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*New Silk Road: Business Cooperation and Prospective  
of Economic Development – 2019*

**QUALITY OF WORK LIFE  
IN DIGITAL ECONOMY**

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# Purpose of the study

- the thematic evolution scientific research and the state of quality of work-life concerning the internationally accredited scientific databases: Web of Science and Scopus,

- the overview of previous studies, conducting the last decade on the issues of the quality of the work-life and digital economy.



# Scope of the study

- ✦ more than 50,000 bibliographic records from the Web of Science and Scopus databases that matched the QWL
- ✦ more than 10,000 bibliographic records matching the “digital economy” query.
- ✦ analysis is limited by the most significant works, taking into account the citation index related to human resource management in companies and making managerial decisions that directly affect QWL (sections are economics, management, and business).

# Top 10 countries with the scientific research QWL in the field of business, economics and management (2014-2018, Web of Science)





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# The main topics of research on the quality of working life:

- ✦ the medical aspects of the work process and workers (or a member of their families) with various physical or mental problems, and ways to overcome them to improve QWL;
- ✦ gender and age differences of workers in the labor market;
- ✦ family, leisure, or work priority ratios;
- ✦ studies of the relationship between corporate social responsibility and well-being of employees;
- ✦ studies of the impact of participation in a cultural and sporting events on QWL .
- ✦ **the impact of management decisions on employees' QWL.**




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# Number of published research in the Czech Republic and Russia



- ✦ *In Russia - 35 works were published that are in the databases;*
- ✦ *In the Czech Republic - 26 works were published, which is also a very significant contribution to the development of knowledge about QWL.*

# The main topics of cross-sectional research “digital economy” and “quality of work-life”



- ✦ implementation of information systems in different areas of working life.
- ✦ new opportunities for lifelong learning
- ✦ digital economy, recruitment potential and a labor market
- ✦ the question how digital technologies transform human functions in the process of work, improving the quality of working life and business efficiency
- ✦ the side effect of the extensive use of digital platforms
- ✦ Smart Service System (Work-Life Optimization model)

