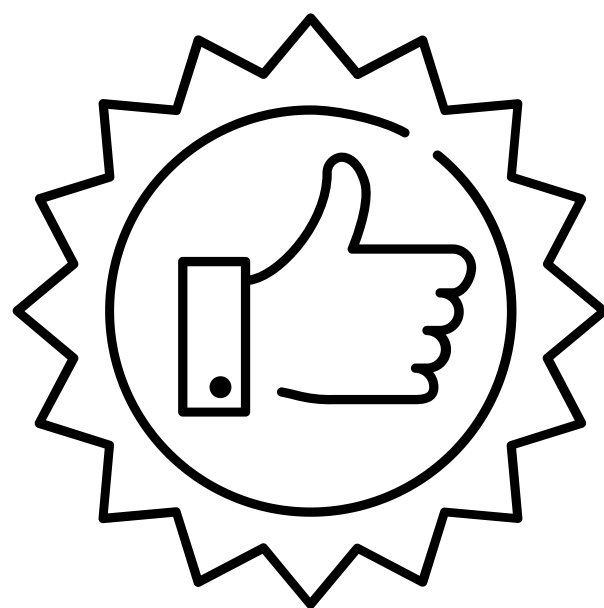
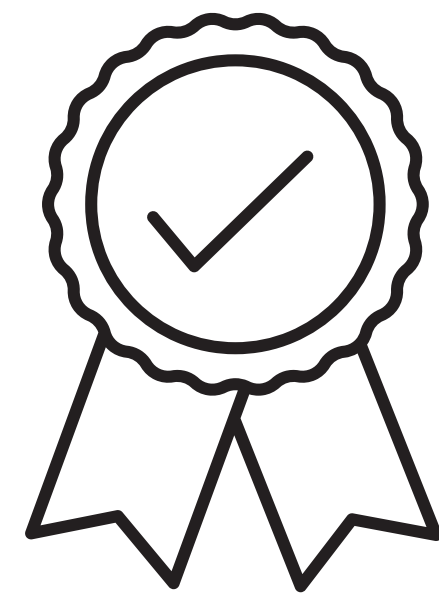


# ANALYSIS OF THE QUALITY OF WORK-LIFE IN A CORPORATE COMPANY

Mariia Pozdeeva, 2024. MUVS, ČVUT.

This thesis undertakes a comprehensive exploration of the quality of working life, with a specific focus on employees in corporate settings, aiming to understand their experiences and perceptions. The study begins by defining the term "quality of life," tracing its conceptual evolution and discussing various measurement methods encompassing both external and internal indicators. Factors affecting overall quality of life, including health, lifestyle, emotions, relationships, and stress levels, are thoroughly examined. Subsequently, the concept of quality of work life is introduced, highlighting its determinants, measurement techniques, and the significance of work in individuals' lives, along with emotional and stress-related aspects. The unique working environment within corporate companies is described, comparing it to small businesses and analysing the advantages and disadvantages. Motivational factors and incentives tailored for corporate employees, such as social activities, incentive programs, and career opportunities, are explored. Finally, an in-depth analysis of the quality of working life at Johnson & Johnson is conducted, considering the company's values, programs, and opportunities for its employees

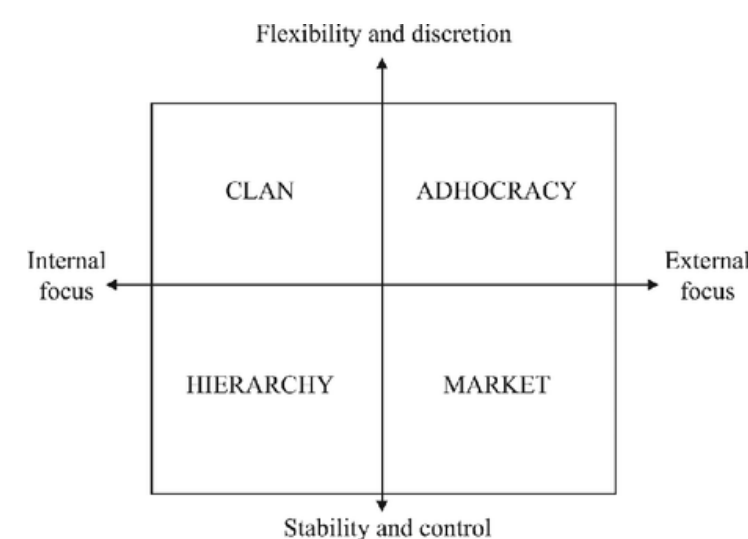


In the theoretical part of my thesis, I defined the basic concepts of quality of life. I focused primarily on the concept of quality of life, its historical development, definition and delineation, dimensions, and methods and ways of measuring it. Quality of life, a concept rooted in both historical evolution and contemporary understanding, encompasses diverse aspects of individuals' lives, ranging from physical health and emotional well-being to social relationships and environmental factors. By examining external and internal indicators, we can better grasp individuals' subjective perceptions of their overall happiness and satisfaction.

Chapter 1.6 Measurement of Quality of life also includes methods which can be used for calculation level of quality of life. Chapter 2 focuses on factors that significantly influence the quality of life.

Factors affecting quality of life, play a significant role in shaping individuals' experiences and perceptions of their overall well-being. Within the realm of work, quality of working life encompasses job satisfaction, work-life balance, organizational culture, and the degree of stress experienced in the workplace. Among the factors that can both positively and negatively affect quality of life, the following were included: health level, lifestyle, which further branches into sleep, physical activity, and diet, positive and negative emotions, relationships with others, and the level of stress load, which, due to the nature of the research, received the greatest attention.

Since this work is oriented towards the quality of life of employees of Corporate companies, another chapter of the analytical part is dedicated to the quality of working life. For employees of corporate companies like Johnson & Johnson, understanding the nuances of working life is essential, given the significant portion of their lives spent within these environments. While corporate employment offers stability, resources, and opportunities for career advancement, it also presents challenges such as bureaucratic constraints and potential work-life imbalance. Recognizing the importance of employee motivation and incentives, corporate companies often implement various initiatives, including social activities, incentive programs, and opportunities for career development. Emotions associated with work, the level of work load, and the degree of work stress are briefly described in it. In this chapter, I focused also on the current threat of burnout syndrome. Furthermore, I also included a brief description of the factors affecting quality of work life in the next chapter. By analysing the quality of working life at Johnson & Johnson, we can gain valuable insights into the effectiveness of these initiatives and their impact on employee well-being and satisfaction.



Source: Cameron and Quinn (1999)

The aim of the thesis is to analyze the quality of working life of employees of a corporate company. The research question is: how do employees of the corporate společnost Johnson & Johnson evaluate the quality of their working life and, based on the analysis, propose measures to improve it.

## MASLOW'S HIERARCHY OF NEEDS



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