

## **Abstract:**

Work-life balance, happiness and well-being go hand-in-hand with the quality of life, the quality of working life and the level of satisfaction with both. A recent survey that took place in the Czech Republic in 2018 attempted to measure the quality of life using the WHOQOL questionnaire developed by the World Health Organization. It also used the SQWLi instrument proposed by Vinopal et al. to measure the quality of working life perceived subjectively.

The overall aim of this work is to challenge the theory of Dana and Griffin, summarized back in 1999, which says that the quality of life and the quality of working life are interrelated domains. It is interesting to see whether the same results can be achieved even nowadays—almost 20 years after their statement was issued—with respect to the Czech population. The spillover theory supports Dana and Griffin's statements, showing the causal association between the concepts. The main questions of the study are the following. First, is there a relationship between the quality of life and the quality of working life?. Second, how strong is the association between the quality of life and the quality of working life? Third, what are the levels of association between the quality of life and the quality of working life with respect to socio-demographic parameters, work-related factors and the industries and positions within the companies?

Methodologically, the QOL and QWL indices are first verified using the confirmatory factor analysis. Then, the correlation analyses between the quality of life index and the quality of working life index are performed with respect to certain population and employee subgroups.

The results confirm the Dana and Griffin theory; the relationship between the quality of life and the quality of working life is proved to be of relatively high association. In terms of the groups, the following statements are the main findings. Women do not have a higher degree of spillover. People between the ages of 30 and 40 are proven to have the strongest relationship between their age and the quality of life and the quality of working life. People who haven't completed basic education have the lowest degree of the spillover theory. Prague inhabitants show a higher level of association between the quality of life and the quality of working life. Employees who work more than 45 hours per week show a higher degree of the spillover theory. People who are self-employed also have a higher degree of association between the quality of life and the quality of working life. Employees with the highest salaries from the dataset also showed higher degrees of the correlation between the quality of life and the quality

of working life. People who work in smaller companies comprised of 10-19 employees show a higher degree of association between the quality of life and the quality of working life. The strongest level of correlation between QOL and QWL is found in the categories of managers and high-ranking employees. In the industries of manufacturing and construction & mining, the level of QOL and QWL association is higher than for employees in the hospitality sector. Further suggested steps are discussed in the discussion section.