

The relationship between quality of work life, Life satisfaction and knowledge management in second high school teachers (Case study: Zabol City)

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ABSTRACT: The aim of present research is the relationship between quality of work life, Life satisfaction and knowledge management in second high school teachers. In recent years much attention to the words of knowledge management and knowledge in various fields of science and technology has attracted. Another contemporary management concept in social issues around the world today has become the quality of working life. This study aims to examine the relationship between quality of work life and knowledge management in the city of Zabol is the second high school teachers. For the quality of working life 8-defined variables using a statistical sample of 234 people from cross-sectional studies and correlation of teachers has been done. To collect information from the questionnaires was used. The results of this study suggest that a direct relationship exists between quality of work life and knowledge management.

Keywords: Management, quality of work life, Life satisfaction and knowledge management.

INTRODUCTION

According to the definition provided in every community in every region of the country, particularly areas of our country that has diverse subcultures imagery of life and work, so indicators measuring the quality of work life will be different⁵. The definition of quality of life work is an imagination of a person and particularly his attitude about quality of work life. In other words, quality of work life for each person or group of people with special culture and their attitude is reflected a particular concept. In a general definition, it can be said that quality of life means something to think of and understand employees' perceptions of the physical and mental desirability of his work². In other word, the definition of quality of work life is its ability to satisfy the private needs of employees using the experience gained in the organization. In this definition has been emphasized on the environment that is

Conducive to satisfying those needs. At the same time, the quality of work life can be defined in two ways: The objective definition is the quality of work life the collection of actual conditions in an organization such as salaries and benefits, facilities, health and safety, participation in decision making, people democratic, administration, and the rich diversity of businesses and etc⁶. In many cases, the quality of work life has been changed totally that legislation to protect workers' rights, freedom of thought, and freedom of expression, fair process, to satisfy needs equally. The quality of work life can be defined in two concepts: i. the objective description is to define the quality of work life include: set of real conditions and the working environment in an organization, such as salaries and benefits, facilities, health and safety, participation in decision making, democratic supervision, diversity and richness occupations and etc⁷. ii. The subjective description quality of work life is: attitudes and perceived quality of life of people in particular. In other words, the quality of life for each individual or group of individuals with similar attitudes and culture has its own characteristics⁸. Scientists and theorists of organizational development theory have different concepts of quality of work life: 1. Quality of work life is the result of job satisfaction and mental health in staff⁹. Approach to the definition of work life and personal reflections, work experience and how to improve in line with the priority needs of the individual have a high priority. In terms of quality of work life and responses of individual employee basic items is important to study, such as: i. adequate and proper payment; ii. Safe and healthy environment; iii. Human capacity

development; And iv. Development and security. Richard Walton is the first and famous person which classified improved quality of work life program to the eight categories. His eight-story classification as a framework has been marked for analyzing the quality of work life and he believes that the expectations of the program include improved morale and the efficiency and effectiveness of staff. Walton classified include: adequate and fair wages, safe and healthy working conditions, opportunity for immediate application and development of human potential, security and opportunities for continued growth in the future, social cohesion in the organization of work, work and career social life.

Quality of Work Life

Quality of Work Life (QWL) is one of the subjects discussed various aspects of many years, and has been studied and it is still the obvious examples, there are many different ideas. However, in some cases many important issues in a certain period of time and require more efficient use of it is more crucial than ever. In this article we have tried to come up with a comprehensive approach to evaluate and improve the quality of work life is the study of management theory. Quality of work life leads to fulfillment, participatory decision making, job security, better work environment, sense of ownership and self, creating opportunities for professional development, development and appreciation of the work and job enrichment, satisfying the needs of self-actualization and motivate people for retention in the organization. Given the current situation, if it could be an appropriate solution in this field that the interests and the interests of employees can provide, relational win - win will be created and this puts the goals and direction of staff to which may be developments in other organizations and workplaces.

Life satisfaction

Life satisfaction is the way persons evaluate their lives and how they feel about where they are going in the future. It is a measure of well-being and may be assessed in terms of mood, satisfaction with relations with others and with achieved goals, self-concepts, and self-perceived ability to cope with daily life. It is having a favorable attitude of one's life as a whole rather than an assessment of current feelings. Life satisfaction has been measured in relation to economic standing, amount of education, experiences, and residence, as well as many other topics.

