Full Report : Survey results detailed analysis using SPSS Linear regression.

A/Graphs :

SAMPLE GENDER DISTRIBUTION :

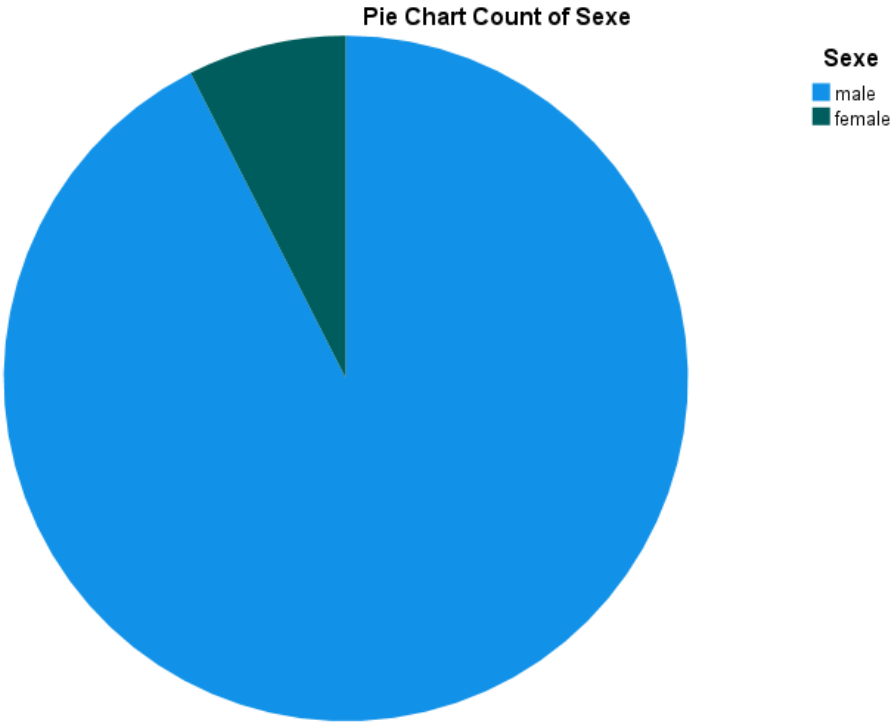

Figure 1 : Gender Distribution of the Population Sample

The illustration above, along with the diagram, indicates a significantly higher percentage of men compared to women, with 92.50% (37 people) being male, while women make up only 7.5% (3 individuals). This substantial difference is considered normal due to the nature of the work, which demands considerable physical effort, particularly in the maintenance unit.

SAMPLE AGE DISTRIBUTION :

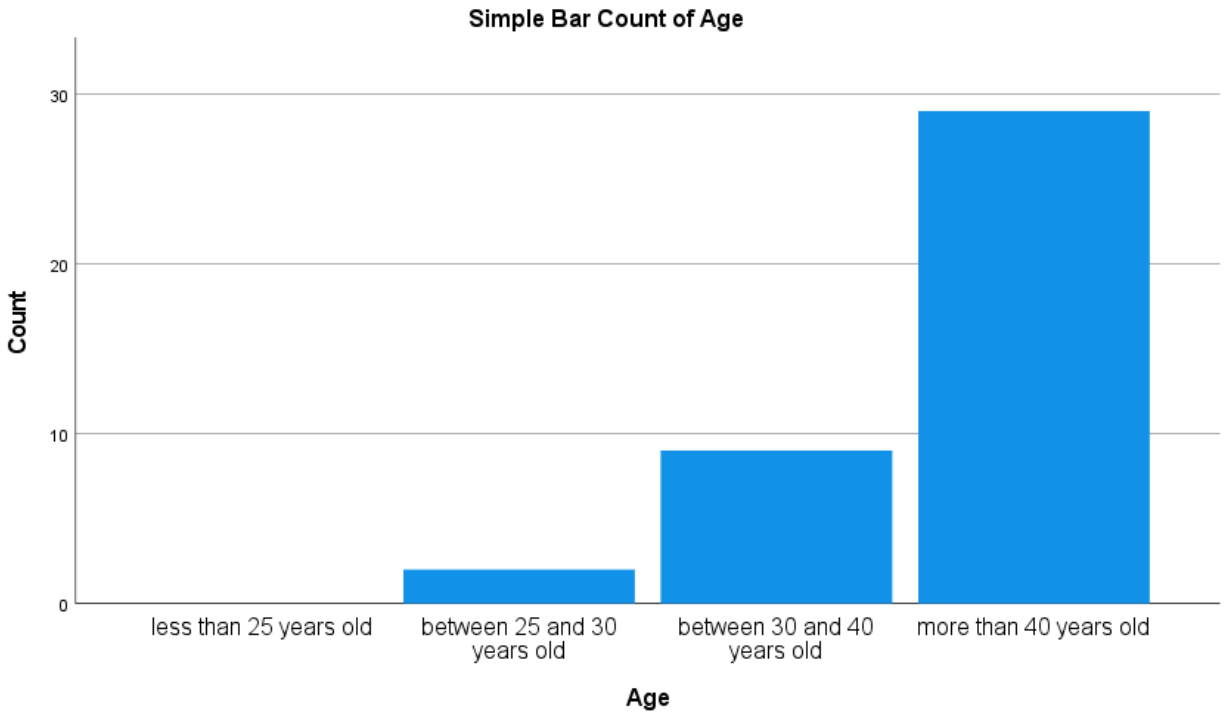

Figure 2 : Age distribution of the Population Sample

The illustration above, along with the accompanying graph, demonstrates the age distribution within the sample examined. The over-40 age group is dominant, representing nearly 72.5% of the sample. This group is distinguished by its professional experience and problem-solving skills, as well as its ability to supervise younger employees. Following this group is the 30-40 age group, representing 22.5% of the sample. This can be attributed to their capacity for diligent work and their greater energy and skills compared to the older age groups. Finally, the 25-30 age group represents barely 5%. This highlights the shortage of young employees that the organization must strive to address.

