



QoWL (Quality of Working Life)—What, How and Why?

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The term “QoWL” (quality of work life) has been used in academic literature for over 50 years and usually refers to aspects of the broader concept of quality of life that relates to the work setting. Typically, the conceptualisation of QoWL has incorporated job satisfaction and stress, but agreement on what else should be included among key facets has been hard to achieve. We provide here a brief overview of the development of the concept of QoWL, before considering evidence relating to its relevance in the workplace. We then describe the WRQoL (work-related quality of life) scale and provide an overview of the development of this measure and the psychometric properties of the six subscales. We go on to review evidence which indicates that, having defined and identified a method of measuring QoWL, how attention to this aspect of the work setting may lead to a range of benefits. Lastly, we discuss issues relating to the future development and refinement of the application of the WRQoL scale and how it might be of benefit a broad range of individuals and organisations.

Keywords: QoWL (quality of working life), evidence-based practice, evaluation, WRQoL (work-related quality of life) scale

Job satisfaction and stress at work have for many years attracted much attention from those seeking to help optimise outcomes in the workplace (Lawler & Porter, 1966; Mullarkey, Wall, Warr, Clegg, & Stride, 1999). Whilst there is some evidence that interventions to improve job satisfaction and reduce stress at work can be effective, there is a risk that trying to tackle these issues in isolation may limit what can be achieved (Gershon, Barocas, Canton, Li, & Vlahov, 2009; Limm et al., 2011; Dieleman, Gerretsen, & van der Wilt, 2009). Thus, Peters and Carlson (1999) concluded from a study of worksite stress management/health promotion program that, although the results indicated that there were significant benefits on certain of the physical and behavioral measures, self-efficacy, and some health attitudes, there were no effects for job-related measures, such as absenteeism and job satisfaction. Concerns about the potential limited value of interventions targeting only narrow aspects of employees’ work experience had previously been expressed by Burke (1993), who suggested that organisationally generated stressors could be difficult to mitigate through stress management programmes when delivered only at the individual employee level.

It could be argued that more complex models of an employee’s experience in the workplace have tended to be set aside in an endeavour to make the conceptualisation of the work environment and what might be done to improve it more manageable. In addition, it could be that focus on such aspects is actually driven by the availability of measures. Thus, the existence of measures of stress and job satisfaction may tend to lead to a compartmentalisation and narrowing of focus in research studies in this important area. It will be argued here

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