A CONCEPTUAL MODEL: THE CHAIN OF QUALITY OF WORK LIFE

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Abstract
In order to produce and provide services using major resources means labor, capital and technology is inevitable and according to emphasis majority of scholars, the doers, industrial works and services ie human resources are vital and most fundamental sources. The reason is that in this paper, quality chain of work life to form a conceptual model will be introduced to management world rather than expression of a classic and traditional quality of work life. The purpose of this paper is to present a new efficient model for 360-degree view of quality chain of work life and its relationship with employee productivity of industry and services and ultimately to increase productivity at different levels of activities. The research method is descriptive and type of research is library. Management scholars in the field of industry and services and the combination of the two can benefit from the proposed model with maximum efficiency and create great changes in the lives of its employee’s quality chain. It is predicted that the concept of work life quality chain model will create a revolution in the field of management.

Keywords: Chain Model Quality of Work Life, Productivity, Conceptual Model of Comprehensive, Multi-Dimensional.

1. Introduction
Tai Chi Ohno says in the definition of waste ""Waste in the organization can is created by resources following: time, equipment, space, inventory, bureaucracy and human resources". As readers are aware that waste of human resources has a negative effect on other sources and organization without human or human resources can be likened to a modern cemetery. The amount of waste generated in supply chain of production and service will take multiplier. Basically, the philosophy of improving the quality of life in areas of industry and services based on eliminating waste of human resources and increase productivity has been formed in this way. In such a view belief is on this basis that improving the quality of work life are leading to increase productivity and to increase productivity leads to feelings of success and this feeling makes more work motivation. In figure (1) this concept shown well.
In this model, satisfaction is an important part of quality of work life and its relationship with quality of work life in the figure mentioned indicates this fact. Two-dimensional definition about quality of work life offered in industry and services that seems necessary presenting it in the introduction. Objective definition of quality of work life is a set of real working conditions and workplace in an industrial or non-industrial. Such as salary and benefits, welfare facilities, health and safety, participation in decision-making, democracy, administration, to be diverse and rich of jobs and.... Subjective definition of quality of work life is thinking and attitudes of people from the quality of life in general and the quality of work life in particular. In other words, the quality of life for every individual or group of individuals with similar culture and attitude has their specific characteristics. In a general definition can say that quality of life in the workplace means mental image and understanding an organization's employee from physical and psychological utility of working environment. Elsewhere quality of work life is defined as the degree of utility and satisfaction that individual and every member of the company have due to its experience and its efforts to meet the individual needs. What should be emphasized in the above definition is view of (J. Stacy Adams) that according to his Equity Theory, only the existence of some of quality factors in work-life is not that leads to utility, but imagines and perception of human resources from establishment of justice about the field of their supply will be affect favorable factors and employees' satisfaction. As it became clear in previous studies quality of work life in general has been based on a two-dimensional pattern and now these dimensions have not had much development. Physical dimension is related more studies of ergonomic and engineering of human resources and workplace psychological dimension is emphasis of physical dimension of work life quality on environmental conditions, equipment, type of work and how the division of work and the psychological dimension of quality of work life relies on formal and informal communication. Thus empty space of a meta-model and 360 degree is felt in here. The author tries to solve this problem very strategic with creation and the introduction of the multi-dimensional of quality of human life in the workplace.

(2) The necessity and importance of research
People in today's world communicate two types of communication: with oneself, with others. Cause of the author enthusiasm for such a study and necessary of creating meta-system model quality of human life in organization and other life environment that justifies most models ignored, is the importance of other dimensions of life which has mixed as meta-system together. Island attitude in this field of studies have created irreversible harm to humans and organization and environment and society that is outside the scope of this article. "The facts speak for themselves" Human life in manufacturing and service companies, despite the studies and recommendations made is filled with feelings of emptiness and lack of human identity. This assertion arises based on objective observations of author and academic colleagues and even final consumers and coincides with the semi-guideline interviews this neglect has been told to him by the totality of organization. As a result of this lack of attention can be easily ineffective performance related to dimensions of Meta another system. Therefore, it can be
argued that the main reason for the failure of many of the techniques improving the quality of working life have been diminishing view, lack of attention and hollow rhetoric by managers to psychological dimension quality of life on the one hand and lack of recognition of other quality of human life in interact environment directly with the workplace. Keen attention to the physical dimension of human life in the organization can be perfectly understood by observing strategies for improving physical dimension quality of life in the workplace. So exploratory studies of researcher suggest that in order to improve the quality of working life are provided so far different strategies to plan the best work environment that constitute the physical dimension quality of work life such as: the use of computers and computer systems in the workplace and office automation, job design (job development, job enrichment and job rotation) the use of robots in the workplace to do things, ergonomics and workplace design, and biotechnology that design according to the dimensions of environment include:

