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RELATIONSHIP BETWEEN ORGANIZATIONAL HEALTH AND QUALITY OF WORK LIFE OF FACULTY MEMBERS IN UNIVERSITY OF SHIRAZ

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ABSTRACT

The purpose of this research was to study the relationship between organizational health and quality of work life. The population under study was all faculty members in University of Shiraz (700) in 2013-2014 academic years. Using statistical random sampling based on the size of statistical community, 237 faculty members were selected as our sample. The study had a descriptive correlation design and the required data were collected through using the validated form of organizational health questionnaire (Miles) containing 26 questions and reliability coefficient (0.87) and quality of work life questionnaire (Edvarson, 2003) containing 25 questions and reliability coefficient (0.90). The obtained data were analyzed using Pearson's correlation coefficient. Results showed that there is significant relationship between organizational health and quality of work life. Also, there is significant relationship between organizational health and quality of work life dimensions, and between organizational health dimensions with quality of work life.

Keywords: *Organizational Health, Quality of Work Life, University*

INTRODUCTION

Nowadays, the rapid and extensive changes have created many transformations in diverse areas of human society. Undoubtedly, various organizations including educational institutions have been in exposed these changes and must be in coordination with these transformations, Changes created in their thinking, attitude, perception and performance and revised and reinforce new processes (Shavaran, 2011). Given the role and mission of the university In Ensuring the driving force of community and as institutions that should always be at least one step ahead of other institutions In terms of scientific, technical and behavioral patterns, Should had internal dynamics and health and could help to the dynamics and health of other organizations (Rahimi, 2011). In fact, the necessary the growth and development of any society, having healthy, dynamic and effective organizations. According to Armichel (1990) effective organizations are accounted as the most important devices for progress in a society and from among others, organizations are regarded as effective that in addition to other necessary qualifications have health. Suitable organizational environment can be effective on staff motivation, improvement of staff's mentality, individuals cooperation in taking decisions and increase in creativity and be an important source in the staff mental support and vice versa. So variation in any part of organizational support causes an immediate change in the quality of work. A healthy atmosphere occurs at a place where individuals come with interest and be proud of working there. In fact the health of an organization has physically and mentally an important effect on the target system and it has also an important effect in terms of safety, dependency, their capability growth and doing the roles assigned from their Para systems (Korkmaz, 2007). Luthans and Klingle (2000) hold that organizational health is a new concept which includes the organization ability for doing its own job effectively which leads to its growth and improvement. A healthy organization is a place where individuals want to stay there and work and be beneficial and effective. According to Miles dimensions of organizational health included target, morale, power distribution, compatible, innovation, autonomy and emphasis on problem-solving (Rahimi, 2011). Since the organization of the workplace, creating happiness of employees, increase productivity in organizations

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is one of the managers concerns, so, it is necessary that employees to be physically and mentally in healthy and fit environment. In such an environment should always be promoted the quality of the working environment of employees and feeling of justice and participate in decision-making in order to having job security. Optimal use of human resources-related actions such as welfare, health care, incentive plans, job design, creation and development of employees and etc, to maintain employees considered as quality of work life (Cascio, 2000). Quality of work life is as a reaction to the work, especially its impact on individual job satisfaction and mental health. Using this definition the quality of work life is based on the personal consequences, and how to improve the work experience, Including adequate and appropriate payment, safe and healthy working conditions, opportunities for the use and developing human talents, opportunity for security and growth in future, social cohesion in work organization, individual rights, labor organization, employment and general living space, work and social life (Shamsmehrabani, 2011). In fact ,the life plan for work quality includes any improvement in the organizational culture that brings about the growth and excellence of personnel (Filippo, 1998). In other words, quality of work life is a comprehensive program that increases employee satisfaction, reinforce their learning in environment and help them in manage the changes and transformations. Lack of satisfaction of the quality of work life of employees, it is difficult that damage all employees regardless of their position. Many organizations aim to increase employee satisfaction at all levels, but this is a complex issue (Saedi, Khalatbari and Morinajafabadi, 2010).

Mohammadi (2008) in their study to examine the relationship between quality of work life and organizational health in teachers secondary school in kordestan. The results of this study showed there is a significant positive relationship between quality of work life and organizational health in secondary school in kordestan ($r=0.84$, $p= 0.000$). Also, the results showed that quality of work life explain 71% of the variations in organizational health.

Heydari *et al.*, (2010) in a study to examine the relationship between quality of work life and organizational commitment with job satisfaction of employees in Islamic Azad University, Dezful branch Showed that there was a significant positive relationship between job satisfaction and organizational commitment with job satisfaction.

