



## Quality of Work Life: A Proactive Empowerment Approach by Organizations A study of Quality of Work Life in Government and Private Organizations

### KEYWORDS

Quality of Work Life, Government Organizations and Private Organizations

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**ABSTRACT** *Today's workforce consists of literate workers who expect more than just money from their work.*

*In the modern scenario, Quality of Work Life as a strategy of Human Resource Management is being recognised as the ultimate key for development among all the work systems. This is integral to any organisation towards its wholesome growth. A need is arisen to re-design jobs to have the attributes desired by people, and re-design organizations to have the environment desired by the people. This approach seeks to improve Quality of Work Life. Close attention to Quality of Work Life provides a more humanized work environment. It attempts to serve the higher-order needs of workers as well as their more basic needs. It seeks to employ the higher skills of workers and to provide an environment that encourages them to improve their skills. The idea is that human resources should be developed and not simply used. This paper attempts to find out the quality of work life in government and private sector organizations. An attempt is made to understand the organization's approach towards all the Human Resource aspects. This study enhances the areas in which the organizations can go for a proactive approach through Quality of Work Life and ensure a climate of employee engagement.*

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