

## ABSTRACT

This study examined the relationship between organizational stressors (consisting of work overload, role conflict, and role ambiguity), quality of work life (consisting of progress and development and benefits and compensation), and job satisfaction (consisting of absenteeism and turnover) in IVS Company Limited.

The objective of this case study were: (1) To evaluate employee attitude toward their job by assessing employee job satisfaction; (2) To determine employee perceptions and disposition about their work group, and department; (3) To identify the organizational stressors that cause stress; (4) To examine the organizational stressors and quality of work life, and job satisfaction; (5) To make recommendations to prevent any potential pressures in organizations. Finally, to prepare organization development intervention based on the findings.

Census survey method has been used with the help of self-administered questionnaire conducted on all 217 employees who work in IVS company limited.

The researcher used descriptive statistics for describing the demographic profile and inference statistics for calculating the average scores of the overall answers in each aspect of the questions asked and selected Pearson Correlation method to test the relationship between organization stressors, quality of work life and job satisfaction.

Overall, the findings indicated that there were positively relationship between organizational stressors in terms of work overload, role conflict and role ambiguity,

quality of work with job satisfaction. They also indicated some positive relationship between quality of work life in terms of benefits and compensation; and progress and development with job satisfaction, and negative relationship in terms of absenteeism and turnover. The result of findings are summarized and stated. Practical recommendations and the conduct of further research are proposed.

