

The Relationship Between Quality of Work Life and Employee Productivity General Administration of Sport and Youth Sistan and Baluchestan Province

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Abstract: In this regard, the present study aimed to investigate the relationship between job satisfaction and employee productivity in the Youth and Sports Department in Sistan and Baluchistan with descriptive correlation is done. To collect the data, two standard questionnaires quality of work life Ghasemzadeh and productivity goals Hersey and Blanchard and Smith was used. The reliability of the questionnaire using Cronbach's alpha equal to 0.98 and 0.86, respectively. To collect the data, Pearson and Spearman correlation test was used. All statistical analyzes were performed using SPSS Software.

Key words: Productivity, quality of work life of employees, QWL, SPSS Software, Spearman

INTRODUCTION

In today's society, the role and importance of human resources as the most important factor is the process of providing services; of course, no doubt that the human factor is the most important part of the development of today's society. But a closer look at the human civilization becomes clear that the role of human resources manual labor) arm strength and mechanical work) human capital) knowledge and skills (the most important factor is service delivery organization has evolved. Because if people cannot make good use of tools and advanced equipment and technology, virtually no advances in technology, efficiency and effectiveness will be necessary and this is the same productivity. Human capital as the most important and valuable asset of an organization, a society and a country is. So why always worth investing countries and organizations on these forces have. Finally, a country needs for a successful family enterprise efficient and capable people and to achieve self-sufficiency and independence no choice but to raise the skills, expertise, knowledge, awareness and creativity and not its human resources). What in the world today, creating gaps between rich nations and poor. The optimal usage of resources and increasing the share is intelligence and wisdom in doing things. This concept is nothing but productivity is not defined (Koushki and Arab, 2013) Productivity is the sense of efficiency, efficiency, efficiency and capacity of the individual in the organization. In other words, efficiency, efficient use of labor, power, talent and skills of human resources. Reduced productivity, loss of income and issues such as inflation, unemployment, decline in the

level and quality of life in the community and reduce social security brings. While the increased productivity makes optimal use of resources and spiritual organizations have been And by virtue of its ability, talent and potential has blossomed organizations And increasing wages, reducing prices of goods and services, achieving standards of living, more profit, economic development, survival, viability and success will follow (Dehghan *et al.*, 2006).

The present age strategic approach to human resources as a smart and valuable assets are and more attention to the quality of life and job satisfaction (Sakaki *et al.*, 2012). Improve their quality of life requires efforts to develop policies supportive of human resources management. The optimum use of human resources depends on human resources strategies and actions to protect the body, spirit and human dignity retain employees is to act. Many factors contribute to growth and development of nations to the conclusion that the reason productivity is one of the major ones. The researcher is trying to research the answer to this fundamental question in the quality of work life and productivity of employees in the youth sports Sistan and Baluchistan province relationship there.

Literature review: In this study we summarize the definitions, the importance of productivity, quality of work life and literature review conducted in the study. Understanding, knowledge, experience, backgrounds and circumstances leading to the definition and interpretation of the productivity in various ways. More definitions of productivity, including efficiency, effectiveness, profitability, quality, innovation, quality of life, culture

and the like. To get equipped with the whole idea of productivity, it is necessary to expand knowledge in society. Knowledge and development interact with each other. In developed knowledge society expands (Carneiro, 2001). On the other hand employee productivity is another key variables considered in survival for modern organizations. Labor productivity and in depth examination of one of the priorities is the development of any organization. Productivity is to feel the effectiveness, efficiency, productivity and empowerment of individuals in the organization in other words exploitation and efficient use of labor, power, talent and skills of human resources (Soltani, 2006). Labor productivity is optimal use of the talents and abilities of actual and potential human resources. In order to increase the quality and quantity of production and reducing losses and waste. In such a way that people work while providing better and more active lives are more favorable).

Based on the results of surveys and excavations, researchers, among all factors in improving productivity, human role is much more important than other factors. Any development efficiency depends on the development of human harmony with it. The human factor and human creativity play a key role in all activities and events that's why the most important factors that will be able to realize the goals and productivity demands. There are different opinions on the factors affecting productivity and each of the scientists and experts have identified factors such as factor and totally factors such as continuous vocational training of managers and employees, motivation of employees to work better and more, creating the appropriate fields in the initiative and creativity of managers and employees, establishing appropriate performance based payment system and establishing a system of punishment and encouragement, social work ethic and discipline are key developments in systems and methods that role, strengthen the rule and dominate the affairs of the organization's policies, save as a national duty is effective in productivity (Blom, 2009). One of the important indicators of working life, quality of life is something that shows to what extent people are capable of important personal needs (e.g., need for autonomy (self while working in the organization, meet. Managers of organizations that are looking to increase productivity and quality of work life. In order to improve attitudes, increase people's motivation to work better and more and strengthen their commitment to the organization, trying and are trying to lower the rate of employee absenteeism leave their jobs and so on, to increase the productivity and quality of work life). Armstrong *et al.* (2007) have expressed satisfaction with the quality of working life of an employee of meeting needs through resources,

