

The effect of happiness on the nurses' quality of work life (QWL) in public hospitals of Rasht City, Iran according to demographic factors

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The lack of attention to employees' quality of work life is one of the challenges of management. This lack of attention reduces the organizational efficiency. Quality of work life is one of the most interesting motivating methods which pave the way for occupational richness that has roots in the employees and managers' attitudes. Quality of work life is one of important variables which have been taken into account by most managers who are seeking to improve the quality of their human resources. Quality of work life in hospitals is the researchers' one of major concentration. The improvement of quality of work life for personnel and physicians has been introduced as one of the most important factors to ensure the sustainability of health system. The high quality of work life attracts and retains the main employees in any organization. Work life is established based on the individual feelings about what is or is not desirable in the workplaces, and it is related to the current experience in both business and personal areas of life. Happiness is one of the most important indices in psychology and it has a great influence on the creation of human personality. Given the importance of happiness in the individual life and mental health, researchers have been attracted to this topic. The purpose of this research is to investigate the effect of happiness on the nurses' quality of work life (QWL) in public hospitals of Rasht City, Iran according to demographic factors. The research was a descriptive study. The statistical population is the nurses of public hospitals in Rasht. 266 samples were ed through non-probability sampling. A questionnaire was used to collect the required data.. Structural equations were used to analyze data. According to the obtained results, it was found that the happiness had a positive effect on the nurses' quality of work life according to their work experience and gender in public hospitals of Rasht City.

Keywords : Happiness , Work life quality, Payment rate , Management support , Security, Promotion opportunity, Professional development opportunity, Involvement in decision making

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