

Title	Self-Developed QWL Measures
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Abstract	<p>This study investigates one approach to self-developed quality of working life (QWL) measures utilizing the participation of organizational members. A representative panel of 70 employees from the client organization constituted a Delphi panel which engaged in defining QWL in their own language and meaning and identifying the relevant set of QWL descriptors for subsequent measurement. The sensitivity of the resultant QWL measure was established using the responses of a large random sample of employees from the parent population. The convergent validity of the QWL measure was then established by comparing its performance with that of the Job Diagnostic Survey.</p>