



The Relationship between Flexible Working Arrangements and Quality of Work Life among Academicians in a Selected Public Institution of Higher Learning in Kuching, Sarawak, Malaysia

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ABSTRACT

This study aims to determine the relationship between working arrangements and quality of work life (QWL) among academicians in a selected public institution of higher learning in Kuching, Sarawak. A survey methodology was used in this study. This research involves the utilization of questionnaire which was administered among one-hundred and fifty (151) academicians currently working in a selected public institution in Kuching, Sarawak. The relationship between flexible working arrangements and quality of work life was analyzed using the Pearson's Correlation analysis test. The results of this study revealed that there is a significant relationship between long working arrangement and flexible working arrangements with QWL. Hence, if organizations are concerned about developing their human resources and gaining a competitive advantage in the marketplace, it is necessary that they attend to one of their most precious assets, namely, their human resources by practicing flexible working arrangements.

Keywords: working arrangements; quality of work life (QWL); flexible working arrangement (FWA)

INTRODUCTION

In recent years, the phrase "*Quality of life*" has been used with increasing frequency to describe certain environmental and humanistic values neglected by industrial productivity and economic growth. Many current organizational experiments seek to improve both productivity for the organization and the quality of working life for its members.

Quality of Work Life (QWL) is the existence of a certain set of organizational conditions or practices. This definition frequently argues that a high quality of work life exists when democratic man-

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