1. Improving workflow
2. The reduction of repetitive physical movements
3. Set the brightness of workplace
4. Allowing staff to use pictures or favorite plants at work (in clear framework)
5. Use of exhilarating color and refreshing in the workplace
6. The allocation of a personal office to employees
7. Reorganization of staff, adaptation or replacement of equipment, parts and work space
8. Put people each working group together in a way that enables be easily interact.
9. Setting office furniture in a way that be consistent with the physical activities of employees.

In total, the creation of appropriate adaptation between man, machine and the environment of work as part of the physical quality of work life is led to spend less time for learning and higher productivity. Despite the plethora of the quality of work life factors, most scientists believe that following cases can be considered as common factors to the subject matter: the challenge and the interest of jobs - clean, quiet and enough light in the workplace - defined working relationship, open and multi-dimensional and quite far from the frictions and destructive tensions- the availability of suitable tools - the staff involved in information-redesign and job enrichment - a fair distribution of rewards and prizes- commitment and job security of employees - employees fair wages- monitoring and intervention at a minimum - contribute to important members of the organization- improving human skills and continuous training them- employee participation in technology development of organization - a clear path of progress - conformity between job pressures and capacity of employees.

3. Research Background

Human resource productivity and its measurement

According to in opinion of Dr. Tordal "president of the World Confederation of Productivity" references of productivity includes 800,000 article and more than 5000 books. However, overall concept of productivity that has result and abstract of relevant concepts is presented by the author as follows: Human resource productivity is defined as the sum of the efficiency and effectiveness of human resources (individual, group, organization, and nation) in a certain time period. In this definition efficiency is as the ratio of actual output to real input and the concept of effectiveness is the achieving their targets and philosophy of organization. Amount of productivity is one of the most influential factors in estimating the time and cost of implementing a project. (Hwang, S. and Liu, L.Y. 2010) In theory of growth, productivity is considered as one of the most important factors of economic growth. (Sedigheh A et al, 2015) Thus, human resources should act in dimensions (individual, group, organization, and nation) with maximum effort in order to achieve the objectives arising from the philosophy of relevant
system. Human resource productivity is the maximum appropriate use of labor in order to their guidance towards the organizational goals with minimal time and cost. (Jajri, I., Rahmah, I. 2010) Without efficient individuals is impossible achievement of organizational goals. Human resources play a vital role in the growth, dynamism and development, or defeat and destruction of organization. (Shapira & Tsemach, 2014) based on social exchange theory, employees who feel support, will increased their organizational commitment and manifest more good citizenship behaviors. (Cheung, 2013) Organizational empowerment has significant impact on job satisfaction, affective commitment, and psychological empowerment. (Kazlauskaite, 2011) A deeper understanding of the factors affecting labor productivity can enable managers to more effectively allocate limited resources. (Maresova, 2010) Performance evaluation has a significant impact on employee productivity. (Gichuhi et al. 2013) Talent management is said to a set of activities that the employer will do for hiring, training, development and overall handling staff. (Kahan. 2010) talent management encompasses all activities of human resource management. (Sinnoor & Agadi. 2013) Existence of directors, employees and development oriented human resources organization is led to improve performance and increasing staff productivity. (Hao Zhao Z, Seibert S, Lumpkin G. 2010) Administrators can by creating job satisfaction among employees and improving their performance achieve to organizational goals in order to all-round development. (Voon M. 2011) Dynamic and highly innovative in today's business environment, employees has become to the most valuable assets an organization and in this space the right method of human resources management is method to use this valuable potential and increasing productivity of organization. (Antwi J O 2016) Key to human resource productivity is identify, recruit and retain of excellence staff for achieving the goal of improving productivity have proved its value as a strategic partner of organization. (Lajevardi, Rahim-nia, Mortazavi, Kordnaij, 2016) The proposed definition suggests a general definition of productivity and to operate measures productivity should considered indicators for measuring the efficiency and effectiveness that following the discussion is focused on:

Criteria for measuring Human resource productivity

A- Individual productivity: the ratio of work done by each individual to spent time by the same person.

b- The group productivity: the ratio of work done by the group to the total time spent by members of the same group

C- Organizational productivity: the ratio of work done by the organization (production of goods or provision of services) during a specific period of time on human resources spent (total personnel) in terms of man-hours, weeks or months.

d- The national productivity: ratio of production or national income to active human resource or employed manpower.

