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## Main content

Article Preview :

There are two trends in the global business community that show no signs of changing in the near future: Change is constant, and complexity is increasing. We have to look no further than almost any organization's information technology processes to see firsthand the significant changes in the way corporations conduct business.

For example, global competition is transforming business, and companies that adapt slowly can face severe consequences. Such a dynamic and complex environment places tremendous pressure on employers to be flexible, visionary, and innovative--all while maintaining profitability.

One important corporate focus is increased attention to what we call "the quality of work life." While "quality of life" may describe a person or group's standard of living, environment, public health and safety, and/or general surroundings, the quality of a person's "work life" encompasses things that affect their well-being during the working day, such as salary and benefits, facilities, the potential for advancement, and work/life balance.

In the traditional workplace model, employers have attempted to extract as much output as possible without much regard for employee satisfaction. But that model is quickly becoming obsolete, especially with the rise in stress caused by increased complexity in the business world. Many organizations are now spending significant time and resources on initiatives to elevate employee satisfaction.

The effort has gained enough prominence and momentum in corporate America that Fortune magazine now ranks companies annually on employee workplace quality. Each January for the past 10 years, Fortune has published its list of the "100 Best Companies to Work for in America." According to representatives of firms on the 2007 list, inclusion is a proverbial feather in the cap. Bruce Chizen, CEO of 31st-ranked Adobe Systems, states that his company is "honored to be named...to this prestigious list." Other CEOs agree, noting that they are "very pleased," "delighted," and "proud" to be nationally recognized as a top place to work.

Enhancing value?

Widespread corporate activity on employee initiatives begs the question of whether organizations are acting rationally or irrationally from a business perspective. Investments in workplace quality consume resources that could be used in other ways, and most companies are under tremendous pressure to perform well in the short run. Are companies trading value for worker satisfaction? Anecdotal and empirical evidence suggests that the answer to this question is "no." Many organizations no longer consider corporate value and employee satisfaction to be at odds with each other. Rather, they believe that expenditures to increase employee satisfaction are value enhancing, for several reasons.

[ILLUSTRATION OMITTED]

First, as the economy continues to evolve toward a service and information technology focus, an organization's most valuable "assets" are often its employees, meaning that attracting and retaining them is very important. In particular, employees with expertise are critical for long-term success in managing a company's complex, dynamic environment. Employee satisfaction is an important tool in attracting and retaining quality workers and developing them into an intellectual capital base that can provide a company with a competitive advantage.

Second, organizations are learning that...

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The Quality of Working Life is evidence of the impact that management and leadership has on wellbeing. The insights and lessons it offers should help managers understand what they can do to improve the quality of working life in their organisations. Methodology and Respondents. This report is based on an online self-report survey of 1,574 managers across the UK, comprising a wide range of roles and levels of seniority. Invest in yourself is the most common advice you will get if you ask any successful person on one piece of advice that will change your life. Tony Robbins claims that the most valuable advice he ever received came from Jim Rohn, one of his earliest mentors. "Find a way to add more value than anybody else does, and you'll never have to worry about anything," Rohn told him. Time is the most valuable thing you have, so managing it effectively is the most efficient way to invest in yourself. Try writing down everything you do throughout the day, then reviewing it each evening. It may surprise you how much time you spend mindlessly scrolling through Twitter, browsing Reddit, lying in bed or just daydreaming. "To encourage work-life balance we have recently restricted working hours for both employees and owners," she added. "High productivity doesn't necessarily mean working full eight-hour days. With restricted hours employees are encouraged to get their work done efficiently and have more flexibility when it comes to personal life." Blinds Direct invests in employee technology so that they have everything they need to work remotely. "Everyone is encouraged to use instant messaging and project management tools to make sure that communication is maintained when team members work remotely. We've found that by allowing team members to adapt their hours and work locations, they appreciate our flexibility and in turn produce even better work." Having fun at work and improving quality of life has long been tied to improved employee engagement and productivity as well as employee retention. Recent studies show that fun at work also lowers employee healthcare and increases an employee's overall quality of life. Recognize good work. How can something so simple improve quality of work? As GenY starts to become one of the largest demographics in the workforce they rely on constant recognition. You must ensure that as an employer you always have something positive to say about your employees and their work. Do you have a problem within your organization that needs fixing? Challenge an employee to head a taskforce or committee to identify, evaluate, and come up with a solution.