 4 | |
| | Social dependency | 3 | |
| | The general atmosphere of life integrity | 4 | |
| Labor productivity | Development values | 4 | 85/0 |
| | Ability | 3 | |
| | Understanding | 3 | |
| | Organizational support | 4 | |
| | Motivation | 3 | |
| | Feedback | 4 | |
| | Credibility | 3 | |
| Compatibility | 4 | | |

alpha Bach CD. Cronbach's alpha coefficient for calculating the same data indifferent times the variance in the scores of each sub-questionnaire) under test (and the total variance calculated and alpha coefficient was calculated. The questionnaire used in this study has content validity because the questionnaire in accordance with the objectives of the study and based on the latest available data and scientific theories and then view the number of professors and experts in the field have been Accordingly, the content and validity of the measurement is obtained.

Table 1 describes the Cronbach's alpha coefficient between variables. The results show that the Cronbach's alpha coefficient is higher than 07/0, the internal correlation between the statements of there search is appropriate.

RESULTS AND DISCUSSION

Descriptive statistics for demographic variables and variables of the Table 2.

Data analysis: To analyze the job number and role of each sample was used. In this study, based on the Likert scale maximum and minimum points each after 5 and 1, respectively. Table 3 were considered values that it is higher than desirable situation.

Single-sample t-test showed that the quality of work life and productivity in general and its components according to the significance level of <05/0 and average more than average is good.

According to the test results showed a significant correlation between the test for all cases except for the payment of fair quality of working life and its components on human resources affect productivity (Table 4). In order to assess the equality of quality index used in the assumptions we have used the Friedman test. Give these significant level of 000/0 <05/0 is the order in Table 5-8.

Table 2: Distribution of demographic variables in the sample

| Variables | The frequency of each class | Data per floor (%) | Valid data per floor (%) | Total (%) |
|------------------------|-----------------------------|--------------------|--------------------------|-----------|
| Sexuality | | | | |
| Man | 64 | 80 | 80 | 80 |
| Woman | 16 | 20 | 20 | 100 |
| Total | 80 | 100 | 100 | |
| Age (Years) | | | | |
| 20-30 | 24 | 30 | 30 | 30 |
| 31-40 | 34 | 5/42 | 5/42 | 72/5 |
| 41-50 | 18 | 5/22 | 5/22 | 65 |
| >51 | 4 | 5 | 5 | 100 |
| Total | 80 | 100 | 100 | |
| Education | | | | |
| Diploma | 4 | 5 | 5 | 5 |
| Degree | 18 | 5/22 | 5/22 | 5/27 |
| Expert | 45 | 3/56 | 3/56 | 8/83 |
| Master degree | 13 | 15 | 15 | 68/8 |
| PhD | 1 | 3/1 | 3/1 | 100 |
| Total | 80 | 100 | 100 | |
| Service (years) | | | | |
| 1-5 | 5 | 3/6 | 3/6 | 3/6 |
| 6-10 | 10 | 5/12 | 5/12 | 18/8 |
| 10-15 | 30 | 5/37 | 5/37 | 56/3 |
| >15 | 35 | 8/43 | 8/43 | 100 |
| Total | 80 | 100 | 100 | |

Table 3: Average operating and t.test

| Variables | Average | Confidence level |
|--------------------------------|---------|------------------|
| Fair pay | 44/3 | 000/0 |
| Safework environment | 33/3 | 000/0 |
| Providing growth opportunities | 61/3 | 000/0 |
| Rule of law | 69/3 | 000/0 |
| Social dependency | 47/3 | 000/0 |
| The general atmosphere of life | 35/3 | 000/0 |
| Integrity | 42/3 | 000/0 |
| Development values | 48/3 | 000/0 |
| Ability | 82/3 | 000/0 |
| Understanding | 44/3 | 000/0 |
| Organizational support | 37/3 | 000/0 |
| Motivation | 42/3 | 000/0 |
| Feedback | 66/3 | 000/0 |
| Credibility | 34/3 | 000/0 |
| Compatibility | 54/3 | 000/0 |
| Quality of work life | 48/3 | 000/0 |
| Efficiency | 51/3 | 000/0 |