SAMPLE SOCIO-CATEGORICAL DISTRIBUTION :

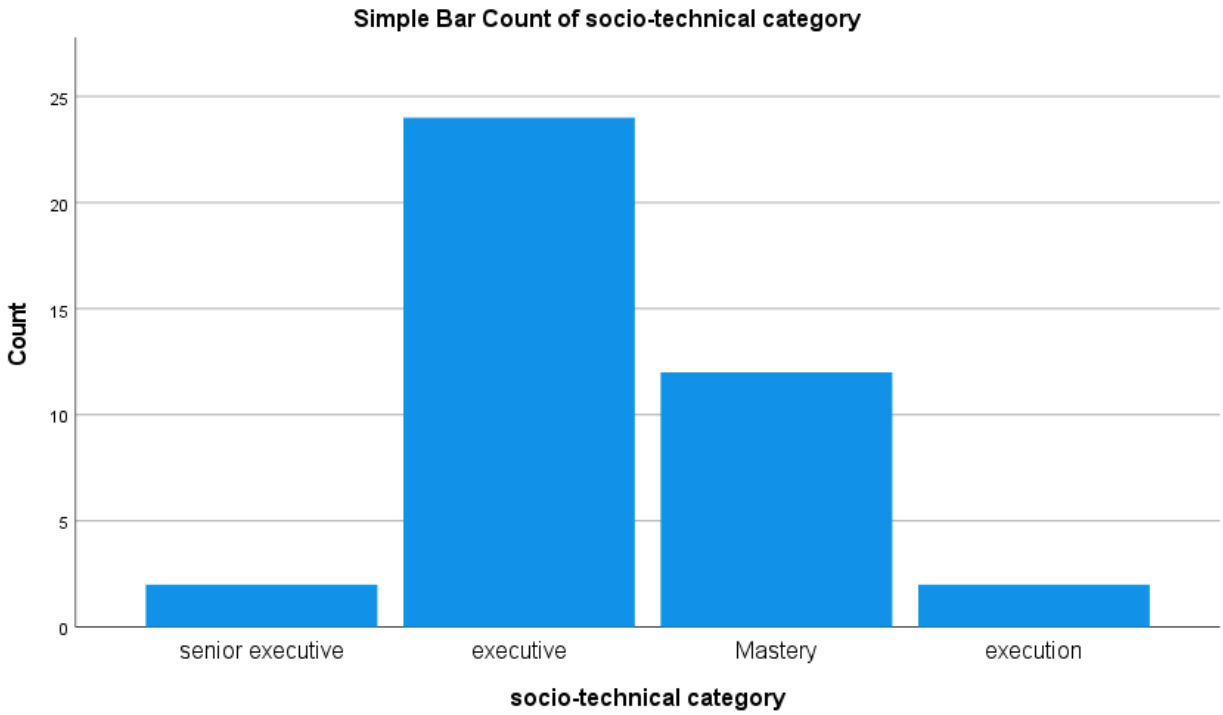

Figure 3 : Socio-Technical Distribution of the Population Sample

According to the table above and the graph showing the distribution of the sample by socio-technical category, it is clear that the majority, 60%, are managers. This category includes department heads and administrators who supervise the operational staff and supervisors, followed by the supervisory category, representing 30%, which consists of maintenance workers and mechanics. This is to be expected given the unit's need for such qualifications. The category also includes the operational staff, representing 5%, and finally, the senior management category, which also represents 5%. This percentage is explained by the company's high requirements for accessing this position, which include seniority and extensive professional experience.

SAMPLE DISTRIBUTION BASED ON PROFESSIONAL EXPERIENCE :

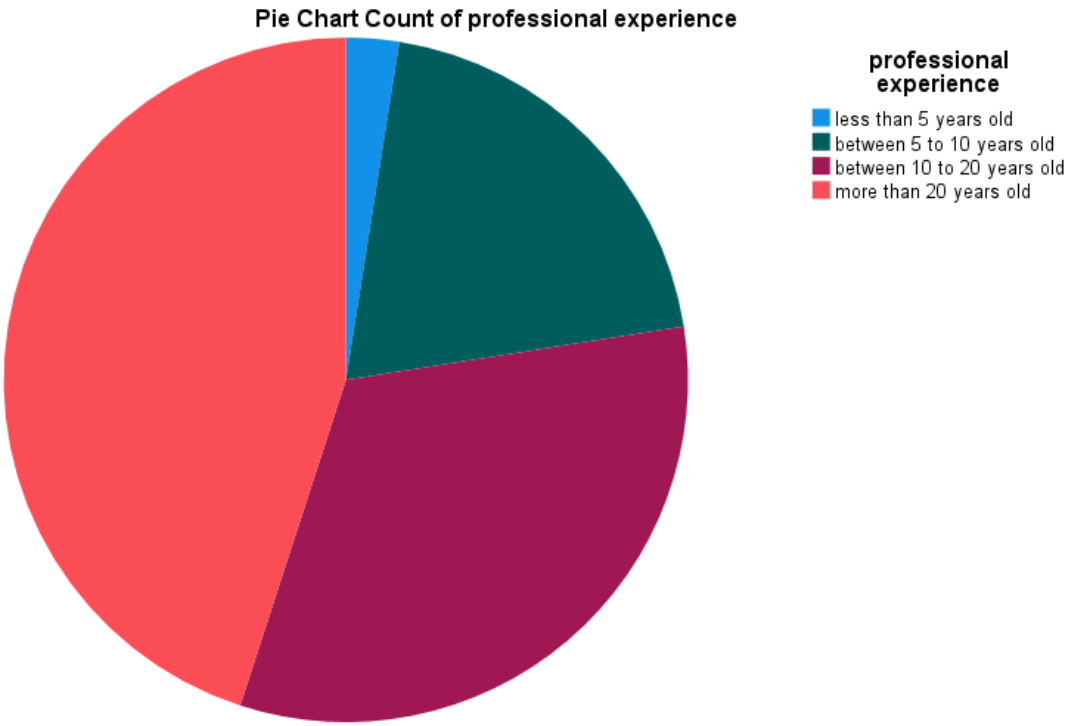

Figure 4 : Professional Experience distribution of Population Sample

According to the table and graph above, we note the highest percentage, representing 45%, for workers with more than 20 years of experience, demonstrating the institution's ability to retain its skilled workers. This is followed by 32.5%, representing the percentage of workers with between 10 and 20 years of experience, 20% for workers with between 5 and 10 years of experience, and 2.5% for new workers with less than 5 years of experience.