activities and results obtained from participation in the workplace. Zhao *et al.* (2013) suggest that the quality of work life not only because of the job attitude, job satisfaction, organizational commitment and job involvement are impressed. As well as employees in other areas of life such as family life, social life and other non-occupational spheres of life and psychological well-being is affected. Paydarfrd found that during the study's hand, a significant correlation between labor productivity and quality of work life, there ($p < 0.001$ and $r = 0.654$).

The security and safety of employees, feel the fairness of the salary, skills and training, cooperation and participation of employees in organizational decision making, organizational commitment and teamwork with labor productivity there and among the many factors related to the cooperation and participation of workers in decision making in organizations with labor productivity is higher intensity. Farsi study concluded that between productivity and quality of working life there is a significant correlation study ($p < 0.05$). There is a significant relationship between independence and productivity decision $r = 0.43$. There is a significant relationship between job prospects and productivity $r = 0.45$. Interpersonal relations between management and productivity, there is significant support with $r = 0.26$. There is a significant relationship between salary and productivity $r = 0.27$. And there is a significant relationship between promotion and productivity $r = 0.16$. Ayranzadh. The results of their research data analysis revealed that among the components of organizational health and institutional integration, principal influence, consideration, initiating structure, support and resources, moral and academic emphasis and productivity of the employees of Islamic Azad University, Tabriz there. Janly zade concluded that during investigation, a significant correlation between quality of life and productivity of faculty members there. Verbal in a study to examine the relationship between productivity and quality of work life have the human resources to the conclusion that they would not, there is a significant relationship between productivity and physical factors ($p < 0.05$ and $r = 0.747$), productivity and significant relationship between psychological factors are ($p < 0.05$ and $r = 0.917$). So, productivity is also enhanced by increasing the quality of work life. Managers increasingly important role in strengthening the interaction between productivity and quality of work life are in charge. Rubel and Kee (2014) in a study showed that the quality of working life of employees through their influence on job satisfaction. They will affect organizational performance and productivity. In light of the research productivity of employees insurance companies have emotional

intelligence and quality of work life, based on research findings between variables emotional intelligence and the quality of working life and productivity aspects of a significant relationship with the staff there. Christine study in Europe in relation to health and productivity management did. The results showed that active lifestyle as a psychological factor at work can increase employee productivity. Conklin and Desselle (2007) in their study to check the quality of work life and productivity of Medicine's faculty members.

The results showed that official monitoring programs, especially for women and faculty of pharmacy major impact on productivity and quality of their work is life. Dehghan *et al.* (2006) concluded in a study found that between productivity and quality of working life there is a significant correlation ($p < 0.001$ and $r = 0.357$).

Memarzade and Asadi in effect on the quality of working life as an internal employee productivity examined. The results of the study demonstrated a significant and direct relationship between quality of work life and productivity of staff and the relationship of the correlation between job satisfaction and employee productivity indices have been confirmed. Hosseini *et al.* (2008) research as the relationship between quality of work life and organizational commitment Physical Education Department did Isfahan. The results showed that the quality of work life and organizational commitment of physical education and there is a significant positive correlation. Regression analysis showed that emotional commitment and normative commitment affects the quality of work life is physical education Esfahan. Thus, according to literature review can be stated that, The increase productivity in organizations as one of the principal concern of the executable.

Staff holding the largest share of the collection is affecting productivity, the importance of human resources not only because of his body. But also because of the strength and creativity of their thinking. Quality of working life is one of the most influential factors on the productivity of employees. If the quality of working life increases and it increases the power of thought and will reduce staff stress and causes increased employee productivity in their work environment.

MATERIALS AND METHODS

The aim of this study is an applied research and the method of data collection research is descriptive. The population consisted of all employees in department of

sport and youth constitute Sistan and Baluchistan province consisting of 120 employees. A sample of 53 people, according to Morgan table is estimated that the number of questionnaires have been distributed. To collect the data, quality of life questionnaire and standard questionnaire was used productivity. Quality of work life questionnaire based on eight main components of quality of work life by Ghasem Zadeh has been prepared which has 8 onwards, the productivity questionnaire by Hersey and Blanchard Vgld Smith that the questionnaire contained seven items. In order to determine the reliability of the questionnaire, Cronbach's alpha was used, QWL whose value is equal to 98/0 and the questionnaire was 86/0 productivity. This indicates that both the reliability of the questionnaire is appropriate. To collect the data, from tests Pearson correlation was used. All statistical analyzes were performed using SPSS Software.