Table 4: Hypothesis test results

| Variables | Coefficient | Confidence | Result level |
|--------------------------------|-------------|------------|--------------|
| Efficiency | | | |
| Quality of work life | 73/0 | 000/0 | Confirmation |
| Fair pay | 11/0 | 31/0 | Rejection |
| Safework environment | 46/0 | 000/0 | Confirmation |
| Providing growth opportunities | 51/0 | 000/0 | Confirmation |
| Rule of law | 54/0 | 000/0 | Confirmation |
| Social dependency | 45/0 | 000/0 | Confirmation |
| The general atmosphere of life | 49/0 | 000/0 | Confirmation |
| Coherent integration | 71/0 | 000/0 | Confirmation |
| D capabilities | 60/0 | 000/0 | Confirmation |

Table 5: Statistics Hekayaskoer quality of working life

| Parameters | Values |
|-------------------|--------|
| Count | 80 |
| Square | 29/01 |
| Degree of freedom | 7 |
| Confidence level | 0/000 |

Table 6: Ranking the quality of work life components

| Components | Average rating | Rating |
|--------------------------------|----------------|--------|
| Fair pay | 98/3 | 8 |
| Safework environment | 03/4 | 7 |
| Providing growth opportunities | 38/5 | 1 |
| Rule of law | 30/5 | 2 |
| Social dependency | 44/4 | 3 |
| The general atmosphere of life | 26/4 | 5 |
| Integrity | 18/4 | 6 |
| D capabilities | 43/4 | 4 |

Table 7: Statistics square productivity

| Parameters | Values |
|-------------------|--------|
| Count | 80 |
| Square | 12/33 |
| Degree of freedom | 6 |
| Confidence level | 000/0 |

Table 8: Ranking components productivity

| Components | Average rating | Rank |
|------------------------|----------------|------|
| Ability | 94/4 | 1 |
| Understanding | 69/3 | 5 |
| Organizational support | 39/3 | 7 |
| Motivation | 86/3 | 4 |
| Feedback | 54/4 | 2 |
| Credibility | 55/3 | 6 |
| Compatibility | 03/4 | 3 |

CONCLUSION

Check the status of activities of the factors affecting the productivity of man power in the department considered that in general the ample organization's activity factors affecting the efficiency of human resources of 5.3/93 earn a higher status than the average points out. Given the current situation calls for more emphasis to human activities in various fields of study calls. Also, check the status of management actions on the quality of life of working in a network that then et work operations staff about the quality of working life of 5.3/78, respectively, The situation shows above average and This suggests that the administration of activities related to quality of life mentioned in the model of optimal Walton. The relationship between the quality of working life and labor productivity among employees that the quality of work life and productivity of the work force there. The results of the research results Asthy Wilfred, Kanklynodslh and Rasmnokatz, Chen, Watson and Sharifzadeh is consistent. Study after fair pay and labor productivity showed that there was no relationship between the two variables and there was no link between fair pay and labor productivity. Other aspects of the quality of work life and productivity of human resources, there was a significant correlation, so that the quality of working life by increasing labor productivity is also

higher. It should also be noted that the damage caused by lack of attention to the quality of working life is to seek ways to meet the needs of each person individually to cope. This is in contrast to most of the collective interest and disrupt socialties and the emergence of a vicious circle. The manager called successful that can be accepted at least work with the maximum punishment such as punishment and pay roll deduction and features such as rewards and incentives, over time and employee selection example. Strengthening the unity and mutual trust atmosphere in culturally appropriate staff and encourage good relations with each other, working together through the (form groups and work teams) and with the client to create a series of emotional coherence in the organization for help.

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