B/ Tables :

Cronbach's Alpha :

Table 1

Reliability Stats

Cronbach's Alpha	Number of Elements
,905	17

Table 2

Reliability Stats

Cronbach's Alpha	Number of Elements
,862	12

Table 3

Reliability Stats

Cronbach's Alpha	Number of Elements
,868	5

For this project, the cronbach's alpha test of reliability recorded positive percentages for each elements in our survey :

Table 1 indicate a strong score (0.905) for our overall survey, which indicates a decent reliability of our survey questions.

Table 2 also gives strong overall score (0.862)) for the elements in our first axiom of our survey questions (quality of life) which indicates a decent reliability for our first chapter of our survey questions .

Table 3 highlight excellent cronbach's alpha score (0.868) for for the elements in our second axiom of our survey questions (employees well being) which highlight a good reliability for our second chapter of our survey results.

Descriptive statistics and study scale :

Table 4 :

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
SocialAndProfessionalRelations	40	1,50	5,00	4,1125	,82031
WorkContent	40	1,50	5,00	3,7750	,84694
PhysicalEnvOfWork	40	2,00	5,00	3,8250	,72986
WorkOrganisation	40	1,00	5,00	3,6875	,85250
ProfessionalAchievementDevelepment	40	1,00	5,00	3,7250	,92646
WorkLifeBalance	40	1,50	5,00	3,7125	,87624
WellBeing	40	1,50	5,00	3,6563	,88739
Valid N (listwise)	40				

Table 5 : Study scale

Strongly agree	**Agree**	**Neutral**	**Disagree**	**Strongly Disagree**
5	4	3	2	1

As seen from the descriptive stats table and our study scale, the overall means of our main study elements indicates an overall positive opinions (mean = 4.11 translates to “agree” in the 5 points likert scale) in regards to social and professional relations in the workplace having any impact on the well being of employees, as for the other elements, opinions suggest moderate to positive results.

Employees do not experience poor working conditions, but there is **clear room for improvement**, especially in:

Work organization

Professional development

Physical working conditions

Table 6 : Sample’s categories and general stats :

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	37	92,5	92,5	92,5
	female	3	7,5	7,5	100,0
	Total	40	100,0	100,0	

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	between 25 and 30 years old	2	5,0	5,0	5,0
	between 30 and 40 years old	9	22,5	22,5	27,5
	more than 40 years old	29	72,5	72,5	100,0
	Total	40	100,0	100,0	

socio-technical category

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	senior executive	2	5,0	5,0	5,0
	executive	24	60,0	60,0	65,0
	Mastery	12	30,0	30,0	95,0
	execution	2	5,0	5,0	100,0
	Total	40	100,0	100,0	

professional experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less than 5 years old	1	2,5	2,5	2,5
	between 5 to 10 years old	8	20,0	20,0	22,5
	between 10 to 20 years old	13	32,5	32,5	55,0
	more than 20 years old	18	45,0	45,0	100,0
	Total	40	100,0	100,0	

Correlation analysis (Direction & strength of relationship) :

Social & professional relations

Correlations

			I feel appreciated for the work I do within the company.	There is good communication between colleagues and management.
Spearman's rho	I feel appreciated for the work I do within the company.	Correlation Coefficient	1,000	,432**
		Sig. (2-tailed)	.	,005
		N	40	40
	There is good communication between colleagues and management.	Correlation Coefficient	,432**	1,000
		Sig. (2-tailed)	,005	.
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Work Content

Correlations

			Working for NAFTAL gives me the opportunity to use my skills and feel useful.	I have sufficient autonomy to organize my tasks.
Spearman's rho	Working for NAFTAL gives me the opportunity to use my skills and feel useful.	Correlation Coefficient	1,000	,681**
		Sig. (2-tailed)	.	,000
		N	40	40
	I have sufficient autonomy to organize my tasks.	Correlation Coefficient	,681**	1,000
		Sig. (2-tailed)	,000	.
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Physical environement of work :

Correlations

			My workspace is comfortable and suitable (lighting, noise, ergonomics).	The equipment available to me is sufficient to work effectively.
Spearman's rho	My workspace is comfortable and suitable (lighting, noise, ergonomics).	Correlation Coefficient	1,000	,417**
		Sig. (2-tailed)	.	,007
		N	40	40
	The equipment available to me is sufficient to work effectively.	Correlation Coefficient	,417**	1,000
		Sig. (2-tailed)	,007	.
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Work organization :

Correlations

			My workload is reasonable and well distributed.	The work processes are clear and well-structured.
Spearman's rho	My workload is reasonable and well distributed.	Correlation Coefficient	1,000	,523**
		Sig. (2-tailed)	.	,001
		N	40	40
	The work processes are clear and well-structured.	Correlation Coefficient	,523**	1,000
		Sig. (2-tailed)	,001	.
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Professional achievement and development :

Correlations

			I have access to training to develop my skills.	My company offers career advancement opportunities.
Spearman's rho	I have access to training to develop my skills.	Correlation Coefficient	1,000	,654**
		Sig. (2-tailed)	.	,000
		N	40	40
	My company offers career advancement opportunities.	Correlation Coefficient	,654**	1,000
		Sig. (2-tailed)	,000	.
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Work – life balance :

Correlations

			My work schedule allows me to balance my professional and personal life.	I benefit from flexibility measures (teleworking, flexible hours).
Spearman's rho	My work schedule allows me to balance my professional and personal life.	Correlation Coefficient	1,000	,568**
		Sig. (2-tailed)	.	,000
		N	40	40
	I benefit from flexibility measures (teleworking, flexible hours).	Correlation Coefficient	,568**	1,000
		Sig. (2-tailed)	,000	.
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Employees mental & physical well being :

Correlations

			Overall, I feel satisfied with my job.	I often experience positive emotions (motivation, pride) at work.
Spearman's rho	Overall, I feel satisfied with my job.	Correlation Coefficient	1,000	,609**
		Sig. (2-tailed)	.	,000
		N	40	40
	I often experience positive emotions (motivation, pride) at work.	Correlation Coefficient	,609**	1,000
		Sig. (2-tailed)	,000	.
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

			My work does not have a negative impact on my physical health (pain, fatigue).	My company takes measures to prevent occupational risks.
Spearman's rho	My work does not have a negative impact on my physical health (pain, fatigue).	Correlation Coefficient	1,000	,707**
		Sig. (2-tailed)	.	,000
		N	40	40
	My company takes measures to prevent occupational risks.	Correlation Coefficient	,707**	1,000
		Sig. (2-tailed)	,000	.
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

As seen from the previous tables, we used spearman's correlation coefficient to determine wether our assumed correlations between quality of life at work and employees well being is significant or not.