Interaction between productivity and quality of work life in term of common attitudes:
No doubt the existence of welfare factors and providing livelihood guarantees largely comfort thinking and peace of mind of organization employees. But will it sure lead to increase productivity of human resources? And must managers consider this relationship one-way? Human is complex with endless capabilities that from potentiality to actuality these abilities by studying his mental, beliefs and values, as well as the study of its physical properties will guide us in relationship between productivity and quality of life of employees' work environment.

Human resource management systems in the field of quality of work life with closed vision hides many talents and in this type of management will be destroyed weak point of man with
failure and frustration. Working life style as a psychological factor in the workplace can boost employee productivity (Jose & Mampilly, 2014).
The main purpose of human resource management is to maximize productivity by optimizing the effectiveness of employees (Ali A, Mansour Z, 2016).
Mutual relationship between productivity and quality of work life in existing theories shows a basic attitude according to Figure 2:

![Figure 2](image_url)  
Figure 2  Mutual relationship between productivity and quality of work life (Mirsepasi, 2010)

In figure above mentioned is displayed relationship of interactive, progressive. Rational justification of this model isn't based on theories of behavioral science, especially some of difficult motivational theories.
A result of discussions in relation to correlation between quality of work life and productivity is shown in figure 3.

![Figure 3](image_url)  
Figure (3) simple model of the relationship between quality of work life and productivity (Gilani Nia, 2016)

In the above-mentioned factors of quality of work life and improve them has a direct effect on increasing productivity of individual, group, organization or nation and is ignored the effect of confounding factors. The next model is model of (Kumar; Sahoo & et al, 2013) that has analyzed partially the studies related to the quality of human life in the organization and has studied the impact of employees internal communications on the quality of their work life and concludes that internal and external interactions of employees affect quality of work life such employees. In figure 4 contacts of this paper understand ultra-distance model proposed in the paper with this model relatively easy.
Techniques of improving the quality of work life cause that employees during their working hours, with the full approval of employers can easily organize and do working time of items related to families and their opportunities. Aware employers have realized that if allow to employees to spend hours to obtain resources to improve their living standards, this result will increase their productivity and conscientiousness. In research conducted in this report of consulting sector «American a Work 2002 Aon» found that employees who their companies allow to them for devote one to eight hours their working to issues related to life activities in a week, had significantly more committed to their employers. Improvement in the quality of work life by considering features of family life provide constantly new offer for managing real life and work at the same time and include various dimensions such as: creating opportunities and entertainment (arts, sports activities, education, movies, books and music), family and comfort (programs related to parents and children, museums, family entertainment, after-school activities, etc.) Personal services (insurance, loans, bill payment, service of the mission, vacation, home mortgage, etc). The concept of quality of work life is familiar to largely based on a system of thought in organizations that increases self-esteem in all staff and introduce change in organizational culture to them and guarantee their physical and mental health.

Some organizations in quality of work life programs intended to raise employee trust and solve problems in order to achieve employee satisfaction and efficiency of their organizations. Results show that motivation and environmental factors, proper physical conditions of the workplace, convenient tools and equipment, clean and refreshing work environment has a high impact on the efficiency of human resources (Hutson, G., Montgomery, D., Caneday, L. 2010)

Thus, the concept and application of quality of work life was so much more from their jobs and all also include other dimensions of life but it should considered things that people are doing important sources of satisfaction for them.

Attention to the quality of work life is done different but in line that with closer the possibility of workers, management and trade unions creates an important issue. If employees do not feel pleasant in their professional life and lose commitment to their organizations, may attempt to sabotage, absenteeism, drug use and the various conflicts. Also employees' dissatisfaction from the quality of work life may be due to lack of employee identification, dull job, and poor relationships with colleagues and isolation caused alone working. The most important challenge of human capital that is barriers to enhance productivity of human resource include
mismatch expertise and skills needed jobs and structure of traditional and non-competition of the economy and the lack of serious interest in attracting specialized labor. (2012 Watts, S. and P. Stenner) The above analysis shows that the main objective is method of improving the quality of work, expansion of growth, prowling, participation, responsibility and control of all staff and also increasing job satisfaction, self-esteem and self-discovery and increasing fairness in staff and their ability to produce with all the energy it.