# Work-Life Optimization model (WLO)



Pandora analytics model





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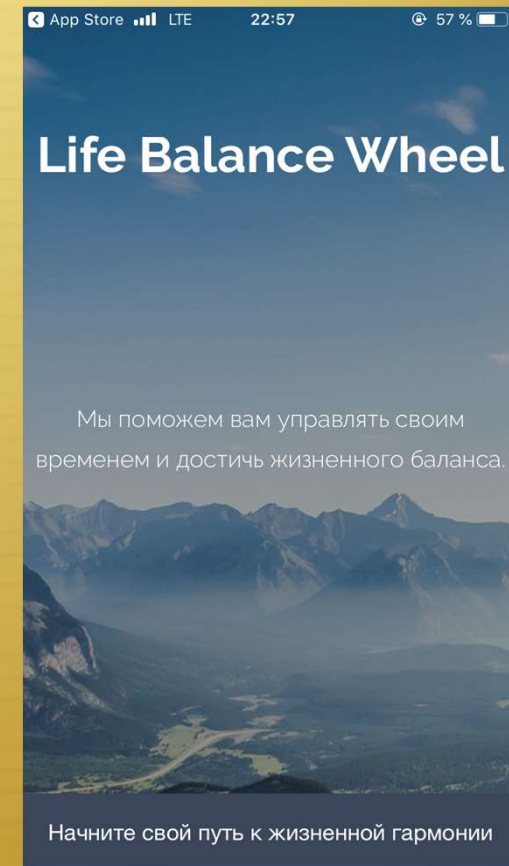
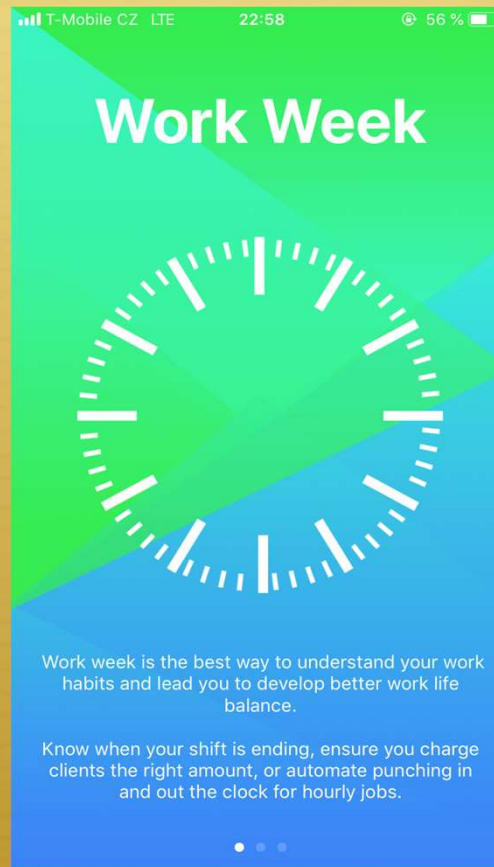
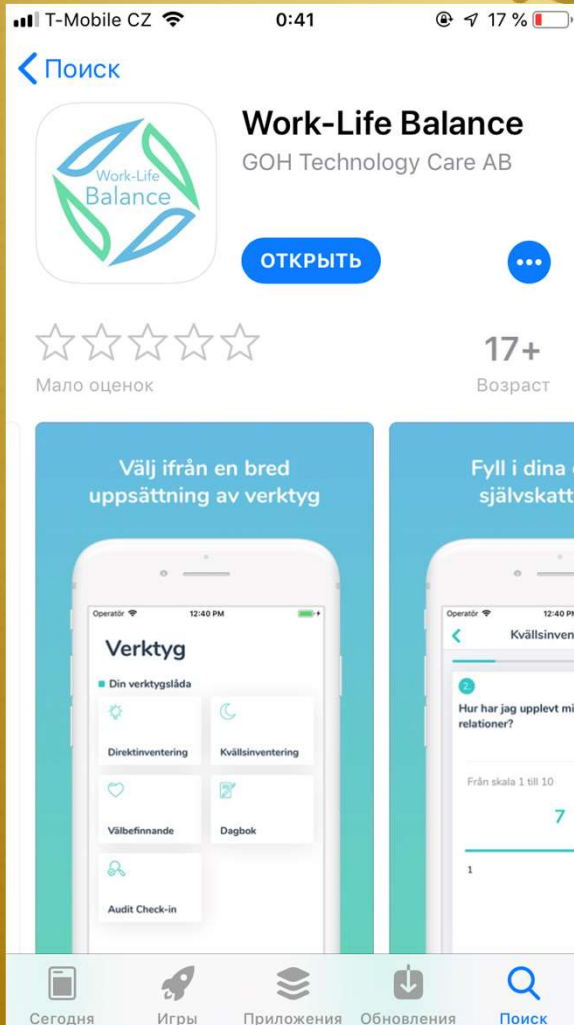
# The main purposes of WLO programs within an organization

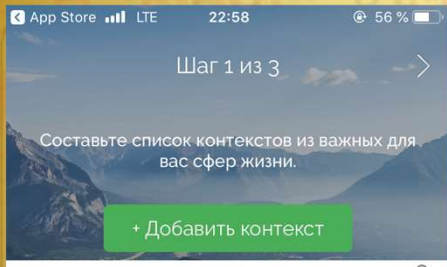
- ✦ to reduce work-life conflict,
- ✦ to decrease turnover,
- ✦ to improve company image and ability to attract talent,
- ✦ to improve performance.



