



Quality of Life and Job Performance of Employees of a Construction Company in Doha, Qatar, during the 2022 FIFA World Cup

Ryan Anthony M. Arendon¹, Jesus P. Briones^{2*}, Flormando P. Baldovino³
^{1,2,3} First Asia Institute of Technology & Humanities, Philippines

Received : November 16, 2023

Revised : December 15, 2023

Accepted : December 29, 2023

Online : December 30, 2023

Abstract

Hosting mega-sport events is a risk-involving decision, but the intangible benefits as an outcome cannot be ignored. This study gauged the impact of the 2022 FIFA World Cup on the quality of life through the working conditions, public safety, and cost of living related to the job performance of the 20 finance and accounting department workforce of a construction company in Doha, Qatar. Employing the descriptive-correlation method as the research design, the data gathered using the researcher-structured questionnaire were analyzed using frequency, percentage, weighted mean, and Spearman Rho coefficient correlation test as statistical tools. The study concluded that the anticipated negative quality of life indicators did not materialize during the mega-sport event. Further, the 2022 FIFA World Cup did not negatively impact the respondents' job performance since they still managed to perform their job assignments well. The paper, therefore, encourages that, at the very least, employees to diligently perform their jobs at all times while employers provide the necessities and should always consider safeguarding their employees' quality of life while at work by providing decent and comfortable working conditions and reasonable compensation and benefits enabling them to adequately cover their cost of living, especially during periods where mega-events are to be held within the geographical scope of their business operations. This study is useful for policymakers who are planning to utilize mega events to enhance the quality of life and job performance of working residents of the host communities.

Keywords: 2022 FIFA World Cup; Cost of Living; Job Performance; Mega-Sport Event; Public Safety; Quality of Life; Working Condition

INTRODUCTION

In 2022, Fédération Internationale de Football Association (FIFA) World Cup was held in the Arab world for the first time. It took place in Doha, Qatar. Qatar is an Emirati country located in the Middle East that has transformed into a very rapidly developing country in the last 10 years (Nalendra, 2021). Such holding of a mega sports event has contributed to the tremendous socio-economic developments of the country. These events attract tourists, residents, and other spectators. A study from Germany for the same FIFA event identified several positive impacts for host residents relative to nationalism and patriotism (Kersting, 2007). Recently, related FIFA World Cup impact articles were mainly centered on assessing the political and economic effects, with not much attention given to its impact on the quality of life and job performance of either the residents or the workforce of the host country.

In a study conducted by Al-Emadi et al. (2021), they evaluated how the preparations for the 2022 World Cup in Qatar have influenced local residents' perceptions of the possible impacts of hosting the event. At the same time, the study conducted by Knott et al. (2015) focuses more on the socio-cultural impact of the 2010 FIFA World Cup. To the best of the researcher's knowledge, there was no other study in the local setting dealing with the impact of hosting the event on the quality of life and job performance of employees of the host country. Hence, a study determining the impact of staging the 2022 FIFA World Cup on the quality of life and job performance of employees within the location of the sports event is timely and relevant.

This study can provide insights into how the conduct of a mega-sport event can affect the quality of life of the people of the host community, especially the working residents who are still

Copyright Holder:

© Ryan et al. (2023)

Corresponding author's email: jpbriones@firstasia.edu.ph

This Article is Licensed Under:



committed to going to their work during the event. Although hosting mega-sport events is a risk-involving decision, the intangible benefits cannot be ignored. Therefore, policymakers can draw up plans before the conduct of the event so it can contribute to boosting the quality of life of the people instead of providing anticipated negative outcomes. Using the bottom-up theory of life satisfaction (Diener, 1984), this study looked into the importance of life circumstances in the context of holding mega-sport events, particularly for the host community residents. The focus of the study was the quality of life and how this affects the job performance of employees who are residents of the host community.

Therefore, the present study determined the quality of life of employees of a construction company in Doha, Qatar, specifically their working conditions, public safety, and cost of living during the staging of the 2022 FIFA World Cup. It also assessed the impact of the said sports event on the respondents' job performance. Moreover, the study also looked into the correlation between the employees' quality of life and their job performance.

LITERATURE REVIEW

This section presents literature transpired through articles and scientific papers published in various electronic and paper publishing centers and channels. The focus of the review is on the impact of holding sports events from the perspective of the host country in general and how this affected the quality of life of its people. It will also highlight the relevance of the theory that served as the basis for the foundation of the study.

Bottom-Up Theory of Life Satisfaction

Bottom-up theory looks at overall satisfaction as a function of several aspects of life satisfaction or one's subjective well-being (Erdogan et al., 2012). This theory assumes that a person's overall life satisfaction depends on his satisfaction with the many concrete areas of life. Further, according to this theory, a person has beliefs that are laden with his values. Thus, his satisfaction with respect to a particular event can influence satisfaction in the other domains of his life. Thus, in this particular study, the broad life domain considered relates to the experiences of the employees during the holding of a mega-sport event and how these influenced their quality of life and job performance.