RESULTS

The hypothesis of this study included 8 hypothesis that pearson correlation test was used to test the hypotheses. The data statistical correlation test hypotheses are as follows:

Hypothesis test 1:

- H_0 : the human relations in the workplace and employee productivity there is no significant relationship
- H_1 : between human relations in the workplace and employee productivity there is a significant relationship

Accordance with Table 1 in the relationship between human relations in the workplace and employee productivity correlation value p-value equal to 0.367 and 0.001 is My. The rejection of the hypothesis and the assumption or hypothesis H_1 approved. In other words, the human relations in the workplace and employee productivity there is a relationship.

Hypothesis test 2:

- H_0 : between job security and employee productivity in the workplace, there is no significant relationship
- H_1 : between job security and employee productivity in the workplace relationship there

As shown in Table 2, My be seen in the relationship between job security and employee productivity in the workplace, the correlation value p-value equal to 0.398

Table 1: Pearson correlation test for the first hypothesis

Predictor variable	Criterion variable	Sig.	Error	Pearson correlation	Result
Human relations in the workplace	Employee productivity	0/100	0/50	0/763	Reject the null hypothesis

Table 2: Pearson correlation test result for the second hypothesis

Predictor variable	Criterion variable	Sig.	Error	Pearson correlation	Result
Job security	Employee productivity	0/300	5/1/2000	0/893	Not supported

Table 3: Pearson correlation test results for the third hypothesis

Predictor variable	Criterion variable	Sig.	Error	Pearson correlation	Result
Career advancement	Employee productivity	0/910	0/50	0/762	Not supported

Table 4: Pearson correlation test results for the fourth hypothesis

Predictor variable	Criterion variable	Sig.	Error	Pearson correlation	Result
Participation in the workplace	Employee productivity	0/100	0/50	0/633	Not supported

Table 5: Pearson correlation test result for the fifth hypothesis

Predictor variable	Criterion variable	Sig.	Error	Pearson correlation	Result
Human rights	Employee productivity	0/800	0/50	0/863	Not supported

Table 6: Pearson correlation test result for sixth hypothesis

Predictor variable	Criterion variable	Sig.	Error	Pearson correlation	Result
Balance between work and life	Employee productivity	0/100	0/50	0/234	Not supported

Table 7: Pearson correlation test result for the seventh hypothesis

Predictor variable	Criterion variable	Sig.	Error	Pearson correlation	Result
Work commitment	Employee productivity	0/100	0/50	0/443	Not supported

Table 8: Pearson correlation test result for the eighth hypothesis

Predictor variable	Criterion variable	Sig.	Error	Pearson correlation	Result
Welfare	Employee productivity	0/300	0/50	0/225	Not supported

and 0.003 is My. The My reject the hypothesis H_0 and H_1 hypothesis or the hypothesis is confirmed. In other words, between job security and employee productivity in the workplace means there.

Hypothesis tests 3:

- H_0 : between career advancement and employee productivity in the workplace, there is no significant relationship
- H_1 : between career advancement in the workplace and employee productivity there is a relationship

As shown in Table 3, see in the relationship between career advancement in the workplace and employee productivity correlation value p-value equal to 0.267 and

0.019. The reject the hypothesis H_0 and H_1 hypothesis or the hypothesis approved. In other words, between career advancement in the workplace and employee productivity there.

Hypothesis tests 4

- H_0 : the participation in the workplace and employee productivity there is no significant relationship
- H_1 : relationship between participation in the workplace and employee productivity is significant

As shown in Table 4, see in the relationship between participation in the workplace and employee productivity correlation value p-value equal to 0.336 and 0.001 can be. The reject the hypothesis H_0 and H_1 hypothesis or the hypothesis approved. In other words, the participation in the workplace and employee productivity are related.

Hypothesis tests 5:

- H_0 : the observance of human rights in the workplace and employee productivity, there is no relationship
- H_1 : the observance of human rights in the workplace and employee productivity are related

As shown in Table 5, see in the relationship between human rights observance in the workplace and employee productivity correlation value p-value equal to 0.368 and 0.008. The reject the hypothesis H_0 and H_1 hypothesis or the hypothesis approved. In other words, the observance of human rights in the workplace and employee productivity relationship there.

