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QUALITY OF WORKING LIFE AS A FUNCTION OF SOCIOTECHNICAL SYSTEM

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Mittal Publications, New Delhi, 1995. N.A. Book Condition: New. Xvi+320pp We are often more willing to develop and adopt new technology in our organisations and are much less concerned about the people at work, their social system and their work relationship. Hence, their quality of working life mostly suffers. We often forget about their quality of working life in the glamour of sophisticated technology. Besides this, there are some other psychological needs and expectations of these people. We cannot simply have an employee to perish if we really want an organisation to prosper. Similarly, e cannot ignore the organisations to become sick if we are genuinely interested to have a vibrant society. But the essence of all is work and it is at the core of life. The author presents an empirical study designed to examine the effects of socio-technical system on the quality of working life of doctors in a premier government hospital. Altogether five units were selected randomly i.e., two each from medicine and Surgery and one from Orthopaedic Surgery. The results indicate that the most influential vibrant in predicting quality of working life of doctors is the technical system. He argues that better socio-technical system along with better quality of working life will certainly offer best health services to the ailing mankind. He also addresses questions of methods and measurement, data used in testing major hypotheses and implications of the theory for future research. Figures, tables and diagrams used in the text supplement the facts. The book includes a rich collection of literature and references on quality of working life as well as socio-technical system in a Hospital Organisation. Since the concept of quality of working life has been recently introduced in India this endeavour is likely to prove to be a milestone. The book will be...

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