

Abstract 1476

WORK, JOB SATISFACTION AND QUALITY OF LIFE

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AIMS: The present assignment intends to verify the relation and effect of dynamic person-work environment on Quality of Work Life (QWL), Job Satisfaction, and Quality of Life (QOL), clarifying: What is the relationship between Quality of Work Life, Job Satisfaction and Quality of Life?. The conceptual model is based on Danna & Griffin's studies (1999), Six Areas of Worklife of Leiter & Maslach (1999) and Spillover approach of Sirgy, Reilly, Wu and Efraty (2008). The study goals are determine the effect of the dynamic person-work in QWL, Job Satisfaction and from this last in QOL and the influence of work domain in other areas of life. These intend to verify: a) Which are the effects of individual-organization dynamic in QWL, of QWL in Job Satisfaction, and finally, of Job Satisfaction in QOL? b) What is the influence of work domain in other areas of life? The proposed hypothesis were: 1. The dynamic person-organization has a predictive effect on QWL; 2. QWL is predictive of Job Satisfaction; 3. Job Satisfaction predicts QOL; 4. Evaluation of work domain is a predictor of the perception of physical, psychological, social and environmental domains of QOL. **METHODS:** This is a transversal study, intending to verify predictive relations between variables. Regarding the goals with N=128, the measure used for the assessment was the General Population Questionnaire of the Investigation Unit in Health and Occupational Health Psychology. The SPSS 18 Program was used for statistical analysis of multiple regression and correlations, in order to test the model. **RESULTS:** The person-work dynamic predicts the QWL ($R^2=.880$; $p=.000$), this Job Satisfaction ($R^2=.403$; $p=.000$) and this last, the QOL ($R^2=.151$ $p=.000$). Job satisfaction influences the perception in general QOL and it domains: general QOL ($r=.388$, $p<0.01$), physical ($r=.383$, $p<0,01$), psychological ($r=.427$, $p<0.01$), social ($r=.341$, $p<0.01$), environment ($r=.444$, $p <0.01$). **CONCLUSIONS:** The conceptual model and it predictive validity was confirmed, verifying that the elements of the relation work and QOL converge in an inter-dependent relation

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