**Significance of Quality of work life**

Quality of work life is defined as the favorable conditions and environments of a workplace that support and promote employee satisfaction by providing them with rewards, job security, and growth opportunities. In the 21st century, globalization had forced the economy to evolve towards services and information technologies, thus making employees as [organization](https://www.cram.com/subjects/organization)’s most valuable asset.Historically, work has been an important part in the life of human beings. It has been accepted that work influences individual’s affective states and well-being. Today, quality of work life (QWL) is viewed as an essential dimension of the quality of life.

Furthermore, a high QWL is crucial for organizations to attract and retain workers There is competition going on between companies to attract and retain quality human resource in order to be ahead of its competitors in a particular industry.Today in many organizations, employees are not satisfied with their work and they are after more meaningful duties. Quality of work life is one of the origins of organizational development. It is the combination of the interaction of science and art that comprise the social performance and the domain of scientific discovery.Moreover, the concept of quality of work life is related to the social technical systems in job enrichment which is associated with employee’s participation and responsibilities in its own place. As the ILO mentions in its global work report, there is no single definition for the concept of quality of working life which is accepted by everyone. Two important topics in the quality of work life are whether the quality of working life should be limited to work or it should be objectively evaluated. In UK the first topic has attracted most attention, especially among supporters of the modern theory of social-technical. Of principles, which holds that people are the most important resource in the organization as they are trustworthy, responsible and capable of making valuable contribution and they should be treated with dignity and respect.