

**DETERMINANTS OF POOR QUALITY OF WORK LIFE FOR  
EMPLOYEES IN HEALTHCARE SETTINGS: GLOBAL INSIGHTS**

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**ABSTRACT**

*Healthcare systems worldwide face persistent challenges in sustaining a competent and motivated workforce, with the quality of work life (QWL) of healthcare employees emerging as a critical concern. This study synthesizes global empirical evidence on the determinants of poor quality of work life among healthcare workers and proposes an integrated conceptual framework to explain their combined influence. A comprehensive secondary data analysis was conducted using peer-reviewed studies across diverse healthcare settings and geographic contexts. The thematic synthesis reveals that poor QWL is primarily driven by organizational and management-related factors, including inadequate compensation, ineffective leadership, and limited organizational support. These determinants interact with adverse work environments, psychosocial stressors, work-life balance disruptions, and individual characteristics to produce cumulative negative effects on employee well-being. The findings further demonstrate that QWL determinants are highly interrelated, with individual and demographic factors moderating their impact and psychosocial conditions often mediating organizational influences. Based on these insights, the study develops a multidimensional conceptual framework grounded in global evidence, highlighting key intervention points for healthcare management and policy. By moving beyond fragmented, singlefactor explanations, this study contributes a holistic perspective that can inform future research, organizational interventions, and policy strategies aimed at improving the quality of work life of healthcare employees.*

**KEYWORDS:** *Quality Of Work Life, Healthcare Employees, Determinants Of QWL, Employee Well-Being.*

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