















6. Margolis, J. (1979). ASTD 1979-80: A Time of Challenge. *Training and Development Journal*, 33(5), 41-43.
7. Trehan Ruchi (2004). Thesis, Quality of Working Life: A Comparative Study of Urban and Rural School Teachers in Punjab.
8. Subrahmanian, M., & Anjani, N. (2010). Constructs of quality of work life—a perspective of textile and engineering employees. *Asian Journal of Management Research*, 1(1), 299-307.
9. Normala, D. (2010). Investigating the relationship between quality of work life and organizational commitment amongst employees in Malaysian firms. *International journal of business and management*, 5(10), 75.
10. Daud, N. (2010, November). Quality of work life and organizational commitment amongst academic staff: Empirical evidence from Malaysia. In *Education and Management Technology (ICEMT), 2010 International Conference on* (pp. 271-275). IEEE.
11. Swamy, D. R., Nanjundeswaraswamy, T. S., & Rashmi, S. (2015). Quality of work life: scale development and validation. *International Journal of Caring Sciences*, 8(2), 281.
12. JKEDI. Official website. Retrieved from <http://jkedi.org/Index.aspx>
13. Hair, J. F. (2010). *Multivariate data analysis*. Pearson College Division.
14. Hair, J. F., Anderson, R. E., Tatham, R. L., & Black, W. C. (1998). *Multivariate data analysis*, 5th. NY: Prentice Hall International.
15. Islam, M. Z., & Siengthai, S. (2009, July). Quality of work life and organizational performance: Empirical evidence from Dhaka Export Processing Zone. In *ILO Conference on Regulating for Decent Work, Geneva* (pp. 1-19).