

Abstract

The Quality of Work Life (QWL) plays a critical role in optimizing human resource utilization, improving service quality, and reducing costs while enhancing job satisfaction and motivation among nurses. The healthcare sector, experiencing rapid growth due to population dynamics and lifestyle changes, faces significant challenges in managing QWL for its nursing professionals. Nurses often contend with extended working hours, mandatory overtime, exposure to health risks, and heightened stress levels, leading to job dissatisfaction, high attrition rates, and low morale.

This study examines the QWL of nurses in Dindigul and Madurai districts, addressing key questions about their ability to balance work and life, demographic influences on QWL, and factors affecting both work and life quality. Despite challenges, findings reveal that nurses generally perceive their QWL positively, influenced by demographic factors such as age, marital status, experience, education, and hospital characteristics.

Critical determinants of work quality include promotional policies and union participation, while life quality is heavily influenced by support from family, society, and friends. Life quality components emerge as more significant than work quality components in determining overall QWL. The study identifies a strong positive correlation between work and life quality, confirming a balanced work-life dynamic among the nurses studied.

Regression analysis demonstrates that improved QWL enhances nurses' workplace performance, emphasizing the need for targeted HR policies. Recommendations include designing supportive policies to address job stress, ensure job safety, and promote a healthier balance between work and life. These insights provide actionable strategies for healthcare institutions to improve QWL, fostering better performance and retention among nursing professionals in an evolving healthcare environment.