

## ABSTRACT

This Study contributes to the literature on quality of work life (QWL) by testing the relationship between QWL and employee productivity by using questionnaires among the executive staff in the Sri Lankan University system. A sample size of 306 executive staffs from 15 state universities was studied using the stratified sampling method. Reliability is analyzed by Cronbach alpha. Validity was tested with the help of expert and also it is validated, accepted and recommended as better by previous studies. Sampling adequacy is measured by Kaiser – Meyer – Oklin Measure of Sampling Adequacy. Bartlett's Test of Sphericity reveals that variables are correlated in population. Initial eigenvalues for first three factors of QWL are 3.318, 1.654 and 1.031 respectively. They explain 75% of the total variation. Likewise, initial eigenvalues for first two factors of EP are 1.865 and 1.185 respectively. They explain 44% of the total variation. In terms of R, R square and adjusted R square, model of QWL and EP is a fitted model. Since model is a fitted one, variables in the both model are also suitable to describe the QWL and EP. There are eight factors of QWL such as fair compensation, a safe and healthy working environment, development of human capacities, growth and security, social integration, constitutionalism, the total life space and social relevance. It is concluded that the mostly contributing factors of QWL are development of human capacities, social integration, healthy working environment, social relevance, fair compensation, constitutionalism and social relevance for executive staff members. Likewise, there are seven factors of EP such as ability, clarity, help, incentive, evaluation, validity and environment. It is concluded that the mostly contributing factors of EP are evaluation, environment, help, clarity, ability and validity for executive officers. Also study revealed that there is a positive and significant relationship between QWL and EP of executive members, which indicates that enhancement in the dimension of QWL, can lead to increased amount of job satisfaction and employee productivity in the state universities of Sri Lanka. Further study research was recommended in comparative study on private and public University executives to view their perceptions of QWL in relation to their productivity.