

# **QUALITY OF WORK LIFE AND BASIC PSYCHOLOGICAL NEED AT WORK OF MENTAL HEALTH PROFESSIONALS IN ALBANIA**

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## **Abstract**

Numerous studies conducted on the quality of working life have shown that a high quality of work life leads to a higher productivity of the organization, and higher performance, motivation, commitment, pride, satisfaction of employees at work. Meeting the psychological needs at workplace enhance wellbeing, including lowered stress, burnout, and anxiety and enhanced workplace engagement. The subjects of this study are mental health workers in Albania. This article reviews the meaning of quality of work life and analyses constructs of quality of work life based on Walton model as well as constructs of basic psychological needs at work based on Deci & Ryan model. The constructs of quality of work life discussed are, adequate and fair compensation, safe and healthy working conditions, opportunity to use and develop human capacities, future opportunity for continued growth and security, social integration in the work organization, constitutionalism in the work organization, work and total life space, the social relevance of work life. The constructs of basic psychological needs at work discussed are, the need for autonomy, the need for competence and the need for relatedness. This is mainly a quantitative study, with some elements of qualitative methods. Specifically, are used the scale measuring satisfaction with the quality of working life (adapted from the model of Walton), the scale measuring satisfaction with basic psychological needs at work (adapted from the model of Deci & Ryan), interviews and observations. It has been found that mental health workers are generally satisfied with their quality of work life as well as with their basic psychological needs at work. Quality of work life is positively related to all its constructs. Basic psychological need at work is positively related to all its constructs. Quality of work life is positively related to basic psychological need at work.

**Keywords:** *quality of work life, basic psychological needs at work, mental health worker*