Looking at the **Sig**. values, we notice that the sig levels are below the standard significance threshold of 0.05, which indicate a **significant relations between our variables,** as well as overall correlation coefficient that range between 0.40 and 0.90, indicating **good to strong correlation between each variable.**

Interpretation :

As Quality of Working Life improves, **employee well-being increases**.

The relationship is **direct and positive**, supporting the study's core assumption.

C/ Simple linear Regression analysis :

Main hypothesis : quality of working life has a significant impact on employees well being.

Table 1 :

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,424[a]	,180	,158	,81404

a. Predictors: (Constant), SocialAndProfessionalRelations

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5,530	1	5,530	8,345	,006[b]
	Residual	25,181	38	,663		
	Total	30,711	39			

a. Dependent Variable: WellBeing

b. Predictors: (Constant), SocialAndProfessionalRelations

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1,768	,666		2,655	,012
	SocialAndProfessionalRelations	,459	,159	,424	2,889	,006

a. Dependent Variable: WellBeing

As for our first secondary hypothesis (social and professional relations impacts workers well being), the results extracted from the tables above gives the follow observations : We observe that the F-value is equal to 8.345 and the significance level is 0.006, which is less than 0.05. Based on this scale used in the study, there is a relationship between social and professional relationships and social well-being. This leads us to accept the alternative hypothesis, "There is a statistically significant impact at the level of significant less than or equal to 0.05 between social and professional relationships and the well-being of workers within NAFTAL GPL," and reject the null hypothesis, "There is no statistically significant impact at the level of significant less than or equal to 0.05 between social and professional relationships and the well-being of workers within NAFTAL UNMO."

The table also shows the R^2 value (0.424), indicating that 42% of the change in the value of social and professional relationships can be explained by social well-being, with a correlation coefficient of 0.0472.
The B value is 1.768, meaning that each one-unit increase in social and professional relationships corresponds to a 1.768 increase in social well-being. The T value is 2.655, and the sig value of 0.006 indicates the statistical significance of the impact.

Table 2 :

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,308[a]	,095	,071	,84455

a. Predictors: (Constant), WorkContent

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,839	1	2,839	3,981	,053[b]
	Residual	27,104	38	,713		
	Total	29,944	39			

a. Dependent Variable: SubjectiveWellbeing

b. Predictors: (Constant), WorkContent

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2,510	,617		4,065	,000
	WorkContent	,319	,160	,308	1,995	,053

a. Dependent Variable: SubjectiveWellbeing

As for our 2nd secondary hypothesis (work content impacts the subjective well being of employees), we note that the F value is equal to 3.981 and the Sig value is 0.053, which is greater than 0.05. This leads us to accept the null hypothesis: "There is no statistically significant impact at the level of significant less than or equal to 0.05 between Job Content and the subjective well-being of workers within NAFTAL UNMO", and reject the alternative hypothesis: "There is a statistically significant impact at the level of significant less than or equal to 0.05 between Job Content and the subjective well-being of workers within NAFTAL UNMO".

Table 3 :

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,276[a]	,076	,052	,86410

a. Predictors: (Constant), PhysicalEnvOfWork

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,338	1	2,338	3,131	,085[b]
	Residual	28,373	38	,747		
	Total	30,711	39			

a. Dependent Variable: PhysicalSocialWellBeing

b. Predictors: (Constant), PhysicalEnvOfWork

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,373	,738		3,216	,003
	PhysicalEnvOfWork	,335	,190	,276	1,769	,085

a. Dependent Variable: PhysicalSocialWellBeing

As for our 3rd secondary hypothesis, According to table 3, we note that the F value is equal to 3,131 and the Sig value is 0.085, which is greater than 0.05. This leads us to accept the null hypothesis: "There is no statistically significant impact less than or equal to 0.05 between the physical work environment and the physical well-being of workers within NAFTAL UNMO," and reject the alternative hypothesis: "There is a statistically significant impact less than or equal to 0.05 between the physical work environment and the physical well-being of workers within NAFTAL UNMO."

Table 4 :

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,426[a]	,181	,160	,80318

a. Predictors: (Constant), WorkOrganisation

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5,430	1	5,430	8,418	,006[b]
	Residual	24,513	38	,645		
	Total	29,944	39			

a. Dependent Variable: SubjectiveWellbeing

b. Predictors: (Constant), WorkOrganisation

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2,098	,571		3,678	,001
	WorkOrganisation	,438	,151	,426	2,901	,006

a. Dependent Variable: SubjectiveWellbeing

As for our 4th secondary hypothesis, according to table 4, According to Table 31, we note that the F-value is 8.418 and the Sig value is 0.001, which is less than 0.05. This leads us to accept the alternative hypothesis: "There is a statistically significant impact of less than or equal to 0.05 between work organization and the subjective well-being of workers at NAFTAL UNMO," and reject the null hypothesis: "There is no statistically significant impact of less than or equal to 0.05 between the physical work environment and the physical well-being of workers at NAFTAL UNMO."