Hosting of Mega Sport Event and its Impact on the Host Country

Hosting mega sports events is one of the best ways of showcasing the country's or region's culture, improving the sense of showing national pride, and boosting interaction between local residents and visitors (Gibson et al., 2014; Al-Emadi et al., 2021; Karadakis & Kaplanidou, 2012). Such activity, which is most often on a global scale, creates varied impacts on the host country. Positive and negative consequences as a result of hosting the event can possibly be identified. Most often, the impacts of major sports events are influenced by the socio-cultural realities of the residents and visitors of the host country and the actual activities taking place during the event (Acha-Anyi, 2023). Perceptions between local residents and visitors may vary. In the study conducted by Xu et al. (2022), they found that non-host-city residents have more substantial expectations of impacts, perceptions of value, and behavioral intentions than host-city residents.

Al-Emadi et al. (2021) studied the preparations of the Qatar government for hosting the 2022 FIFA World Cup. They found out that Qatari nationals perceived support for the hosting of the event, though they were worried about traffic, pollution, possible price hikes of basic goods and services, and the potential increase in the cost of living. The study also confirmed that nationality matters as a significant predictor for successfully holding the sports event. This is also supported by Storm and Jakobsen (2020), who indicated that hosting major athletic tournaments is positively correlated

with national pride, and host countries should be more strategic in order to achieve its potential intangible effects.

On the positive side, the development of the country's infrastructure would be expected to happen when the country hosts a mega event. As pointed out by [Al-Dosari \(2020\)](#), the 2022 FIFA World Cup would be significant in the development of infrastructure projects in Qatar in order to support said major sports events. [Nikolaou et al. \(2023\)](#) also posited that event infrastructures set up in major sports events would create a favorable socio-economic impact on the host country. They also pointed out that the 2022 FIFA World Cup has shown a significant influence on Qatar's infrastructural developments. In the same vein, [Serdar and Al-Ghamdi \(2021\)](#) assessed the resiliency of the Qatar road networks during the holding of the major sports event, and they proposed a multilevel assessment framework focusing on network cohesion and strategies implementation to possibly address disturbance scenarios like natural hazards, accidents or even intentional terrorist attacks.

According to [Müller and Gaffney \(2018\)](#), mega sports events like the FIFA World Cup and the Olympic Games are believed to have an impact on host countries. They confirmed that democratic countries with more market-led economies experience fewer adverse political and economic impacts than those with less democratic countries with more state-led economies. They also confirmed that not all countries were able to avoid the negative impacts. On the other hand, [Allan \(2018\)](#) disclosed that residents of the host country of a mega sports event perceived tourism resource development and urban revitalization as the positive impact of the event, while the increased price of real estate had a negative impact. Their findings also indicated that male respondents have higher perceptions of both the positive and negative impacts of the event than the local female respondents. In the study conducted by [Ishac et al. \(2022\)](#), Qatar's local residents perceived a higher positive impact of hosting the mega sports event compared to regional and international residents.

[Celep and Icil \(2023\)](#) concluded that hosting a mega sports event creates positive impacts on destination image and residents' behavioral intention. They elaborated that the experience of hosting the event has a positive effect on destination image, and this provides a positive impact on the behavioral intention of residents of the host country. On the other hand, [Chankuna \(2022\)](#), in his study of the socio-economic impacts of the 2022 FIFA World Cup on the Chon Buri Sports City residents, found out that community development, community pride, and several economic benefits were among the positive impacts of holding the sports event. They also pointed out that the positive impacts outweigh the negative impacts.

In the study, [Khalifa \(2020a\)](#) noted the possible sustainable development goals (SDG) that will be achieved as a result of the preparation and actual hosting of the FIFA 2022 World Cup in Qatar. The following are the enumerated SDGs: better health and well-being of all; gender equality; sustained, inclusive, and sustainable economic growth; full and productive employment and decent work for all; improved infrastructure; promotion of inclusive and sustainable industrialization and fostering innovation; and peace and justice for all. This is parallel to the study of [Xiang et al. \(2023\)](#), who affirmed that mega sport events play an important role in the sustainable development of the host cities or countries being contributors to the development perspectives related to political, economic, and socio-cultural dimensions.

Quality of Life and Job Performance of the People during the Holding of Mega-Sport Events

Perception of the quality of life is generally associated with the level of satisfaction of an individual with respect to the different dimensions of health, housing, and other pertinent circumstances as a reflection of his overall satisfaction with his own life ([Tovmasyan, 2020](#)).

