

---

/	/
---	---

---

// :  
// : |

: )  
(

( ) soltani.m2009@gmail.com

SPSS

( )

( )

)

.(

.( )

.( )





( ) ( )  
.( )

( ) ( )  
.( )

:

)  
.(

»:

«

( )

:

( ) .

:

( ) .

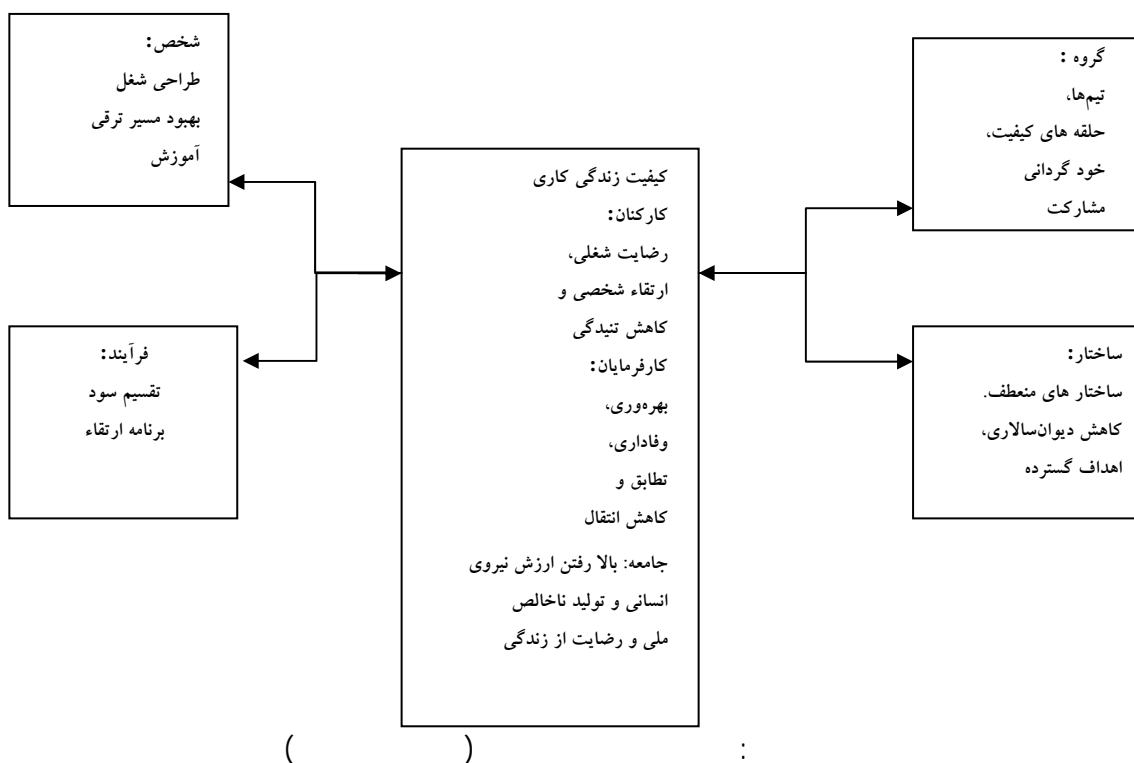
( ) :

:

)

(.

( ) .



( )

)

.(

( )

( )

)

(

( )

...

( )

( )



(

(

( )

:

:

( )

( )

)

.(

:

---

---

/

---

/

---

:

) :

.( \_\_\_\_\_

(n) \_\_\_\_\_  
/ \_\_\_\_\_  
/ \_\_\_\_\_

( )

:

:

(

(

(

(

(

(

(

.( )

$$\begin{cases} H_0 : \rho = 0 \\ H_1 : \rho \neq 0 \end{cases}$$

$H_0$

$H_1$

z

$$Z = \frac{\sqrt{n-3}}{2} \ln \left( \frac{1+R}{1-R} \right)$$

R n

$$R = \frac{\sum (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum (x_i - \bar{x})^2 \sum (y_i - \bar{y})^2}}$$

Z

Y X

\_\_\_\_\_ : \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ / / /

\_\_\_\_\_ /

\_\_\_\_\_ /

\_\_\_\_\_ -

\_\_\_\_\_ / / /

\_\_\_\_\_ :

