

ABSTRACT

Quality of Work life (QWL) is defined as how employees feel about their work environment and maintaining relationships with each other. QWL tries to create a healthy work environment for human being to achieve organizational objectives.

The modern hospitals are giving more importance to bench marking, work pressures and workload. Due to the arrival of new diseases, the role of nurse's work load and work pressure increases. Majority of the hospitals are operating with less number of nurses. But the nurses are not sharing their problems with their co-nurses or spouse. The most affected nurses are woman nurses because of their dual role. Child care, elder-care and family care responsibilities also rest on the shoulders of the women nurses. All these affect the potential source of life satisfaction. The ultimate aim of hard work is defeated by work-pressure. It not only affects the family life but also the work life.

In the present study the QWL of nurses have been measured with the help of 10 important factors namely wages and salary, training and development, career development, recognition, security, safety measures, work schedule, interpersonal relationship, job content and working environment.

The population of the study is the number of the private and the public hospitals in the Dindigul District. The Dindigul district consists of 14 administrative blocks. The numbers of hospitals which render the medical services have been collected from the office of Joint Director of Health Services, Dindigul district. It is classified into Private Hospital nurses (PRHN) and Public Hospital nurses (PUHN). Sampling design was purposive sampling. The sample size of hospital selected for the present study is 640.

This study found that the level of perception on QWL factors, HRM practices at their units and various outcomes of QWL among the nurses in PRHN is lesser than the PUHN. It represents the work environment to both PRHN and PUHN are same. The level of perception on it is completely different among the PRHN and PUHN. It reveals the need for analysing the causes of such differences and also the ways and means to reduce such differences with the help of suitable policies even though it may be discriminating policies.

This study finally concluded that the higher implementation of HRM practices at the hospitals results in better outcome of quality of work life among their nurses. Since the cost of recruiting and training new nurses is expensive than the cost of retaining existing nurses.