Saedi *et al.*, (2010) in a study to examine the relationship between quality of work life and organizational health with job satisfaction of employees in Islamic Azad University, Ahvaz branch Showed that there was a significant relationship between quality of work life and organizational health with job satisfaction.

Rahimi (2011) in the analysis of organizational injuries and multiple relationships with organizational health and quality of work life in public universities of Esfahan showed that there is insignificant positive relationship between organizational health and its dimensions with quality of work life and its dimensions.

Mohebbifar *et al.*, (2012) in investigating the relationship between organizational citizenship behavior and quality of work life of employees Qazvin educational hospitals concluded that there is significant inverse relationship between organizational citizenship behavior and quality of work life ($r=0.177$, $p \leq 0.05$). Kosces (2007) in research of organizational health at the University of Medical Sciences of Toronto and University service unit in Jurjyana concluded that organization is healthy when management and staff to join to gether in a collaborative process to accept the responsibility to do something that will boost customer loyalty and common interests.

In general because of the prominent role of faculty members in universities and the transfer of knowledge and production of new knowledge for society is necessity of attention to the health and quality of work environment is one of the important tasks of higher education centers. Moreover, considering importance and status of organizational health and the role and importance of quality of work life in today's organizations, it seems a study in this subject is essential. Therefore, the purpose of this study is to determine the relationship between organizational health and quality of work life in faculty members in university of Shiraz.

Research Hypotheses

1- There is relationship between organizational health and quality of working life.

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2- There is relationship between organizational health and dimensions of quality of working life (job security, control over the environment and welfare at work).

3- There is relationship between dimensions of organizational health (target, morale, power distribution, Compatible, innovation, autonomy and emphasis on problem-solving) and quality of working life.

Method: Since the study's aim is to find the causal relations between organizational health and quality of work life, the study was applied research and because of the type of data collection it was of descriptive correlation type.

Statistical population and sampling method: Statistical population of the survey included all faculty members in university of Shiraz (700 persons) in the academic year 2013-2014 that 237 persons were selected as sample through statistical random sampling method based on the size of statistical community.

Measurement tools: 1) organizational health: Self made researcher questionnaire (Rahimi, 2011) based on theory of Miles were used to measure organizational health. This questionnaire included 26 questions with ten-point Likert scale that tested seven components of target(3 items), morale(3 items), power distribution (5 items), Compatible(5 items), innovation (4 items), autonomy (3 items), and an emphasis on problem-solving(3 items). Content validity of the questionnaire was confirmed by experts, and reliability coefficients of questionnaire were obtained in terms of cronbach alpha (0.87).

2) quality of work life: Self-made questionnaire (Rahimi, 2011) based on theory of Edvarson (2003) was used in this research to measure quality of work life that included 25 items and tested three dimensions of job security(6 items), control over the environment(11 items) and welfare at work(8 items). Responding scale of this questionnaire was ten-point Likert scale. Content validity of the questionnaire was confirmed by experts, and reliability coefficients of the questionnaire were obtained in terms of cronbach alpha (0.90).

Method of data analysis: Correlation analysis was used in this survey to analyze data and study the relationship among research variables (organizational health and quality of work life).

RESULTS AND DISCUSSION

Research Findings

Hypothesis 1: there is relationship between organizational health and quality of work life

Table 1: Correlation coefficient between organizational health and quality of work life

correlation coefficient	quality of work life	
	r	sig
Organizational health	0.772	0.000

According to results of table 1, correlation coefficient between organizational health and quality of work life is significant at level $p \leq 0.05$, which reveals a significant relationship between these two variables.

Hypothesis 2: There is relationship between organizational health and dimensions of quality of work life (job security, control over the environment and welfare at work)

Table 2: Correlation coefficient between organizational health and dimensions of quality of work life (job security, control over the environment and welfare at work)

Correlation coefficient	Dimensions of quality of working life					
	Job security control over the environment				welfare at work	
	r	sig	r	sig	r	sig
Organizational health	0.468	0.00	0.635	0.00	0.832	0.00

According to results of table 2, correlation coefficient between organizational health with dimensions of quality of work life (job security, control over the environment and welfare at work) is significant at level $p \leq 0.05$, which reveals there is significant relationship between these variables.

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Hypothesis 2: There is relationship between dimensions of organizational health (goals, morale, power distribution, Compatible, innovation, autonomy and emphasis on problem-solving) and quality of working life.