\_\_\_\_\_

/

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ / / /

\_\_\_\_\_

\_\_\_\_\_ /

\_\_\_\_\_ /

\_\_\_\_\_ -

\_\_\_\_\_

\_\_\_\_\_ / / /

\_\_\_\_\_ ۳۰ www.SID.ir

\_\_\_\_\_ :  
\_\_\_\_\_ / / /

\_\_\_\_\_ :  
\_\_\_\_\_ / / /

\_\_\_\_\_ /  
\_\_\_\_\_ /  
\_\_\_\_\_ :  
\_\_\_\_\_ / / /

( / )

\_\_\_\_\_

\_\_\_\_\_ / / /

\_\_\_\_\_ :

\_\_\_\_\_

\_\_\_\_\_ /

\_\_\_\_\_ /

\_\_\_\_\_ / / /

\_\_\_\_\_ :

\_\_\_\_\_

\_\_\_\_\_ /

\_\_\_\_\_ /

\_\_\_\_\_ / / /

\_\_\_\_\_ :

\_\_\_\_\_ ( \_\_\_\_\_ /

\_\_\_\_\_ /

\_\_\_\_\_ -

\_\_\_\_\_ / / /

\_\_\_\_\_ ۳۲ www.SID.ir

: (

: (

: (

: (

( ) :

:

: (

:

:

: (

:

:

:

: (

:

(

(Q.W.L)

(

- 9) Beach Dale. S. (1991). «Personnel, The management of People at Work .» ( ) .  
5th Ed. New York : MaxWell MCMillan International edition .
- 10) Bo Edvardsson and Bengtove Gustavsson, (2003) , Quality in the work environment: a prerequisite for success in new service development, Managing Service quality . ( ) .
- 11) Berg, Linda & others. «New wave QWL «, journal of Qualities participation, Jan, Feb, 1990 .
- 12) Cascio. Wayne F, (1995) , Managing Human Resources, Forth Edition, Mcgrow-Hill International Editions . ( ) .
- 13) Edward E. lowler and Grald E. ledford. JR. (1983) ,productivity and Quality of work life, National productivity Review . ( ) .
- 14) Frank van de Looij, Jos Benders, (1995) , Not just money: quality of working lifw as employment strategy, Health Manpower Management . ( ) .
- 15) Flippo. Edwin B, (1987). Personnel management ,sixth edition ,Mc Graw-hill International editions. . ( ) .
- 16) Kayem K. (1986). «Quality of Work Life Professional Staffs of Selected Public School (Job Satisfaction) «. Educated. D. Dissertation. Brigham Young University . ( ) .
- 17) Lau, R. S. M. (2000) , Quality of work life and performance- An ad hoc investigation of two key elements in the service profit chain model, International Journal of Service Industry Management . ( ) .
- 18) Mills Ted, Director,(1978) American center for the quality of work life, speech entitled «The name that is not there » to center international de recherches ct detudes en management, june . ( ) .
- 19) Walton Richard. E. (1973). «Quality of Work Life: What is it? «. Sloan



Management Review Journal, Fall, Vol. 15,  
No. 1, pp. 11-21 .

20) Pruijt, Hans (2000) , Performance and quality of working life, Journal of organizational Change Management .

21) Chaipol H. (1989). «A Comparative Study of that Middle Managers Perception of there Quality of Work Life in American-Owned», Japanese Owned and that Owned Companies Operating in Thailand «. D. B. A. Dissertation. United State International University .

22) Profa. Valmiria C. Piccinini, Dra, Profa. Suzana da Rosa Tolfo, MSc, (2002) , The best companies to work in Brazil and quality of working life, disjunctions between theory and practice .

23) Rinebert. James, (1988) , Improving the quality working life through job redesign: work humanization or work relationship?, Canadian Review of sociology and Anthropology .

24) Wendy Baker, (2002). Mentoring – Improving the quality of work life and organizational effectiveness: A case study of a formal mentoring programme implemented in a higher education organization, UNTITEC Institute of Technology .

---

<sup>1</sup> Filippo- Edvin

<sup>2</sup> Casico

<sup>3</sup> Filippo

<sup>4</sup> Dolan & Schuler

<sup>5</sup> Achieve

<sup>6</sup> Hersey & Goldsmith

<sup>7</sup> Aboo zendeh

<sup>8</sup> George Mission

<sup>9</sup> Rothman and katz

<sup>10</sup> waltoon