

## Quality of working life in the context of the COVID-19 pandemic

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**Abstract:** The COVID-19 pandemic has significantly influenced the way managers and employees do their work. The aim of this work is to briefly study the impact that the COVID-19 pandemic may have on the different facets of quality of life at work (QLW). It studies the effects that the pandemic has had, or may have, on work-family conciliation, working conditions, job satisfaction, work control, affective commitment, occupational stress, and general well-being. A theoretical reflection of the mentioned themes is presented, whenever possible referring to evidence existing in other empirical studies. The COVID-19 pandemic has a direct and indirect impact on all facets of QLW. For each facet of QLW, the challenges and/or opportunities that this new reality presents to the management of organizations are also indicated. Today, the management of organizations, in the face of the constraints that COVID-19 has brought, requires from managers innovative and creative approaches in the way human resources are managed. The work environments most exposed to the virus face even more difficulties in maintaining the QLW of their employees.

**Keywords:** COVID-19, pandemic, human resource management, quality of working life.