

عنوان مقاله:

Comparison of Relationship between Quality of Public Life and Quality Dedicated to Working Life in the Presence of the Mediator role of Work Conflict: A Multi-Group Analysis

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خلاصه مقاله:

Background and purpose: The concepts of work and life have the strongest and most effective relationship with individuals and society, and making a balance between them can have a direct impact on the achievement of organizational goals. The purpose of this study was to compare the relationship between quality of public life and quality dedicated to working life in the presence of the mediator role of work conflict. Materials and Methods: This applied study was conducted by implementing a descriptive-analytical method in ۲۰۱۷. The study population consisted of ۳۵۱ working women in the health sector of Mazandaran University of Medical Sciences, who were selected using stratified sampling method. The survey tool was a standard questionnaire which was used to collect the data, and then the collected data was analyzed by SPSS ۲۴ and AMOS ۲۲. Results: The relationship between quality of public life and quality dedicated to work life in the job groups of women's healthcare providers ($P=۰.۰۰۰۹, t=۳.۵۹۲$), nurses and midwives' job group ($P=۰.۰۰۹, t=۲.۵۹۵$), and women's technician/health expert working in health sector was significant ($P=۰.۰۰۲, t=۳.۱۰۴$). Whereas, there was no significant difference between the average quality of public life ($P=۰.۱۱۷, F=۱.۷۸۸$) and the quality dedicated to working life among the employees with different job titles ($P=۰.۵۹۲, F=۰.۷۴۲$). At the same time, the average of work conflicts was significantly different among different occupations ($p = ۰.۰۰۹, F=۳.۱۵۲$). Conclusion: The results showed that the relationship between quality of public life and the quality dedicated to work life varies from one job group to another. As a result, with proper planning aiming at increasing the quality of public life, an increase in the quality dedicated to work life and a reduction in their work conflicts can be seen.

کلمات کلیدی:

Quality Of Life, Quality of Working Life, Work Conflict

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