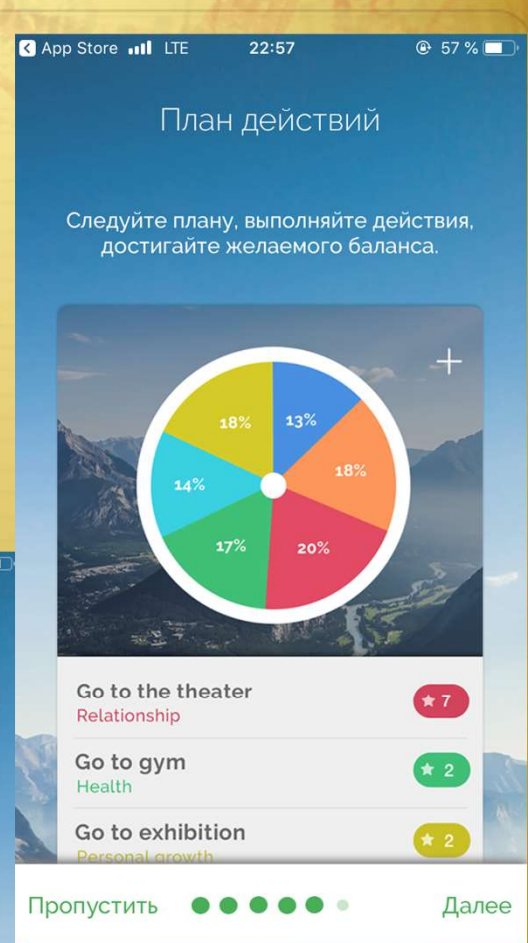
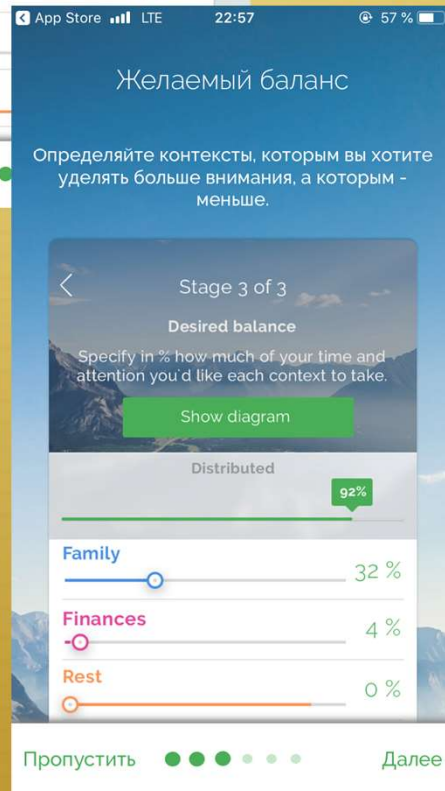
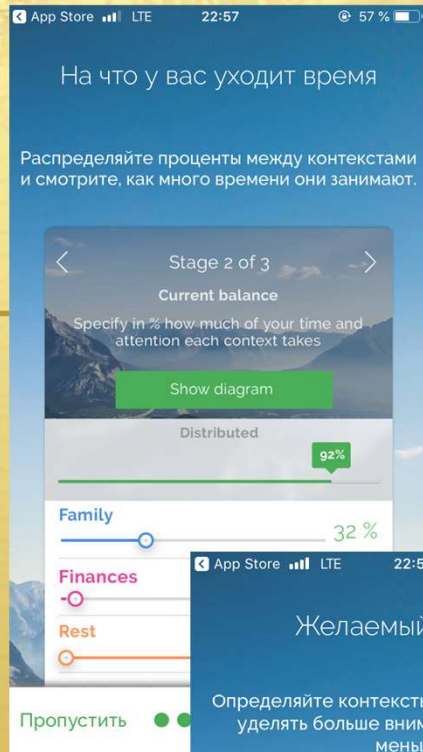
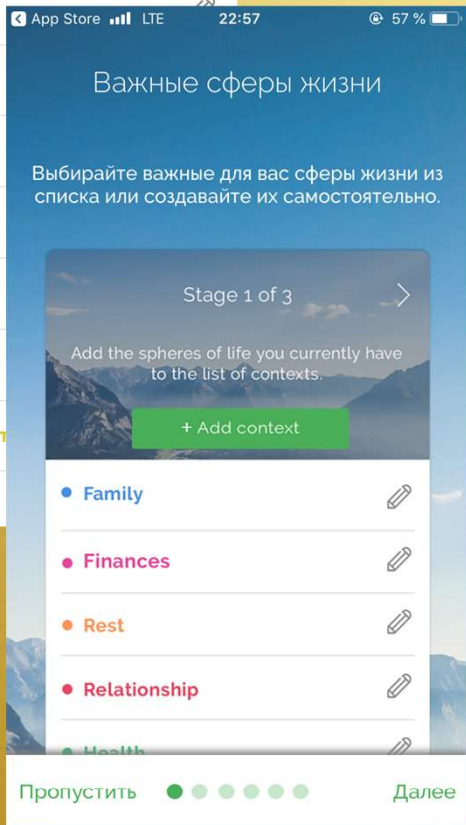
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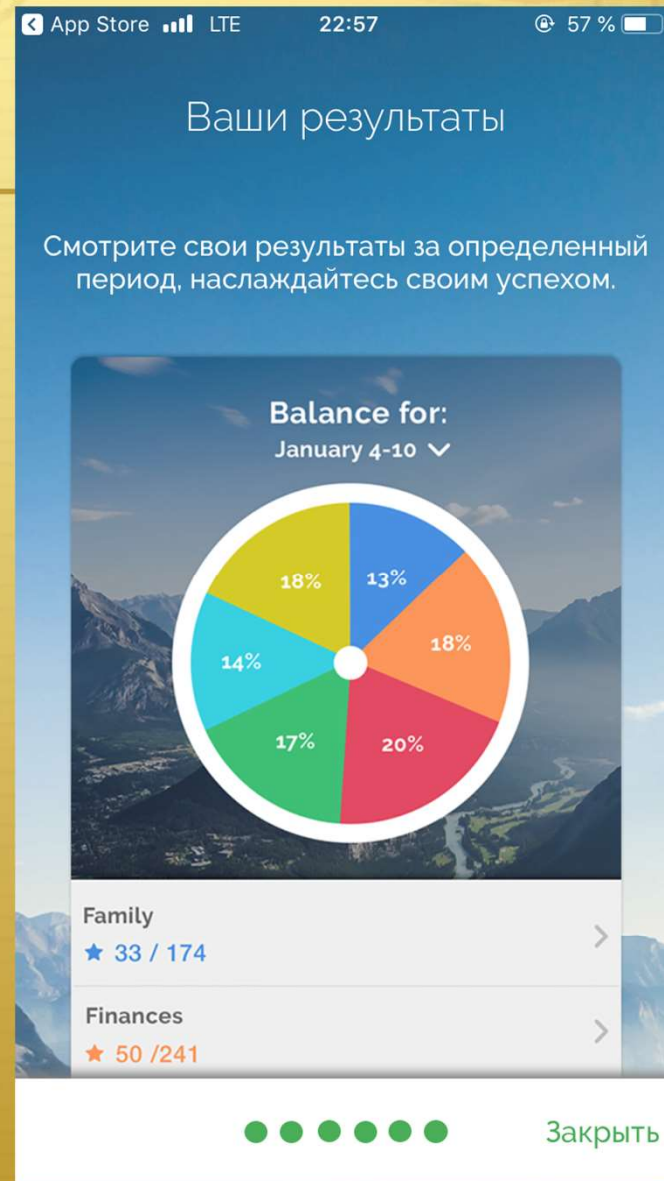
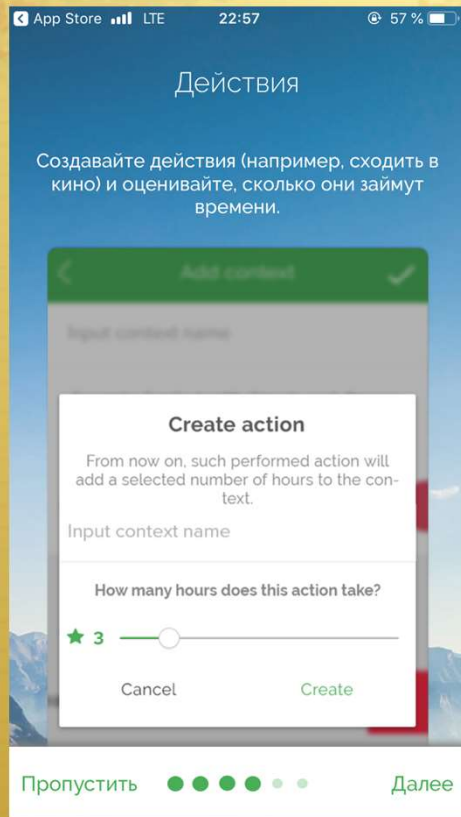
# Work-Life Balance





- Семья
- Финансы
- Отдых
- Отношения
- Здоровье
- Карьера
- Личностный рост
- Духовность







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✦ **THANK YOU**

✦ **FOR YOUR ATTENTION**

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