

ABSTRACT

The objective of the present study was to find relationships between organizational health (OH) parameters and the three areas of Quality of working life (QWL) - Job Satisfaction (JS), Life satisfaction (LS), and self perception of General health (GH). A major problem for this study was the lack of global definition of organizational health. Analogy was drawn between organizational health and human health to conceptualize the former since both could be conceived as open systems. Eleven attributes of the three broad areas of OH were conceptualized. The broad areas concerned were physical, mental and social well beingness of organization. In order to measure the attributes of OH, a scale was prepared. The respondent sample was drawn from the employees at all levels of two organizations in private and public sector respectively. The results suggested that employee perception of the QWL measures were higher in organization perceived to be having better OH in comparison to the other with lesser score on OH scale. The profile of healthy organizational characteristics were identified. Regression analysis revealed that organizational health attributes taken together accounted for maximum variance of JS than LS and

GH. It was found that one attribute of mental health (evaluation) and one attribute of social health (environmental awareness) failed to predict JS. Possible explanations of the findings are attempted.

Key words :

Organizational health, Quality of Working Life, Physical health, Mental health and social health.