Organization HRD activities as predictors of QWL perception: A study of bank employees

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In the present scenario of the world of work, human resource development (HRD) activities have become inevitably very important in quest of enhancing employees' quality of work life (QWL), subsequently leading to organizational effectiveness and development. In view of these assertions, the present investigation was endeavored to see the predictive influence of various HRD activities with employees QWL perception. In this regard, N=200 bank employees were taken from various nationalized banks of India. For measuring organization's HRD activities and QWL, measures were developed and administered. Stepwise multiple regression analysis (SMRA) using SPSS package was run to analyze the data. The results have shown that various facets of organization's HRD activities viz., employee management relations, organizational climate, organizational change, training and mutual-trust have emerged as significant predictors of bank employees' QWL. Moreover, it has also been found that significant facets of HRD activities were also found to have significant positive relationship with employees' QWL perception. At length, it is imperative to mention that HRD activities in the present day world of work are significantly very important for the larger benefits of individual employee as well as organization effectiveness which are most likely to enhance organizations' sustainability in the global competitive fray. The findings have been discussed keeping in view the Indian socio-cultural milieu.

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