



Review quality of working life of employees of medical sciences universities in Iran: a systematic review study

Sheida Kiani.Saran¹ – Hossein Safari¹

Introduction:

The high quality of work life (QWL) for employees is essential for an organization in recruiting and retaining staff, and consequently, for the growth of that organization. Quality of work life is a multifaceted paradigm that ensures employee well-being, which is influenced by various factors including job satisfaction, career advancement, organizational commitment and loyalty, employee retention, efficiency, professional development, performance enhancement, autonomy, and workload. The aim of this study was to provide a comprehensive review of the quality of work life for employees in Iranian medical universities.

Method:

The current research is a systematic review that was conducted in September 1403. Farsi and English articles in Pubmed, Web of Science, National Publications Information Bank, University Jihad Scientific Information Center, Iran Information Science and Technology Research Institute and Normagz with keywords quality of work life, QWL, QoWL, Medical Sciences University, Staff, employee, Iran, the quality of work life, employee, employees, and the University of Medical Sciences were searched and collected by two people independently, and according to the entry and exit criteria, related articles in the period of 2010 to 2024 were included in this research. Endnote software was used to screen the articles and the article was written according to the PRISMA checklist..

Results:

After a systematic and manual search, a total of 58 English and Farsi articles were reviewed, of which 13 irrelevant Persian articles were removed. Also, 33 original articles were removed after screening the title and abstract, and finally 12 articles were included in the study.. The reviewed studies reported that the quality of work life for employees was average to poor. There was a significant relationship between quality of work life and productivity, job satisfaction, general health, and occupational burnout. Employees expressed the least satisfaction with their salaries, benefits, career advancement, and management support. In most studies, the most important predictors of quality of work life were management support, job pride, job security, and occupational stress.

Conclusion:

Employees at medical universities are indeed the support forces in the fields of education and healthcare. Authorities should pay special attention to the quality of work life for employees so that they feel ownership, responsibility, and self-esteem, as this will lead to increased efficiency and effectiveness, ultimately enhancing productivity and job satisfaction.



Keywords: quality of work life, employee health, productivity, job satisfaction

Corresponding Author :Hossein Safari

1- Centre for Primary Health Care Network Management, Ministry of Health and Medical Education, Tehran

Iran