Life satisfaction can reflect experiences that have influenced a person in a positive way. These experiences have the ability to motivate people to pursue and reach their goals. There are two kinds of emotions that may influence how people perceive their lives. Hope and optimism both consist of cognitive processes that are usually oriented towards the reaching of goals and the perception of those goals. Additionally, optimism is linked to higher life satisfaction, whereas pessimism is related to symptoms in depression. The Satisfaction with Life Scale (SWLS) is a single scale that is used by UNESCO, the CIA, the New Economics Foundation, the WHO, the Beethoven Database, the Latin barometer, the Afro barometer, and the UNHDR to measure how one views his or her self-esteem, well-being and overall happiness with life. Previous modeling showed that positive views and life satisfaction were completely mediated by the concept of self-esteem, together with the different ways in which ideas and events are perceived by people. Several studies found that self-esteem plays a definite role in influencing life satisfaction. There is also a homeostatic model that supports these findings. A person's mood and outlook on life can also influence their perception of their own life satisfaction.

Knowledge management

Knowledge management (KM) is the process of capturing, developing, sharing, and effectively using organizational knowledge. It refers to a multi-disciplinary approach to achieving organizational objectives by making the best use of knowledge. An established discipline since 1991 (see Nonaka 1991), KM includes courses taught in the fields of business administration, information systems, management, library, and information sciences. More recently, other fields have started contributing to KM research, including information and media, computer science, public health, and public policy. Several Universities now offer dedicated Master of Science degrees in Knowledge Management.

Many large companies, public institutions, and non-profit organizations have resources dedicated to internal KM efforts, often as a part of their business strategy, information technology, or human resource management departments. Several consulting companies provide advice regarding KM to these organizations. Knowledge management efforts typically focus on organizational objectives such as improved performance, competitive advantage, innovation, the sharing of lessons learned, integration, and continuous improvement of the organization. KM efforts overlap with organizational learning and may be distinguished from that by a greater focus on the management of knowledge as a strategic asset and a focus on encouraging the sharing of knowledge. It is an enabler of organizational learning.

Knowledge management efforts have a long history, including on-the-job discussions, formal apprenticeship, discussion forums, corporate libraries, professional training, and mentoring programs. With increased use of computers in the second half of the 20th century, specific adaptations of technologies such as knowledge bases, expert systems, knowledge repositories, group decision support systems, intranets, and computer-supported cooperative work have been introduced to further enhance such efforts.

In 1999, the term personal knowledge management was introduced; it refers to the management of knowledge at the individual level.

In the enterprise, early collections of case studies recognized the importance of knowledge management dimensions of strategy, process, and measurement. Key lessons learned include people and the cultural norms which influence their behaviors are the most critical resources for successful knowledge creation, dissemination, and application; cognitive, social, and organizational learning processes are essential to the success of a knowledge management strategy; and measurement, benchmarking, and incentives are essential to accelerate the learning process and to drive cultural change. In short, knowledge management programs can yield impressive benefits to individuals and organizations if they are purposeful, concrete, and action-orientated.

Methodology:

The present research method is descriptive of "survey" kind. In this type of research, the purpose is to study the distribution of one community characteristics and many management researches are of this type. In survey research, population parameters are investigated.

Question 1: Is there relationship between quality of work life and knowledge management?

Table 1. Results of Pearson correlation of quality of work life and knowledge management

Correlation coefficient	Significant level	Number
0.88	p <0.01	245

As shown, this is significant at confidence level 99% p<0.01. It means that there is a significant relationship between quality of work life and knowledge management.

Question 2: Is there relationship between coefficient of Life satisfaction and knowledge management?

Table 2. Results of Pearson correlation coefficient of Life satisfaction and knowledge management

Correlation coefficient	Significant level	Number
0.86	P <0.01	245

As shown, this is significant at confidence level 99% p<0.01. It means that there is a significant relationship between Life satisfaction and knowledge management

Question 3: Is there a relationship between quality of work life and Life satisfaction

Table 3. Results of correlation between the two variables quality of work life and Life satisfaction

Creativity	Correlation coefficient	Significant level	Number
	0.79	P <0.95	245

Table (3) shows the results of correlation between the two variables quality of work life and Life satisfaction, it is significant at confidence level 99%, p<0.05 Thus there is a significant relationship between quality of work life and Life satisfaction.

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