

An organization's success and effectiveness is crucially dependent on how ~~the~~ works and processes are performed by employees and staff [1]. As humans, employees ~~will beare~~ able to perform well ~~when provided~~ they are healthy ~~from in terms of~~ physical, mental and spiritual aspects, and feel well in the life. ~~The employees' Employee~~ perception of wellbeing is significantly influenced by ~~the~~ job characteristics and workplace conditions [1-3]. This fact has led to a growing understanding that ~~for attaining in order to attain~~ high level of human resources productivity (HRP) outcomes, ~~the~~ organizations need to develop workplace improvement strategies with the scope of ~~effects transcending beyond the organizational environment~~ and influencing the employees' non-work life ~~as well~~ [4, 5]. These strategies should consider the profound psychological effects of working conditions on employees' state of being and be able to positively impact workers' perception of life satisfaction through work factors [6]. Recognizing ~~the~~ work-life within the context of the entire life, and approaching ~~the~~ employees' well-being through workplace factors is debated and speculated under the "umbrella title" of Quality of Work-Life (QWL).

While ~~the~~ QWL concept shares many common facets with job satisfaction, it places more emphasis on the relation of work to whole life satisfaction. ~~The This~~ construct is therefore considered ~~to~~ offering a broader HRP scope relative to work-based factors such as job satisfaction and function as ~~a driver of them one of their drivers~~ [7]. Studies have indicated that employees with a high level of psychological well-being are more committed, and more productive than employees with a low level of psychological well-being [8, 9]. Organizations with favorable QWL achieve higher productivity and ~~competing competitive~~ advantages [10]. High QWL has been linked to reduced ~~lost loss~~ due to absenteeism, lower rate of turnover, and improved job satisfaction [11]. Workers with high perception of well-being are reported to ~~be three times higher productive have three times higher productivity~~ than unhealthy workers [12]. Humanizing the work and workplace by designing meaningful tasks, providing skill development and carrier growth opportunities, supporting job security, and promoting work safety and health has ~~been~~ shown to correlate with higher job satisfaction and life wellness [11, 13-15]. By contrast, inadequate levels of QWL ~~have been found being~~ ~~being emerged as~~ a significant source of human resources productivity loss and inefficiency. The statistics of ~~the~~ American Psychological Association shows that over half of ~~the~~ employees perceived themselves less productive in work due to work stress [16]. Worrall and Cooper reported that ~~a~~ low level of well-being in work has an annual cost of about ~~5-10%~~ ~~five to ten percent~~ of GNI per annum [17].

While this ~~picture already~~ ~~notion~~ shows the importance of QWL for ~~organisation's~~ ~~organizational~~ success and productivity, when it comes to healthcare the impact increases by many folds. Healthcare professionals generally deal with difficult and high sensitivity tasks that impose intensive physical and psychological pressure on them. ~~Specifically, h~~ High work load, work hazards, responsibility for patient outcomes and dealing with illness, death and ~~the its~~ ~~their~~ related unpleasant emotions are among the important factors ~~treating~~ ~~threatening~~ the well-being of healthcare workers [15]. The problems arising from health

Comment [MP ADT]: In terms of : آیا جمله سنگین نیست؟ آیا جگله را می توان به صورت friendly تری نوشت؟

Comment [SMM9]: More common in academic writing.

Comment [SMM10]: Since feeling well is associated with the previously mentioned factors, I would omit this phrase.

Comment [SMM11]: I do not understand the meaning behind this phrase. Please tell me in Farsi.

Comment [MP YDT]: جمله مورد نظر این بوده: ... سازمان ها نیاز دارند استراتژی های بهبود محیط کاری را توسعه دهند که گستره اثرات آن فراتر از محیط سازمان می رود و زندگی غیر کاری کارکنان را نیز تحت تاثیر قرار می دهد.

Comment [MP YDT]: فکر می کنم همان being بوده است: state of wellbeing درست نباشد. منظور همان being بوده است.

Comment [MP2D14]: Through or via of by? Which one is more fit?

Comment [MP YDT]: مطمئن هستید the لازم است؟

Comment [SMM16]: Use of a singular-known-noun requires "the". Since you have introduced it previously and we know ... [1]

Comment [SMM17]: این کلمه در اینجا ... [2]

Comment [SMM18]: در واقع محرک ... [3]

Comment [SMM19]: We're saying "one of their drivers" in general. We ... [4]

Comment [SMM20]: عبارت دوبار در ... [5]

Comment [SMM21]: Since it is not a quantitative value, the only thing I c ... [6]

Comment [SMM22]: Define what type of turn-over. Employee turn-over, fi ... [7]

Comment [SMM23]: در مبحث ... [8]

Comment [SMM24]: unwell

Comment [SMM25]: Unhealthy: تباینی ... [9]

Comment [SMM26]: Wellbeing?

Comment [SMM27]: No problem if it's common in other articles in your field

Comment [SMM28]: well- واژه معادل ... [10]

Comment [SMM29]: مطمئن هستید ... [11]

Comment [SMM30]: استفاده از کلمه ... [12]

Comment [SMM31]: Since you were stressing the issue, I didn't have an ... [13]

Comment [SMM32]: احساسات ... [14]

Comment [SMM33]: با توجه به اینکه ... [15]