Table 5 :

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,603[a]	,363	,347	,70822

a. Predictors: (Constant), ProfessionalAchievementDevelepment

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10,884	1	10,884	21,699	,000[b]
	Residual	19,060	38	,502		
	Total	29,944	39			

a. Dependent Variable: SubjectiveWellbeing

b. Predictors: (Constant), ProfessionalAchievementDevelepment

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1,588	,470		3,383	,002
	ProfessionalAchievementDevelepment	,570	,122	,603	4,658	,000

a. Dependent Variable: SubjectiveWellbeing

As for our 5th secondary hypothesis, according to table 5,we observe that the F-value is 21.699 and the significance level is 0.000, which is way less than 0.05. Based on this scale used in the study, there is a relationship between professional achievement and development and subjective well-being. This leads us to accept the alternative hypothesis, "There is a statistically significant impact at the level of significant less than or equal to 0.05 between professional achievement and development and the subjective well-being of workers within NAFTAL UNMO," and reject the null hypothesis, "There is no statistically significant impact at the level of significant less than or equal to 0.05 between professional achievement and development and the subjective well-being of workers within NAFTAL UNMO."

The table also shows the R^2 value (0.363), indicating that 36% of the variation in the value of professional achievement and development can be explained by subjective well-being, with a correlation level of 0.603.

The B value is 1.588, meaning that each one-unit increase in professional achievement and development corresponds to a 1.588 increase in subjective well-being. The T value (4.658) and the sig (0.000) indicate the statistical significance of the impact.

Table 6 :

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,985[a]	,969	,969	,15512

a. Predictors: (Constant), work life balance

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29,029	1	29,029	1206,356	,000[b]
	Residual	,914	38	,024		
	Total	29,944	39			

a. Dependent Variable: SubjectiveWellbeing

b. Predictors: (Constant), work life balance

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	,023	,109		,209	,835
	work life balance	,662	,019	,985	34,733	,000

a. Dependent Variable: SubjectiveWellbeing

And finally, for our 6th final secondary hypothesis (work life balance significantly impacts the well being of employees) , according to table 6, we observe that the F-value is 1206,356 and the significance level is < 0.001, which is less than 0.05. Based on this scale used in the study, there is a relationship between work-life balance and subjective well-being. This leads us to accept the alternative hypothesis: "There is a statistically significant impact, less than or equal to 0.05, between work-life balance and the subjective well-being of employees at NAFTAL UNMO," and reject the null hypothesis: "There is no statistically significant impact, less than or equal to 0.05, between professional achievement and development and the subjective well-being of employees at NAFTAL UNMO."

The table also shows the R^2 value (0.969), indicating that 96% of the variation in the Work-Life Balance score can be explained by subjective well-being, with an estimated correlation level of 0.985.

The B-value is 0.023, meaning that each one-unit increase in work life balance equates to a 0.023-unit increase in subjective well-being. The T-value is 0.209, and the sig value is <0.001, indicating statistical significance.

Table 7 :

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,667[a]	,445	,431	,66512

a. Predictors: (Constant), Overall quality of life at the workplace

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13,499	1	13,499	30,515	,000[b]
	Residual	16,811	38	,442		
	Total	30,310	39			

a. Dependent Variable: overall well being of workers

b. Predictors: (Constant), Overall quality of life at the workplace

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-,100	,689		-,145	,886
	Overall quality of life at the workplace	,988	,179	,667	5,524	,000

a. Dependent Variable: overall well being of workers

And finally, for our main hypothesis, which claims that there is a significant impact of overall quality of life at the workplace on employees well being, and according to table 7, We observe that the F-value is equal to 30,515 and the significance level is < 0.001, which is less than 0.05. Based on this scale used in the study, there is a relationship between quality of work life and worker well-being. This leads us to accept the alternative hypothesis, "There is a statistically significant impact of less than or equal to 0.05 between QWL and worker well-being at NAFTAL UNMO," and reject the null hypothesis, "There is no statistically significant impact of less than or equal to 0.05 between QWL and worker well-being at NAFTAL UNMO." The table also shows the R^2 value (0.445), which indicates that 45% of the variation in the value of quality of work life can be explained by worker well-being, with an estimated correlation level of 0.667.

There is a positive and statistically significant relationship between overall quality of life at the workplace and overall well-being of workers ($B = 0.988$, $\beta = 0.667$, $p < 0.001$).

D/ Final Interpretation of the results of this project :

The empirical results confirm a statistically significant positive relationship between Quality of Working Life and employee well-being. Improvements in work organization, job content, and physical working conditions were found to have the strongest effects on subjective and physical well-being, while social relationships and work–life balance significantly influenced social well-being. These findings indicate that Quality of Working Life constitutes a strategic determinant of employee well-being and organizational health.

As for the insignificant impact that we got after testing our 2nd secondary hypothesis, Since we are talking about subjective well-being, we can explain it in terms of how NAFTAL workers think about their opinion on the meaning and content of the work they do.

As for the insignificant impact we got after testing our 3rd secondary hypothesis, there are other factors that affect the physical well-being of workers, in addition to the physical work environment. Although studies such as Nielsen's (Karina Nielsen, 2017) show the impact of workspaces on well-being, the reason for the lack of a relationship is due to the adverse health effects on workers who have worked for a long time at Naftal. Despite the fact that the company provides comprehensive safety, security, and comfort equipment in the workplace, the nature of the work in the maintenance unit for extended periods affects the health of maintenance workers over time, unlike administiation workers. The reason may also be related to the health status of workers because of their daily routine.

F/Final ranking : on this section, we will be ranking the impact of each QOL metric on the overall well being of employees based on weakest to strongest using the calculated standardized B value and significance level.

6.Work life balance : Surprisingly so, work life balance ranks the lowest, while statistically significant, the latter seems to impact very little on the well being of employees from our analysis of our sample ; while work life balance matters so much for achieving the desired low employees turnover rates, its statistical impact is weaker compared to structural and organizational factors.

The figure below shows moderate data clustering on the 4th scale point of our likert scale (1= very low, 2= low, 3= average, 4=high, 5=very high).