The 2022 FIFA World Cup, which was themed "Healthy 2022 World Cup – Creating Legacy

for Sport and Health," has the intent of making it the most successful, healthiest, and safest sporting event in the world. According to [Adelowo \(2022\)](#), the event organizers have to provide and implement health promotional strategies that will successfully prevent and control the spread and progression of COVID-19 and other non-communicable diseases and influence global football enthusiasts to cultivate safe and healthy lifestyles. This is also the same concern of [Alshahrani et al. \(2021\)](#), where attendees to this mega sports event face unique risks of infectious diseases associated with this large gathering of participants. They noted that the event participants should be aware of the general preventive measures to combat the spread of COVID-19. Moreover, [Dergaa et al. \(2022\)](#) confirmed that strict infection control strategies to prevent future transmission of COVID-19 during the event should be the immediate priority of Qatar, considering the influx of a large number of visitors. They further indicated that the host country should provide sufficient guarantees of conducting safe mega-sports events. In general, the host country always considers the holding of mega events to be safe and in order at all times. In connection with this, [Simkhada et al. \(2022\)](#) urged the host and migrant-sending countries to always implement effective strategies for the protection of human rights, safety, health, and well-being of all participants.

In the study conducted by [Kim et al. \(2022\)](#), they found that the individual social interactions and cultural and recreational experiences of the residents of the host country during the mega-events have positive and negative effects on their quality of life. Their perceptions vary depending on the type of residents and their economic exchange experiences. On the other hand, the study of [Duan et al. \(2020\)](#) revealed that perceived impacts related to psychological and social aspects were found to be positively predictive of their quality of life and event support. They further noted that the perceived economic impact had no significant effect, while their perceived environmental impact is significant in facilitating the residents' quality of life.

Literature on the holding of mega-sport events and their implications for the quality of life of the people of the host country and their visitors indicate opposing views. In the study conducted by [Kaplanidou et al. \(2013\)](#), they indicated a significant Influence of the political, psychological, and social benefits on the perceived quality of life before the event. After the event, the economic impact is found to be the only significant predictor of quality of life. [Khalifa \(2020b\)](#) and [Knott et al. \(2015\)](#) posited that mega-sport events positively influence the quality of life. Thus, people tend to support these events. On the contrary, according to [Pfitzner and Koenigstorfer \(2016\)](#), hosting the mega-sport event had no positive effect on the residents' quality of life. With this finding indicating that the conduct of a mega-sport event is not a predictor of quality of life, the researchers presumed that job performance also has nothing to do with perceived quality of life. Therefore, the researchers formulated the hypothesis:

Ho: There is no significant relationship between the quality of life and job performance of employees during the 2022 FIFA World Cup.

While improving the quality of life would always be everyone's goal during mega-events, some residents would still be willing to sacrifice in exchange for some benefits. Several researchers ([Harrill, 2004](#); [Marusic, et al., 2008](#)) have validated that residents of a tourist destination are willing to maintain a low quality of life and are willing to continue receiving visitors provided they get economic benefits in return.

RESEARCH METHOD

This study employed the descriptive-correlation research design. This method is most appropriate as the researchers collected data based on the behavior or attitudes of the respondents and then tried to establish the relationship between different variables ([IvyPanda, 2023](#)). This

study is from the perspectives of employees of one of the premier construction companies in Doha, Qatar. In consideration of the nature of the work responsibilities of the employees of the subject company, only those from the finance and accounting department were considered as respondents since they are among the employees of the company who are required to report daily in the Doha office while the other employees are generally deployed to various construction sites outside of Doha. Moreover, the employees from the finance and accounting department most often leave the office for a while as they are required to collaborate and do business with banks and other financial institutions within Doha while the FIFA events are ongoing. The respondents of the study were composed of 20 employees from the finance and accounting department of the subject-construction company in Doha, Qatar. The respondents constituting the population size of the targeted group of employees are presumed to be adequate for the purpose of the study.

The researcher-structured questionnaire, which was validated by two Finance Managers, contained how the staging of the 2022 FIFA World Cup would have impacted the lives of employees at work and at their residences. The questionnaire was pilot-tested on a group of 10 finance employees from another private company where an acceptable Cronbach Alpha was established. Questionnaires were distributed to the total population of employees via Google Forms. The core of the questionnaire was on assessing the impact of the 2022 FIFA World Cup on the respondents' quality of life and job performance using a four-point Likert scale as follows: 1=1.00-1.49 (Strongly disagree); 2=1.50-2.49 (Disagree); 3=2.50-3.49 (Agree); and 4=3.50-4.00 (Strongly Agree). The personal information of the respondents was kept private and confidential.

