



## Employee Commitment Impact on Work Quality



Better Quality of Work Life (QWL) of employees is recognised as an important rubric for a healthcare organisation's performance. Despite the fact that healthcare employees remain on the front lines of the healthcare delivery system, there are very few studies on the QWL of private healthcare unit employees.

This particular research investigates the relationship between QWL, organisational performance (OP) and employee commitment (EC). For the purpose of the study, a questionnaire was distributed to 300 healthcare employees out of which 205 valid responses were recorded.

The findings of the study show that employee commitment is a significant mediator in the relationship between QWL and OP. The investigators conducted a mediation analysis for each dimension of QWL, EC and OP in order to reinforce the results.

The investigators believe that these findings can be utilised by healthcare managers and policy makers to design and implement effective initiatives to improve QWL. There is no doubt that better QWL plays a primary role in attracting and retaining qualified and motivated employees. Focusing on QWL and striving to improve it could lead to enhanced quality services in healthcare.

Source: [Journal of Health Management](#)

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