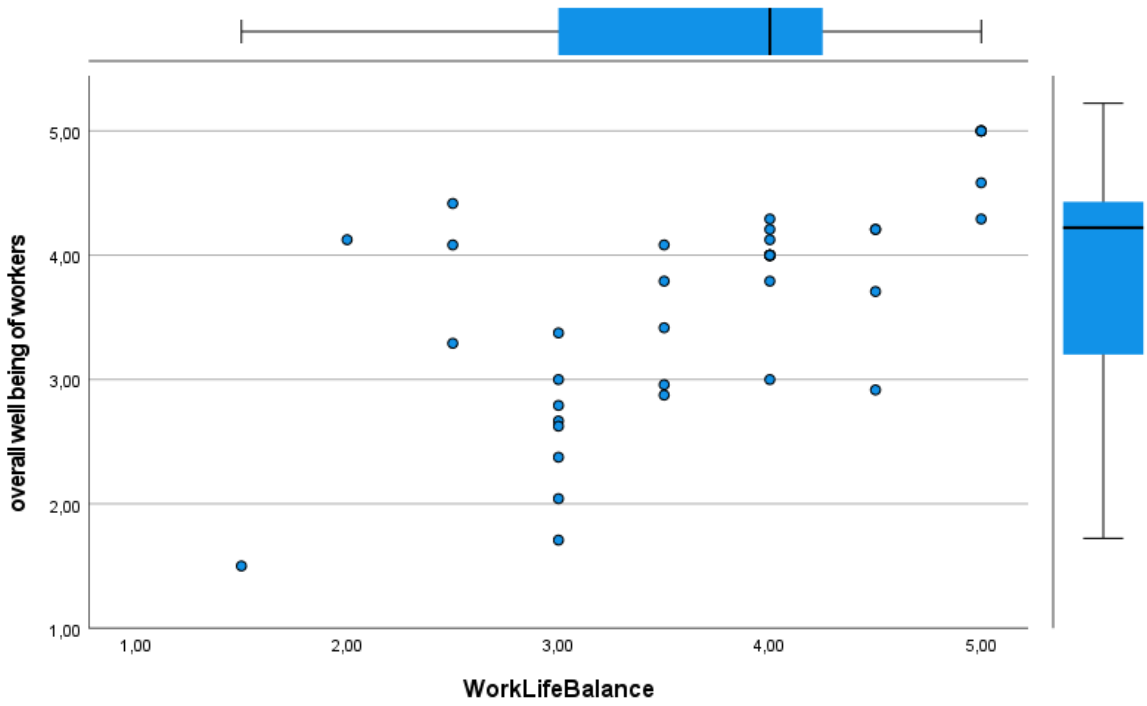

Figure 1 : regression plot of work life balance impact on overall well being of employees.

5.Professional Development: While crucial for employees motivation and talent retention, the impact of professional achievement and development remains a significant element for overall workers high desire to contribute positively for the organisation, given our low beta score for the test compared to the top three, it seems that career growth opportunities improve well-being, but less than organizational structure and job content.

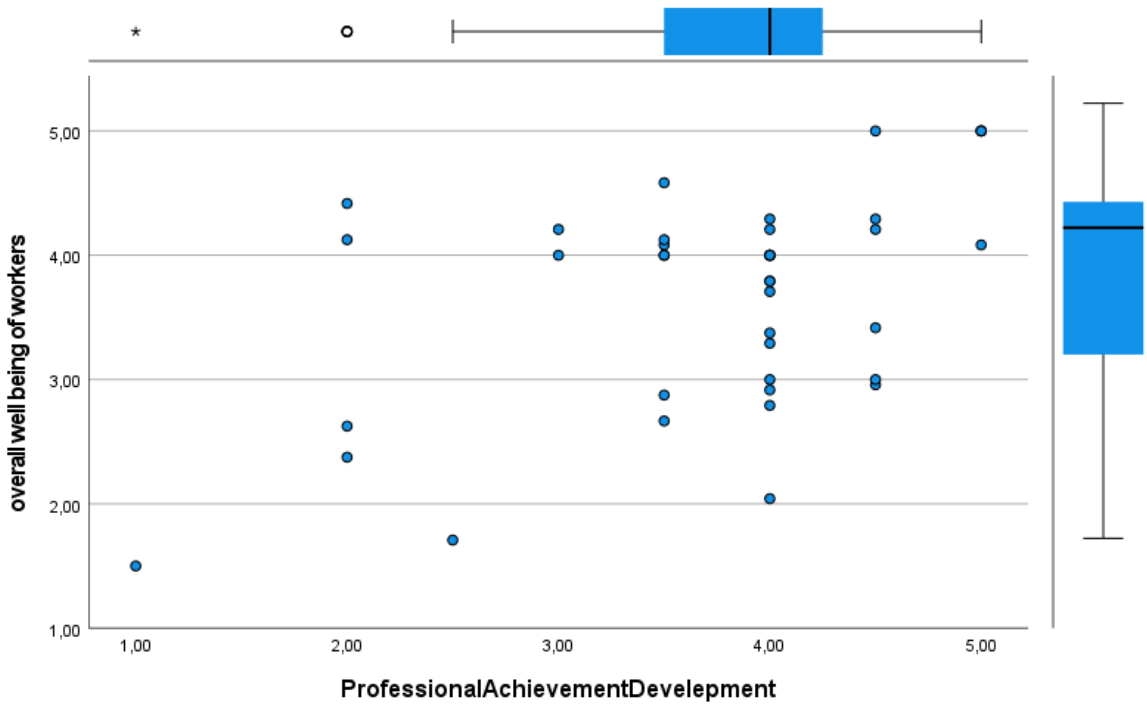

Figure 2 : Regression plot of professional achievement and development impact on overall well being of workers

4.Social & professional relations : Coming at 4th place, employees professional relations shows stronger effects on overall well being of our sample of experiment, hinting at the importance of soft skills,Positive relationships and teamwork in improving the sense belonging and emotional stability.