What is focused strategy to improve quality of work life?

Employment is the main features of a standard of living (World Bank. 2012) Quality and fairness are two good indicators for the job. (Ostermeier, M., & Linde, S. 2015) Strategy of quality of work life is sense of belonging; this strategy relies to commitment and employee morale during an unprecedented period of change and uncertainty.

Organizational citizenship behavior has a significant impact on increasing employee productivity and the development of organizational citizenship behavior is one component of organizational success in achieving a high level of productivity of human resources. (Rezai, H., Sabzikaran, E., 2012) Employees are most valuable resource and the main reason for the success and failures of organization and in the tumultuous world today more than ever are felt necessary of dedication, commitment and their innovative powers. Examining the dimensions and indicators in the field of decent work in International Labour Organization, to stabilize its approach are proposed human factors and regulatory requirements. (MacNaughton, G., & Frey, D. F. 2015) it is necessary that managers with giving freedom of action, effective management, promotion of motivation, power of self-management, training of in-service and division of labor based on merit and ability provide conditions that Employees consider their jobs valuable and have intrinsic interest to it. (Cummings, 2014) Talent management is uses organized of activities and a human resource management policy because people are more attracted and develops and is in the highest level of human capital. (Tarique & Schuler. 2010)

Talent management ensures that appropriate people with the right skills are in the right place. (Areiqat et al. 2010) With the passage of time received, skilled labor is higher than the equilibrium rate while unskilled labor gains wage less than current wage. (Sahoo & Thijs. 2012) Wage-efficiency rate are ultimately more economical than maintaining wage in level of the market-clearing rate. (Macphersona et al. 2014) In a study by the committee of architecture and the built environment and the Association of Great Britain offices was revealed that some simple things such as good lighting and proper brightness can increase productivity from 20 to 28%. (El-Zeiny, 2013) This strategy has three main objectives as follows:

1. Employee satisfaction
2. Strengthening training in the workplace
3. Better manage process of changes and developments

If these three objectives promote, thus organizational performance will improved and actions is done to achieve the mentioned objectives that are as follows:

1. The establishment of a model of work and family to suit work and programs of family and improvements of career and family programs
2. The establishment of the center of improving quality of work life in order to make place for reliable information about these strategies and related efforts
3. Board support of implementing the above strategy
4. Remove bureaucracy to save time and attention to information that are incompatible with working culture.

The executive methods applied to strategies are as follows:

A) Improve communication with employees
B) Strengthening family friendly programs
C) Providing access to information terminals
D) Increasing investment in job training in order to expand the knowledge and skills of employees
H) Evaluation of the effect of diversity management and a better design of changes process, evaluation and learning from changes implemented. Therefore it is necessary before provide cross-system model showing this relationship be addressed to the definition and constituent factors of other quality of life. Do great challenges cannot be started from here? Have such a comprehensive and integrated view of their quality of life ever been offered in the workplace? Do model of Super Gestalt for quality chain of work life cannot outdated all one-dimensional fabric studies about the quality of human life in the workplace or experience enormous developments in all fields of science? The author answers to all questions are yes because this study is not only a repetitive story! It is a fact and not reality. Dimensions entwined ignored by researchers worldwide in this domain that has butterfly effect in strategic planning and operational planning of human in organizations, is introduced precise and clear.

4. Research Methodology:
The research method is descriptive and type of research is library. It tries to use the semi-directive interviews, direct observation and Delphi technique to assess the validity and reliability of the model components. Management scholars in the field of industry and services and the combination of the two can benefit from the proposed model with maximum efficiency and create great changes in the lives of its employee's quality chain.

5. Definition of the variables and basic concepts used in paper
   Other quality of human life through strategic interaction with quality of work life and ultimately on human productivity and organization are effective.

A- Quality of family life  
B- Quality of social life.  
C- The quality of spiritual life (mental image of personnel and employees and the community of themselves and their values)
Since the other qualities of life of workers is implicit in qualities mentioned, to limit the scope of study has refused from their expression in this chapter.

