

## Effect of Work and Non-Work Variables on Public Librarian's Work Life Quality in Yazd City

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### Abstract

**Purpose:** The most important resource of libraries is the librarians and optimum performance of them is of the greatest challenge of managers. Several factors could be intermediary about librarians' performance and with considering mentioned factors, we could see the improvement of libraries. In the presence of suitable environment and lovely, healthy and safe workplace, we can expect the motivation, confidence and trust and good information services. This research aims at the survey of the effect of work and Non-work variables on public librarian's quality of work life in Yazd city, situated in Iran.

**Methodology:** All 187 public librarians in Yazd city constitute the research population. Using the stratified random sampling, 77 public librarians determined to fill a researcher-made questionnaire that obtained for this research. The gathered data has been analyzed in descriptive and inferential levels. In the descriptive level, measures such as frequency, percent, the mean and the standard deviation has been calculated. In the inferential level, we used Structural equation modeling approach with partial least squares (PLS) and its measures and coefficient parameters.

**Findings:** Results show that the Work variables have a positive and significant effect on the quality of work life variables but The non-work variables don't have significant effect on the quality of work life of public librarians of Yazd city.

**Originality/value:** This research provides information about canonical points of motivation and optimization of work life of public librarians and suggests that if managers of Iran Public Libraries Foundation (IPLF) want to optimize performance parameters, they ought to focus on work variables.

**Keywords:** Quality of work life, Work Variables, Non-Work Variables, Public libraries, Public Librarians.