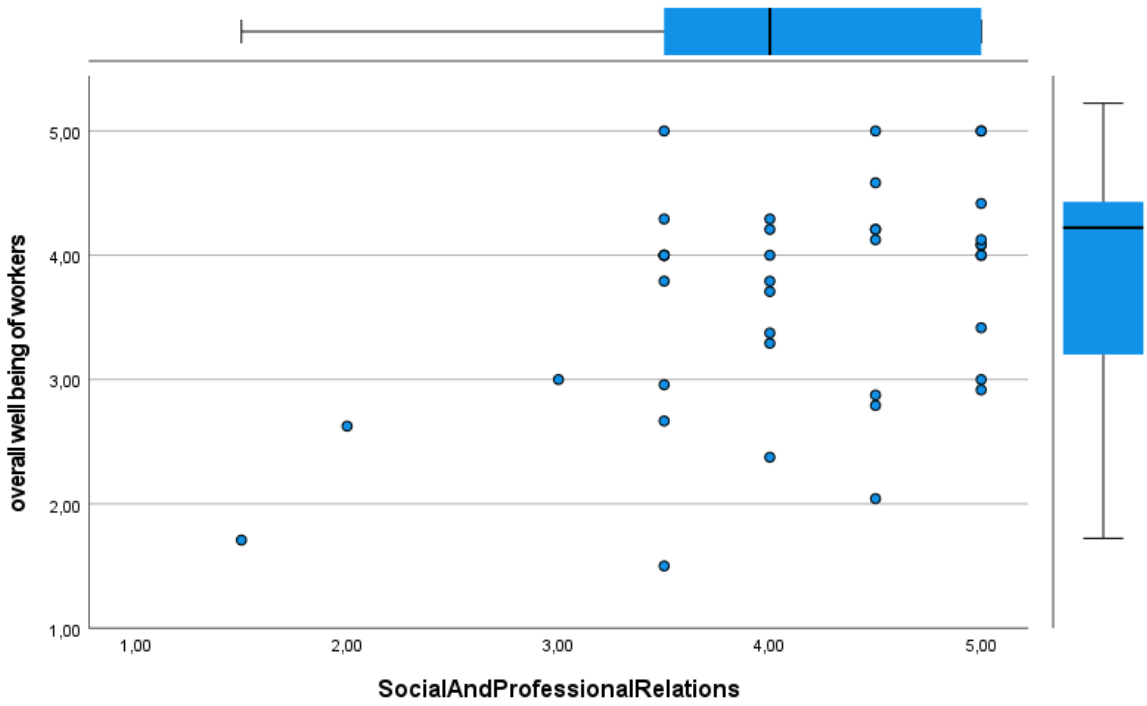

Figure 3 : Regression plot of Social and Professional relations impact on overall well being of workers

3.Physical Work Environement : Ranking 3rd on the ranking, our test shows very good impact of the workplace's work condition, safety and comfort on the well being of workers, proving that things as simple as desk setup, temperature, lighting..etc can very much affect the well being state of workers and health.

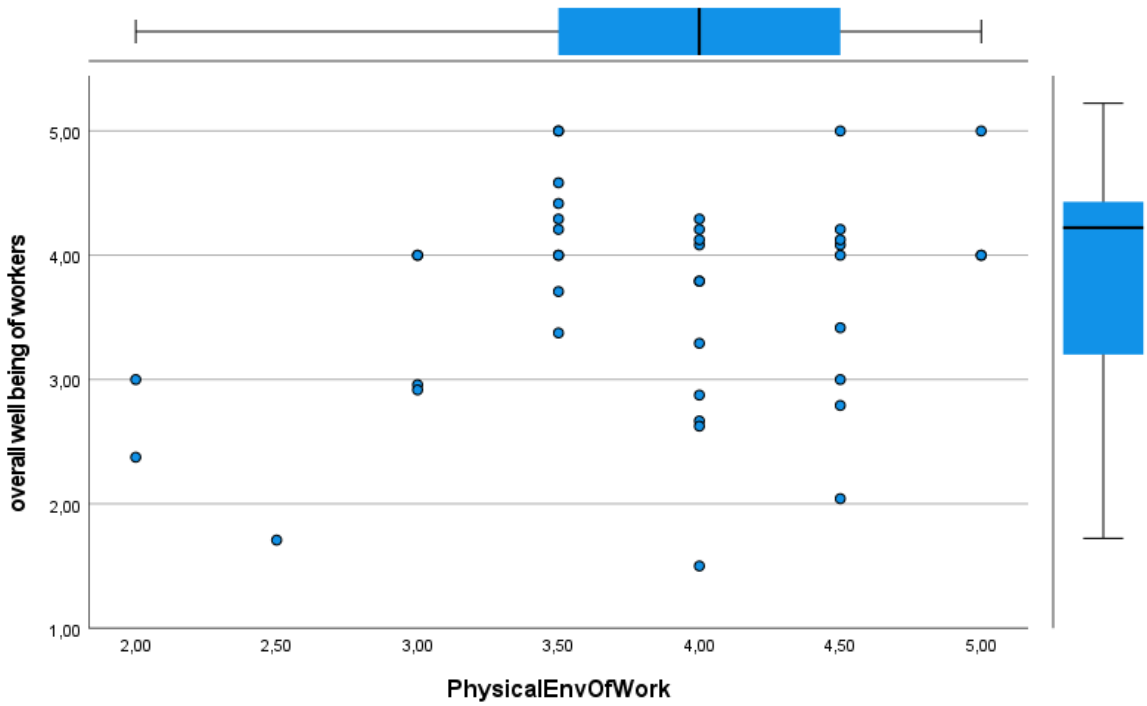

Figure 4 : Regression plot of Physical environement of work impact on overall well being of workers

2.Job content : Coming at the second place, job content is the real add value that each member of the organization provide, our analysis shows very high statistical impact of the meaning of work and engagement on the overall well being of workers, highliting the emphasis of effective talent orientation and career guidance to ensure emotional and psychological well being of employees in the future.