The definition of quality of family life
Quality of family life refers to a set of living conditions of employees that in those circumstances, the individual as a member of a group affiliated play different roles while emotional and formal affiliation relationships and in order to implement each of the roles use the different communication patterns. However a result of this role be more successful, thus will increase the level of satisfaction and better quality of life and vice versa in case of loss or failure in the fields mentioned will reduced quality of life. Quality of family life in this definition is related to internal borders of family means group and direct members of the employee's family and in the context of family relationship dependent on group will be discussed in another part of life
Factors of quality of family life (factors considered by the experts in the Delphi technique)
1- Family background (originality)
2. Family welfare facilities (housing, cars, etc.)
3. Social status of family (family social position in comparison with other family)
4. Number of family members
5. Health and disease of family members
6. How to communicate of family members
7. Type of religious belief and the commitment to it
8. The level of interest in relation to each family member
9. Type of supervision and management in family
10. Clear goals and objectives of family members
11. Income and expenses of family
12. Planning or lack of planning in the family
13. Guide customs and culture in family

The definition of quality of social life
Social qualities is satisfaction or dissatisfaction resulting from outcome, the interaction of conditions and characteristics of families, organizations, social institutions in the economic, social, cultural, political of a specified area that during this outcome, if compatibility families and their members with other aforementioned variables is experienced more satisfaction and better quality of social life and otherwise it would be at a low quality of social life.

Constitutive elements affecting the quality of social life (factors considered)
1. Rules and regulations governing the relationships between individuals, groups, organizations, institutions of public and private
2. The ruling political system and its views in relation to society and the economy
3. The relationship between existing family (in terms of continuity or discontinuity)
4. Dominant culture and guide in community (seeking welfare, etc.)
5. The economic status of the population studied
6. The geographical and climatic conditions (in opinion of Ibn Khaldun climatic conditions affect mood)
7. Social groups in terms of culture and economy (form and division of social classes)
8. Diversity and or lack of ethnic diversity
9. Customs and dominant religion in society, etc.

Defining quality of spiritual life
Every person lives in the real world, in addition experience the other world inside. In fact, the five senses of human have been made appearance of physical as well as spiritual. This means that a person using his physical senses focuses to communicate and exchange information with the outside world and is established relationship using his five internal senses with the internal environment (memories).
As in the external environment of human perception is not reality and understanding diverse individuals of a single phenomenon is not equal, also a lot of experience change in internal environmental.
In explaining spiritual quality of life no factor cannot be helpful and introduction as well as the purpose and meaning of human existence. Because hidden the purpose and meaning in behind every human action. Whether people be aware or unwise to it, therefore, it is necessary that the different aspects of meaningful of human (employees) be discussed.
Logos is a Greek word that refers to "meaning" and logo therapy which by some writers has been called "third school of psychotherapy Vienna ". It emphasis on the meaning of human existence and seeking him to achieve this means. So logo therapy principles, trying to find meaning in life is the most fundamental driving force of each person in during the life. Human purposes are regulated based on the meaning of each individual to discover his/her life. It
should be noted that human efforts is regulated in the way to discover the meaning. Man effort to seek the meaning and value of life is not always balance and may be stressful, but this tension is a necessary and integral part of mental health. (Rush M, 2013) In a study as the crisis of spirituality concluded that people interested in spirituality have higher mental health. Great wisdom lies in Nietzsche said that "someone who found reasons of life will compatible with any Reasons ". Obviously only improving quality of work life cannot satisfied and the subsequent increase productivity. But existence of meaning and reason for existence of staff determines the center of gravity the quality of life and if high level of other qualities, without meaning and reason for the overall concept of life, satisfaction will lose its true meaning. If employees have high spiritual intelligence will be more willing to participate in organizational life and tolerate more easily non-ideal conditions of organizations and have more organizational loyalty. (Majid Sh, 2015, Akbar E) Also there is positive significant correlation between spiritual intelligence and emotional intelligence with self-efficacy. (Gupta M G, 2012) Employees who do not know the meaning worth and perpetuates of life, is suffered internal vacuum and emptiness of life. They are captive and caught in a situation that it is called «Existential Vacuum». Existential Vacuum is a very broad phenomenon recognized twentieth century and regardless of its analysis only talking of the quality of work life, it is considered improper. This is understandable and is the result of two factors. That man in his historical pathway to become humanity is overlooked it, First human after evolution and the separation of the lower animals lose drives and instincts that direct and guide and keep his animal behavior. (Nasina & Doris, 2011) In a study with title of the relationship between spirituality of workplace and organizational commitment concluded that there is a significant positive relationship between workplace spirituality and organizational commitment. This kind of security and comfort like eternity paradise was sanctioned forever him and the man was forced that choose what do actively. Second in recent developments human has suffered from other injury and does not guide customs and traditions and values of his behavior. Whatever impact of religion or social contracts reduce, man becomes more responsible and lonelier. Now instinct does not say him what should be done tradition tells how to behave and sometimes does not even realize what his desire is. Instead, he desires to do something that does others which is led to follow and coordination with community or do something that others want and ask him and more mechanized of modern life fortifies crisis. The meaning of life is changing from person to person, from day to day and from hour to hour. Thus, in the above discussion the meaning of life is not in general but everyone must understand the meaning and purpose of their lives in other moments. There is no abstract meaning that human life spent their life for finding it. But each employee has the duty and special mission in life which needed to fulfill it. Action and feeling of human resources not based on an image of the real objects but it is resulting from the picture that have in mind of these objects and about themselves, their world and the people around, have a particular mental image. Their behavior is determined by identifying these pictures.