Table 3: Correlation coefficient between dimensions of organizational health (goals, morale, power distribution, Compatible, innovation, autonomy and emphasis on problem-solving) and quality of working life

Correlation coefficient	Dimensions of organizational health						
	goals	morale	power distribution	Compatible	innovation	Autonomy	emphasis on problem-solving
	r	r	r	r	r	r	r
quality of work life	0.597	0.6900.632	0.721	0.614	0.494		0.491

According to results of table 3, correlation coefficient between dimensions of organizational health (goals, morale, power distribution, Compatible, innovation, autonomy and emphasis on problem-solving) and quality of work life is significant at level $p \leq 0.05$. Also, there is positive and significant relationship between dimensions of organizational health and quality of work life.

Results

Based on the first hypothesis results, there is positive and significant relationship between organizational health and quality of work life. So the first research hypothesis was confirmed. These results were in agreement with research results of Mohammadi (2008) and Rahim (2011). In the explanation of the above findings can express that the higher the level of organizational health, quality of work life in universities is higher. This means that the faculty members viewpoint in Studied population, there is positive and significant relationship between clear and achievable goals, supporting of the members idea, compatibility goals with the members needs, changeover time, conducting university programs as a group, production and conducting activities based on professional knowledge, Participatory decision-making, Knowledge solve problems at the right time with quality of work environment. Also, university to improve the quality of work environment can enhance organizational health with specific goals, compatibility university goals with faculty objectives, members' participation in decision-making, fostering creativity between members and creating sense of solidarity among faculty.

Similarly results demonstrate that there is positive and significant relationship between organizational health and quality of work life dimensions (job security, control over the environment and welfare at work). Therefore, hypothesis (2) is confirmed. These results were in agreement with research results of Mohammadi(2008).In the explanation of the above findings can express that if universities provide a healthy environment for faculty and clear and achievable goals, members enjoy their jobs, be considered the peacefully accept the changes, importance of faculty creativity and innovation, given views of members, they sufficient resources to members, authority is given to faculty in related areas, information required to be provided, there is a sense of cooperation and solidarity among faculty, faculty members suggestions to be considered and solved problems at the right time, students to earn high scores looking for additional classroom activities, university can enhance the quality of the working environment for faculty and to create equal opportunities for members promotion and advancement and friendly atmosphere with colleagues, appropriate management, coordinating salary and benefits with the effort of faculty, a safe working environment and appropriate welfare facilities, greater participation of members in decision-making, create opportunities for enhance members, diversifying Jobs and increased responsibilities to improve the quality of their work environment and university faculty conduct toward higher goals.

In the third hypothesis, the information obtained from the correlation analysis showed there is positive and significant correlation between the quality of work life and organizational health dimensions (goals, morale, power distribution, Compatible, innovation, autonomy and emphasis on problem-solving). The

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studies Heydari *et al.*, (2010), Saedi *et al.*, (2010), Rahimi (2011), Mohebbifar *et al.*, (2012) and Kosces (2007) confirm findings of the present study. In the explanation of the above findings can express that job diversity, providing facilities for doing things, consistent faculty salary with criterias, appropriate and fair working hours, appropriate physical condition, attention to scientific and professional advancement in faculty, tasks doing based on administrative hierarchy, attention to strengths of the members, defined occupational standards, access to information about the work, Possibility of applying the skills learned members and the fit between tasks and responsibilities Can be effective in improving the quality of the work environment and organizational health and helped to develop the ability of faculty to more adapted to the environment and created sense of belonging to the jobs and organization in faculty and provides the conditions for the use of the members abilities and skills to achieve the goals.

In general, based on findings of this study it can be concluded that the healthy university caused motivation, morale, and increased interest in the work of academics and thereby increase the efficiency of faculty and since the committed and responsible faculty with strong motivation are main and essential needs in each university should with organizational health promotion and quality of work provide working conditions for members and the dynamics of university.

Suggestions

According to results obtained suggest that university administrators:

-With appropriate working hours, creating freedom and independence in performing job duties, incentive policies, fair evaluation system, the possibility participation in decision-making, the welfare facilities, better working conditions, job security, healthy Work environment, possible to use sabbatical, Attention to interests faculty, physical appropriate conditions of work such as heat, cold, light, and their participation in national and international conferences and seminar stoup grade the quality of work environment and thereby increase the efficiency and effectiveness of members.

Appropriate planning provide to improve the quality of the work environment and organizational health, ideas faculty members used in setting goals, planning, decision-making of educational and research, members are given more discretion in do Educational tasks, and by creating intrinsic motivate and commitment in faculty members help to improve the quality of work environment and the university health and with fair payment of wages and benefits in university provide faculty job security, increasing morale and productivity in faculty members.

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