The Web of Work Life: Exploring Key Relationships Among Quality of Work Life Dimensions in IT Industries

This study aimed to analyze the relationships between various dimensions of Quality of Work Life (QWL) among IT employees. Data was collected from 1,030 IT employees, and correlation analysis was performed to explore the strength and direction of relationships between different QWL factors. The results revealed significant correlations between the dimensions of QWL, with varying strengths and directions of association.

Key Findings:

1. General Well-Being (GWB) and Home Work Interface (HWI): A moderate positive correlation of 0.488 was found between General Well-Being and Home Work Interface, indicating a 48.8% positive relationship. This suggests that employees who have a better balance between their work and personal life (Home Work Interface) tend to report better overall well-being. The correlation is significant at the 1% level, emphasizing that a positive work-life balance is crucial for employee satisfaction and well-being.

2. Home Work Interface (HWI) and Job and Career Satisfaction (JCS): A stronger positive correlation of 0.606 was observed between Home Work Interface and Job and Career Satisfaction, indicating a 60.6% positive relationship. This means that employees who report a better balance between home and work also tend to experience greater satisfaction with their job and career. This relationship is also statistically significant at the 1% level, highlighting the importance of work-life balance in fostering job satisfaction.

3. Job and Career Satisfaction (JCS) and Control at Work (CAW): A moderate positive correlation of 0.321 was found between Job and Career Satisfaction and Control at Work, representing a 32.1% positive relationship. Employees who are satisfied with their jobs and careers are more likely to feel a sense of control over their work. This correlation is significant at the 1% level, indicating that career satisfaction and work autonomy are closely related.

4. Control at Work (CAW) and Working Conditions (WCS): A strong positive correlation of 0.516 was identified between Control at Work and Working Conditions, indicating a 51.6% positive relationship. This suggests that employees who have more control over their work tend to report better working conditions, such as a comfortable physical environment and supportive infrastructure. The significance of this correlation at the 1% level emphasizes the importance of autonomy in enhancing the overall work environment.

5. Working Conditions (WCS) and Employee Engagement (EEE): A very strong positive correlation of 0.775 was observed between Working Conditions and Employee Engagement, representing a 77.5% positive relationship. This indicates that better working conditions, such as a comfortable and supportive work environment, are strongly associated with higher levels of employee engagement. This result is significant at the 1%

level, underlining that a well-maintained work environment plays a critical role in keeping employees engaged and motivated.

6. Employee Engagement (EEE) and Stress at Work (SAW): A negative correlation of -0.338 was found between Employee Engagement and Stress at Work, indicating a 33.8% negative relationship. This means that higher levels of employee engagement are associated with lower levels of stress at work. The negative correlation suggests that employees who are more engaged with their work tend to experience less stress, which is significant at the 1% level.

Interpretation:

The results of the correlation analysis indicate that various dimensions of Quality of Work Life (QWL) are interrelated, with both positive and negative relationships emerging between them. Key findings highlight that factors such as working conditions, control at work, and employee engagement have a particularly strong positive influence on employees' overall satisfaction and well-being. Additionally, a better home-work interface is strongly linked to both general well-being and job satisfaction, suggesting that work-life balance is a critical factor in improving employees' quality of work life. The negative correlation between employee engagement and stress at work is particularly noteworthy, as it suggests that creating an environment where employees feel engaged can be an effective way to reduce work-related stress.

Conclusion:

The analysis underscores the interconnected nature of various QWL dimensions and their collective influence on employee satisfaction, engagement, and well-being in IT industries. Employers in the IT sector can enhance employee quality of life by focusing on improving working conditions, offering more control over work, and fostering greater employee engagement. Additionally, promoting a positive home-work interface can have far-reaching benefits for both job satisfaction and overall well-being.

Dimensions of QWL	General Well Being	Home Work Interface	Job and Career Satisfaction	Control at Work	Working Conditions	Employee Engagement	Stress at Work
General Well Being	1.000	0.488**	0.597**	0.411**	0.722**	0.648**	-0.535**
Home Work Interface		1.000	0.606**	0.474**	0.702**	0.500**	-0.583**
Job and Career Satisfaction			1.000	0.321**	0.648**	0.614**	-0.451**
Control at Work				1.000	0.516**	0.287**	-0.459**
Working Conditions					1.000	0.775**	-0.502**
Employee Engagement						1.000	-0.338**
Stress at Work							1.000