

ABSTRACT

This study was designed to examine the employees' perception of the relationship between Quality of Work Life and Job Performance. Data were collected from 114 employees at the level management and officer level at the Head Office.

The study employed an analytical survey method. Closed-ended questions were used as the survey instrument to measure employees' perception of specific details related to job performance. The questionnaires were developed from several theories which stated about the theory of Quality of Work Life, Job Security, Rewards Systems, Growth Opportunity, Job Performance, Role Ambiguity, Ability and Promotion. All of these are related to the good job performance in the organization.

The study revealed that the relationship between quality of work life and job performance was statistically significant. In addition, the respondents perceived the quality of work life in terms of job security, reward system, growth opportunity and task environment at 3.0526, 3.0877, 3.2632 and 3.1100 respectively.

Not only the correlation between quality of work life and job performance but also the relationship among each independent variables were statistically significant. Those respondents accept job security, reward system and task environment. Growth opportunity was the one that was rejected. The reason that can be assumed is that the company offered very little growth opportunity for the employees.