Considering the above factors shaping the quality of spiritual life (quality of subjective image) human are divided into two categories: factors causing a strong and healthy mental image, factors of poor mental image and unhealthy. Whatever strengthening factors of a healthy mental image be more active, thus quality of spiritual life will be at a higher level and the impact of negative factors will be minimized. However, the positive and negative factors of spiritual life are presented as follows:
<table>
<thead>
<tr>
<th>Positive factors</th>
<th>Negative factors</th>
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<tbody>
<tr>
<td>Agreement</td>
<td>Aggressiveness</td>
</tr>
<tr>
<td>Identify situations</td>
<td>Loneliness</td>
</tr>
<tr>
<td>Pluck</td>
<td>Frustration, helplessness, futility</td>
</tr>
<tr>
<td>Benevolence</td>
<td>The feeling of insecurity</td>
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<tr>
<td>Self-respect</td>
<td>Feelings of uncertainty</td>
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<tr>
<td>Self esteem</td>
<td>Feeling of emptiness</td>
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<tr>
<td>Self-knowledge</td>
<td>Feeling of Resentment</td>
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It seems that in short, more accurate understanding and testing the conceptual model of cross-system hidden in mental image of employees from all dimensions mentioned. It means that if mental image of employees be altered at every level of the organization as a result of turmoil in other dimensions of quality of life, improving quality of work life as constantly and standard and repetitive for all employees will lose its positive impact on increasing the productivity. Therefore simple model of the interaction between quality of work life and productivity will replaced by more complex model that in the present study drawing and interaction model for quality of work life, productivity and other quality of life (as a meta-system model of human life in the workplace) is presented and is explained.
Figure (5) A model of integrated and comprehensive interaction between quality chain of work life, productivity and other quality of life. (Author)
In this model have been screened four major qualities of life along with productivity. Life qualities interact together and have undeniable impact on the quality of work life, at the same time organizational productivity has been affected by the outcome of these interactions.

Since the material presented is considered expression of a scientific research, several questions come to mind dear readers that it is the purpose of paper. Since the factors considered in the model are quite clear, the author has refused to explain in detail the concepts. In addition to a clearer understanding of the concepts presented will investigated some results of research done in the field of quality of work life as follows. Workload for all people, especially to all faculty members and employees graded are important issue. A total of 62% complain from workload as a source of severe pressure or relative.

Most of the personnel and faculty unnecessary controls in procedural steps and excessive attention to regulations and administrative formalities were considered a source of tension. The lack of opportunities for advancement and re development in term of view of most employees was considered source of tension.

6. Conclusions and Recommendations

According to research results presented full emphasis of respondents is focused on the external environment of the workplace and express them in a way that excellent quality for their satisfaction and motivation is not enough in the workplace! The balance between quality of work life and other quality of life should absolutely be considered. The main objective of paper is to introduce a comprehensive view to studies of quality of work life. So by making this model and identify its components have been completed this objective. Integrated model of figure 5 also clearly responds to questions presented in this paper and it is expected that future researchers test the conceptual model of integrated and comprehensive in the field of human resources management by considering the environment of planning in organizations and with contingency views and through the construction of a quantitative model create an efficient tool to improve the quality chain of work life. This will be the last words of the author on the paper.

Studies of quality of work life that are very simple will be convert studies of quality chain of human life in the workplace.

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