

## Explaining the Relationship between Empowerment and Work Life Quality (Case Study: Staff of Social Security Hospital of Zahedan city)

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### Abstract

**Introduction:** quality of work life has had an important role in increasing labor productivity and consequently the efficiency and effectiveness of large organizations. This study conducted to investigate the relationship between empowerment (as the independent variables) and the quality of work life of employees (as the dependent variable).

**Methodology:** the study was conducted in a descriptive correlated manner, the population includes the Zahedan city hospital's nursing staff, which (n = 132) subjects were selected using accessible sampling methods and responded to the empowerment and quality of work life questionnaire. The reliability of the questionnaires confirmed through cronbach's alpha, furthermore, the questionnaires were prepared with a high content validity and construct validity, the obtained data were analyzed using spss statistical software and Pearson's correlation and multiple regression test.

**Results;** the results showed that empowerment and its factors (sense of independence, sense of effectiveness, feeling of being meaningful and trust among colleagues) at the 99% Confidence level and feeling of competence at the 95% Confidence level has a significant positive correlation with the quality of their working life and second, empowerment factors predict 29% of the variance in employees quality of work life.

**Conclusion:** considering the obtained results, it is recommended that managers to empower their employees more than ever try more to raise them, to have more empowered staff and employee experience working life quality .

**Keywords:** empowerment, psychological empowerment, quality of work life .

### Introduction:

Suitable and competent human resources that also referred to as organization soldiers, are the difference between effective and non-effective organizations, because they think of the organization as their home and hence work without expectations towards organization success and struggle to this end [1], so it can be said that human resources are among the most important resources of an organization, and they are the ones to form organizational decisions