

zawodowego. Obowiązkowo badania te, powinny uwzględniać szerszy zakres przestrzenny oraz czasowy. Warto rozważyć rozszerzenie prowadzonych badań na uczelnie publiczne oraz uczelnie z innych krajów gdyż w efekcie końcowym dałoby to jeszcze bardziej kompleksowe i miarodajne wyniki badań.

Słowa kluczowe: jakość życia, jakość życia zawodowego, jakość życia w miejscu pracy, QWL, QoWL, motywacja, równowaga między życiem zawodowym a prywatnym, satysfakcja z pracy, warunki pracy

Summary

Quality of work life is one of the fundamental factors influencing employee satisfaction, productivity and overall life satisfaction, as well as physical and mental health, which is an integral part of it. Employee productivity, on the other hand, is a key factor in determining the value of a given enterprise or organization. There is no practical possibility of increasing the value of an entity in the absence of employee satisfaction. Very often market practice shows that it can be exactly the opposite - the lack of satisfaction or even, to put it simply, dissatisfaction of employees definitely affects the undervaluation of the organization and even its collapse. It is also very encouraging that most of the effective and intelligent managers of the 21st century, have understood that the greatest capital of any organization are its people, because it is thanks to their passion, competence, knowledge and commitment that the company has a chance to develop. It is they who transform the vision into reality and build its lasting success. Contemporary analyses and numerous ongoing studies point to many factors that realistically determine the quality of life in the workplace. By far the most important here is the opinion of employees, which is the basis of this work.

The issues described above inspired a study of the quality of life in the workplace as perceived by employees. The main objective of the study is to assess the quality of work life of employees who are students of selected universities of the WSB Merito Group and its relationship with selected factors related to the unit and the environment.

Within the framework of the main objective formulated in this way, the following objectives, problems and specific hypotheses were extracted:

- C1. Assessment of the quality of life in the respondents' workplace.
- P1. What is the overall assessment of the respondents' quality of life in the workplace?
- H1. The surveyed employees rate their quality of life in the workplace well.
- C2. Assessment of quality of life in the workplace in the areas formulated by Walton.

P2. How do surveyed employees rate each area of quality of life in the workplace?

H2. Respondents, on average, rated the quality of work life highest in the area of social integration, and lowest in the area of compensation.

C3. Identify potential relationships between workplace quality of life ratings and selected factors related to surveyed employees.

P3. Are there relationships between workplace quality of life ratings and selected factors related to the individual?

H3. There are significant relationships between the assessment of quality of life in the workplace and the age and level of education of the respondents.

C4. Identify potential relationships between workplace quality of life assessment and selected factors related to the environment of the surveyed employees.

P4. Are there any relationships between the assessment of quality of life in the workplace and selected factors related to the environment?

H4. There are significant relationships between workplace quality of life assessment and industry and organizational climate.

The achievement of the stated goals and the verification of the hypotheses depended on the combination of two areas of research (the theoretical part and the empirical part). The dissertation consists of an introduction, six theoretical and empirical chapters and a conclusion. The theoretical part presents the basic categories of quality of life, describes in detail the genesis of quality of life, aspects of quality of life research, research methods and the importance of quality of life in management. The theoretical part is also a section detailing the main topic of the publication, that is, quality of life in the workplace. Aspects such as definitions and concepts of quality of life in the workplace, programs for managing quality of life in the workplace, the workplace as a quality of life area, and components of quality of work life are presented and explained here. In the empirical part of the quantitative research, a survey was conducted using a survey questionnaire consisting of 50 research questions and 15 metric questions. The actual (main) research was preceded by a pilot study. The pilot study was conducted among 36 people. A total of 1182 people participated in the study. The sampling for the study was purposive (students of selected universities from the UWSB Merito group). Survey questionnaires addressed to the surveyed students, were drawn up on the basis of the previously formulated research problems. They used a disjunctive and conjunctive cafeteria. The questions in the survey were in closed form. The survey tool was also validated for reliability. The Cronbach's Alpha index (α) of the survey questionnaire was calculated for both the pilot study and the actual study. Internal consistency analysis of the test showed satisfactory reliability of the

survey questionnaire. The empirical material obtained by this method was subjected to statistical analysis, which included descriptive statistics (i.e., median, quartile range, rank mean) in addition to structure analysis (counts and percentages). Given the nature of the data, chi-square goodness-of-fit (χ^2) and Q-Cochran (Q) tests were calculated, as well as binomial and Dunn's test with Bonferroni correction for the number of simple comparisons as post-hoc tests. The W-Cohen (W) ratios for the chi-square goodness-of-fit test and the adjusted odds (R) for the Q-Cochran test were also determined as a measure of the practical significance of the difference between the proportions being compared. The study also determined the statistics: U-Mann-Whitney (Z), H-Kruskal-Wallis, (H), Dunn's with Bonferroni correction, and effect size indices: the Rosenthal coefficient (r) and eta square (η^2) as a measure of the practical significance of the difference between the groups of individuals separated by the independent variables considered in the study. Statistical inference was conducted at a significance level of $\alpha=.05$.

The analysis of the results of the conducted surveys confirmed hypothesis one, which states that the surveyed employees rate their quality of life in the workplace well.

Among the surveyed employees studying at UWSB Merito group universities, there was a preponderance of those who were satisfied with their workplace.

The results of the surveys partly confirm the second hypothesis, which assumes that respondents rate their quality of work life highest in the area of social integration, and lowest in the area of salary. The research showed that the areas in relation to which the surveyed students of the UWSB Merito group have a lot of objections are the areas of personal and professional development.

The analysis of the results of the survey partly confirmed also the third hypothesis, which states that there are significant relationships between the evaluation of the quality of life in the workplace and the age and level of education of the respondents. The age and education of the surveyed students of the UWSB Merito group statistically significantly differentiated the assessment of the quality of work life in individual areas, although their influence was smaller than that of work motivation.

In the context of the research results obtained, the fourth hypothesis formulated, that there are significant relationships between the assessment of quality of life in the workplace and the industry and organizational climate, should also be partially confirmed. Industry and organizational climate statistically significantly differentiated the assessment of the quality of work life of UWSB Merito students in individual areas, although only in the case of organizational climate the effect was large.

Thus, the analysis of the results of the study leads to the final conclusion, according to which the surveyed economically active students of the UWSB Merito group mostly evaluate the quality of their work life well, and the evaluation of the quality of work life is associated with individual and environment-related factors.

The importance in terms of cognitive and applied aspects of the issue addressed in the study makes it necessary to conduct further research on the quality of work life. Obligatorily, this research, should take into account a wider spatial and temporal scope. It is worth considering the extension of the conducted research to public universities and universities from other countries because in the end it would give even more comprehensive and authoritative research results.

Keywords: quality of life, quality of working life, quality of life at work, QWL, QoWL, motivation, work-life balance, job satisfaction, working conditions