

ROMIN ANTONY (310376) DISSERTATION PROPOSAL

AIM

To establish the impact of QWL on intrinsic motivation. If the impact is positive, will it lead to job satisfaction and organizational commitment

LITERATURE REVIEW

1. Quality of Work Life (QWL) can be characterized as the positive conditions of a working environment that help and advance representative fulfillment. QWL can be used to determine the

LITERATURE REVIEW

3. Motivation in the hospitality industry presently can be said to be of two types: Intrinsic and Extrinsic. Opportunities for creativity, empowerment and developing knowledge, relationships between colleagues, job security are some intrinsic motivators. Extrinsic Factors like rewards and pressure can develop motivation in employees

METHODOLOGY

The research will be conducted on a sample of hotels in Dubai. Mixed methods approach will be used for researching primary data.

LIMITATIONS

1. Study held in Dubai. Accuracy elsewhere not guaranteed.
2. Each individual can have different factors for QWL and this can lead to varied factors.

RELATION BETWEEN QWL AND INTRINSIC MOTIVATION

OBJECTIVES

1. To identify factors of QWL.
2. To identify Intrinsic motivators in hospitality employees.
3. Explore factors outside of work
4. Evaluate performance of employees

LITERATURE REVIEW

2. Factors outside work can be personal issues, family problems, monetary troubles etc.

HYPOTHESIS

1. QWL has a positive influence on intrinsic motivation.
2. Intrinsic and extrinsic motivation is directly related.
3. Intrinsic motivation will lead to job satisfaction and organization commitment.

ANTICIPATED FINDINGS

1. The employee will develop a desire to achieve intrinsic motivation.
2. A lack of intrinsic motivators in an employee can be possibly traced to QWL.
3. When the performance of an employee increases, extrinsic motivators are achieved.

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