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Quality of Work Life in Private and Public Sector Companies among Different Hierarchies

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Abstract

The aim of the study is to evaluate the quality of work life in the private and public sector employees working in the field of insurance marketing. Quality of work life is a direct indicator of human satisfaction, happiness and adaptability towards work and life both. In this study the individuals working in the public and private sector insurance companies were compared on the dimensions of quality of work life and also based on the organizational hierarchical position of the employees. The study was conducted on 480 males working in various organizations at three different positions, i.e., sales persons, supervisors and managers. The quality of work life scale by Jain (1991) was used to collect data. Results show that the extent of quality of work life experienced by the members of organization varied across the levels of hierarchy. Also, there are significant differences in quality of work life of the employees working in the public and private insurance marketing companies. It was observed that quality of work life was highest for supervisors of public sector and lowest for private sector managers.

Key words: insurance, organizational hierarchy, private, public, quality of work life,

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