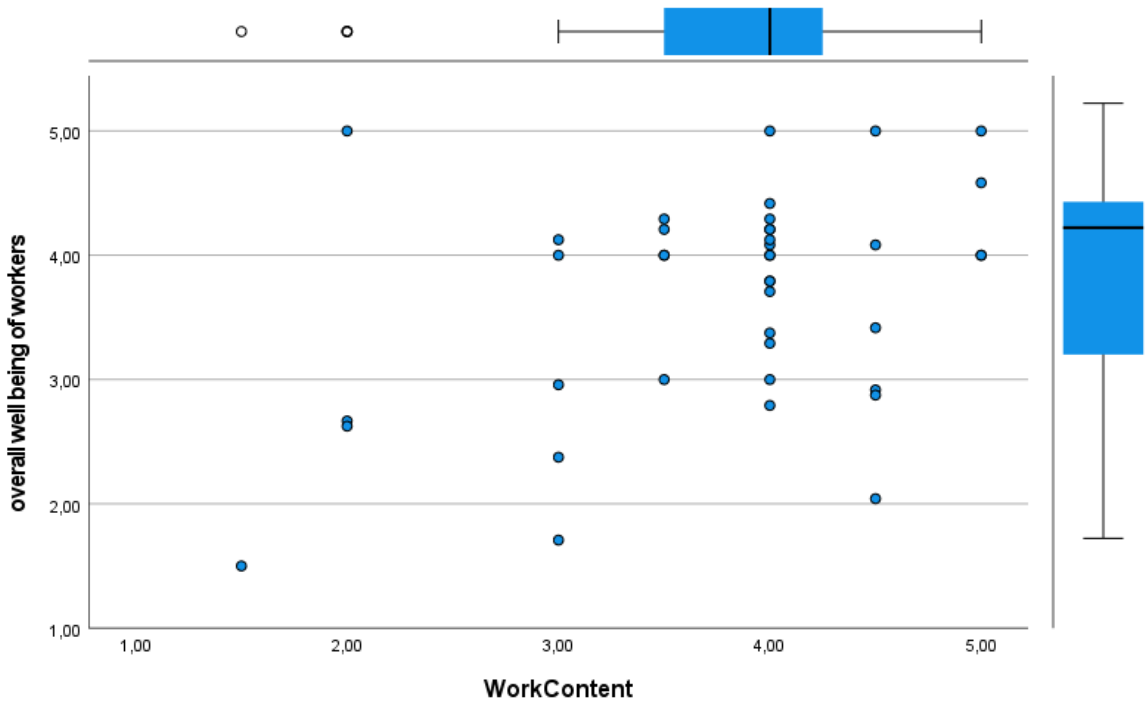

Figure 4 : Regression plot of Work Content impact on overall well being of workers

6.Work Organisation : Topping the list, work organization is the company's responsibility of improving task clarity, workload distribution, and organization structure, our analysis shows this latter to have the most influence on the ovr. Well being of employees compared to the rest of our QOL elements tested for this analysis.

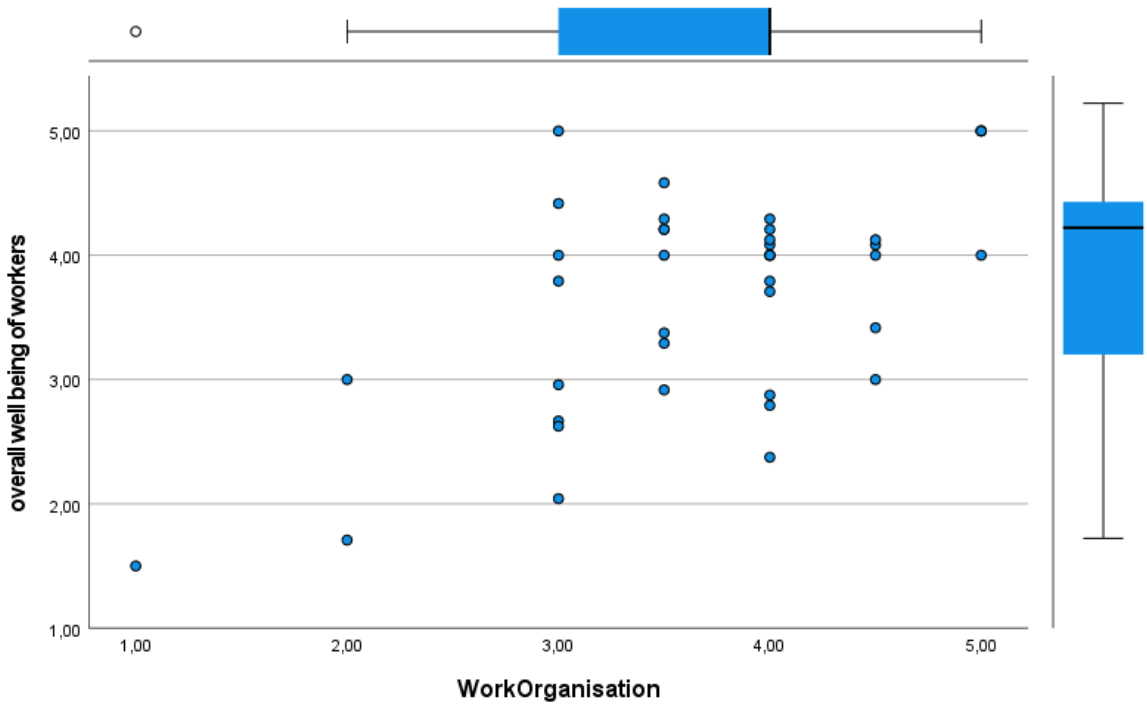

Figure 5 : Regression plot of Work organization impact on overall well being of workers

Rank	QOL dimension	Impact strength	Interpretation
1	Work organization	Very high	Clear structure and task organization have the strongest effect on overall well-being.
2	Job content	High	Meaningful and engaging work significantly improves well-being.
3	Physical Work Environement	High	Safe and comfortable conditions strongly enhance physical well-being.
4	Social & Professional relations	Moderate-high	Positive workplace relationships improve social well-being.
5	Professional development	Moderate	Growth opportunities contribute positively but less strongly.
6	Work life balance	Moderate	Balance policies matter, but their statistical effect is comparatively lower.

Table 1 : Ranking of each QOL dimension

G/Summary :

Quality of life and employees overall well being shows to be highly correlated, by reaching the final conclusion of this project aimed at measuring the impact of the QOL on well being of workers, we can confidently say, based on the previous analysis,our metrics used to determine QOL aspects (professional and social relations, work content, physical environement of the workplace, work organization, professional achievements and developement, work life balance) seems to positivly impact the aspects of workers well being (subjective, social and physical well being.

By positioning QOL as lever for Improving employee well-being, enhancing organizational health, Supporting talent retention and performance, the organisations can benefits from increased employees overall satisfaction by reducing turnover rates, optimizing performance, and promoting attractive workplace culture.