

The Relationship between quality of work life and job involvement in Telecommunication Employees of Gilan

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The main goal of organizations is improving the performance of employees Including Telecommunication of Gilan which is one of the key organizations in the field of providing services in the country. On the other hand many factors that affect employee performance. One of these variables is job involvement. Job involvement as an important variable is to increase the effectiveness of the organization. The higher the level of involvement of employees of an organization, it will also increase effectiveness. This study aims to examine the relationship between quality of work life and job involvement of Telecommunication of Gilan province. The independent variable is the quality of working life The dependent variable is employee involvement. In this study population, all employees of Telecommunication Company of Gilan. Field data collection methods as well as the questionnaire, which is completed after the received 241 questionnaires. In this study the validity of the questionnaire items using confirmatory factors analysis and Cronbach's alpha coefficient's were used to examine the relationship of reliability that the validity and reliability of the questionnaire approved and the relationship between the independent variables (dimensions of intellectual capital) and dependent variables (employee involvement) and the software laser was used for the analysis. The findings of this study indicate that other dimensions of social dependence of work life, positive and meaningful relationship between quality of work life and job involvement and Among the QWL, legalism most positive relationship with the job involvement of Telecommunication of Gilan Province.

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