Hypothesis tests 6:

- H_0 : the balance between work and life in the workplace and employee productivity, there is no relationship
- H_1 : the balance between work and life in the workplace and employee productivity are related

As shown in Table 6, My be seen in the relationship between balance between work and life in the workplace and employee productivity correlation value p-value equal to 0.423 and 0.001. The My reject the hypothesis H_0 and H_1 hypothesis or the hypothesis is confirmed My. In other words, the balance between work and life in the workplace and employee productivity are related.

Hypothesis tests 7:

- H_0 : the commitment there is to do in the workplace and employee productivity
- H_1 : between work commitment in the workplace and employee productivity are related

As shown in Table 7, H_0 be seen in the relationship between work commitment in the workplace and employee productivity correlation value p -value equal to 0.344 and 0.001 can be. It is therefore rejects the hypothesis H_0 and H_1 hypothesis or the hypothesis is confirmed M_y . In other words, the work commitment in the workplace and employee productivity are related.

Hypothesis tests 8:

- H_0 : between the material and welfare in the workplace and employee productivity, there is no relationship
- H_1 : between the material and welfare in the workplace and employee productivity are related

As shown in Table 8, M_y be seen in the relationship between the material and welfare in the workplace and employee productivity correlation value p -value equal to 0.522 and 0.003 are.

The reject the hypothesis H_0 and H_1 hypothesis or the hypothesis is confirmed M_y . In other words, between the material and welfare in the workplace and employee productivity are related.

DISCUSSION

The results showed that the findings were consistent with the findings of previous studies and the results obtained were similar. According to the study, between QWL and productivity are significant, the conclusions of which are each hypothesis is as follows. With regard to the first hypothesis, findings showed that human relations in the workplace and employee productivity there is a meaningful relationship. It can be said that the human relations in the workplace and improve employee productivity increases. Creating a friendly relationship between staff and the fairness of increased staff productivity with them.

In relation to the second hypothesis, findings showed that job security and employee productivity in the workplace there is a meaningful relationship. The environment is healthy any employee productivity increases. As long as there is a healthy safe work environment people feel useful, efficient and effective in a work environment does.

In relation to the third hypothesis findings showed that career advancement in the workplace and employee productivity there is a relationship. Any career advancement in the workplace increases staff productivity increases. As much access to new information, continuing education, manpower training and modifying the organizational structure, staff also created the belief that the human capital of knowledge and expertise have higher offices.

In relation to the fourth hypothesis findings showed that The relationship between participation in the workplace and employee productivity means there. The turnout in the workplace increases staff productivity increases. Involving employees in decision making and lead to the application of participative management system In such a system your employees in decisions that affect them and their problems contribute. This process increases the motivation of staff, creates ideas. That alone could not manage to achieve it and this partnership will enhance productivity.

In relation to the fifth hypothesis findings showed that Between respect for human rights in the workplace and employee productivity are related. Any human rights be respected in the workplace, employee productivity increases. Any fair and sufficient salary to employees based on their knowledge and expertise and attention to be paid and promotions are based on merit, productivity increases.

In conjunction with the sixth hypothesis findings showed that the balance between work and life in the workplace and employee productivity are related. However, the balance between work and life in the workplace increases staff productivity increases. And to improve the current situation is.

In conjunction with the seventh hypothesis findings showed the relationship between work commitment in the workplace and employee productivity there. The work commitment in the workplace increases staff productivity increases. Quality of work life culture as a high level of mutual commitment between individuals and organizations creates, this means that people are committed to the goals of the organization and its development and the organization is committed to the needs of individuals and their development is important. Therefore, an organization that focuses on the quality of your work life will enjoy the benefits of having committed workforce and commitment of the workforce means higher productivity of labor.

In conjunction with the eighth hypothesis findings showed that between the material and welfare in the workplace and employee productivity are related. By providing the welfare of employees increased employee productivity. The amount of the salary, accommodations, job security and determine which factors such as increase employee productivity increases. Due to the significant relationship between quality of work life and productivity of staff, recommended managers pay more attention to the quality of work life and to increase the use of appropriate motivators.

The research proposal: Since, most organizations that have taken steps to improve the quality of work life for

their employees improve efficiency in the organization have experience recommended appropriate strategies, including appropriate preparation in order to reduce stress and enhance organizational support. An increase in salary, taking into account the increasing facilities, reduce staff workload by increasing human resources, administrative reform in order to reduce the sense of inequality and injustice and increased motivation and efficiency of staff work, taking into account differences in the system of reward and punishment management In order to improve the quality of working life should be used.

CONCLUSION

According to research findings, significant relationship between QWL and productivity there. It is recommended that managers pay more attention to the quality of work life and to increase the use of appropriate motivators.

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