With the aid of the Statistical Package for Social Sciences (SPSS) software, the data were analyzed using frequency, percentage, and weighted mean. Moreover, in order to evaluate the relationship between the perceived quality of life and job performance of employees, the Spearman Rho coefficient correlation test was employed.

FINDINGS AND DISCUSSION

This section of the paper presents, analyzes, and interprets the data gathered by the researchers according to the objectives of the study.

Profile Information of the Respondents

Table 1 presents the profile of the respondents of the study relative to their personal and professional work information. The data reveals that the majority of respondents are male, aged 31-40 years old, married, and of Filipino nationality. Most of them are working in the accounting department and finance department as managers and clerks. Moreover, most respondents are working in the company for at least 10 years. This only shows that the employees are already mature and well-experienced professionals in the field of financial management.

Table 1. Frequency and percentage distribution of the respondents in terms of their profile

Profile Indicator	Frequency	Percentage
Gender		
Male	14	70.0
Female	6	30.0
Total	20	100.0
Age		
31 – 40 years old	15	75.0
Above 40 years old	5	25.0
Total	20	100.0
Nationality		
Egyptian	4	20.0
Indian	3	15.0

Profile Indicator	Frequency	Percentage
Filipino	12	60.0
Sri Lankan	1	5.0
Total	20	100.0
Department		
Accounting	9	45.0
Audit / Reporting	3	15.0
Finance	8	40.0
Total	20	100.0
Position		
Clerk	7	35.0
Supervisor	6	30.0
Manager	7	35.0
Total	20	100.0
Number of Years Working in the Company		
1 – 3 years	2	10.0
4 – 6 years	2	10.0
7 – 9 years	7	35.0
10 years and above	9	45.0
Total	20	100.0

Quality of Life of Employees during the 2022 FIFA World Cup

Mega sports events, such as the 2022 FIFA World Cup, generally provide various benefits for the host country, and that is one of the reasons why different countries are interested in winning the right to host the event. Relative to this, respondents were asked about how the 2022 FIFA World Cup influenced their quality of life through their working conditions, public safety, and cost of living during the staging of the said event.

Working Condition

The Influence of working conditions plays a big role in knowing someone's quality of life, especially employees. Comfortable working conditions are believed to have a direct impact on a positive quality of life. According to Sakinah et al. (2023), working conditions exert an influence on organizational citizenship behavior. Table 2 presents the respondents' experiences with regard to their working conditions while the 2022 FIFA World Cup is in place.

Table 2. Weighted mean on the employees' quality of life in terms of working condition

Indicators	Mean	Verbal Interpretation
During the 2022 FIFA World Cup, I encountered heavy traffic going to my workplace	1.95	Disagree
During the 2022 FIFA World Cup, I encountered shorter working hours at banks and financial institutions that gravely affected my work	2.80	Agree
During the 2022 FIFA World Cup, I encountered a reduction in workforce in all companies that I am dealing with, which made my work difficult	2.70	Agree
During the 2022 FIFA World Cup, my report deadline submission was shortened	2.50	Agree
Overall Weighted Mean	2.49	Disagree

Based on the data presented in Table 2 regarding the quality of life in terms of working conditions, it can be noted that indicator "During 2022 FIFA World Cup, I encountered heavy traffic

going to my workplace" scored the lowest mean of 1.95, and this is interpreted as Disagree. Although the government rerouted all roads near stadiums, they gave alternate transportation, such as newly built metros and free bus rides. Hence, only the respondents with personal cars were seriously affected by the traffic caused by rerouting. Meanwhile, the indicator "During 2022 FIFA World Cup, I encountered shorter working hours of banks and financial institutions that gravely affected my work" posted the highest mean of 2.80, which is interpreted as Agree. Most of the finance and accounting department transactions are generally dealing with banks and other financial institutions. Thus, the shortened working hours gravely affected how the respondents were able to accomplish their work activities within the specified time frame. The table also shows that the overall weighted mean of 2.49 for working conditions, which is interpreted as Disagree, indicates that despite the several challenges encountered by the respondents, such as shortened working hours of banks and financial institutions, reduction of the workforce, and shortened report submission deadlines during 2022 FIFA World Cup, they perceived that their quality of life did not suffer. According to Knott et al. (2015), the anticipated negative quality of life indicators is reduced significantly during mega sports events. This is parallel with what happened during the staging of the sports event, where the anticipated negative quality of life indicators has been reduced significantly, probably because of Qatar's readiness to host such sports events.

Public Safety

According to the Spoke County (2019), being safe and secure is a fundamental human need. Public safety, the protection of the general public's physical welfare, is associated with quality of life. When a person feels safe, secure, and protected, that person's well-being improves by reducing, if not eliminating, his anxiety and stress. On the other hand, Cahyono and Yudoko (2022) considered that the safety of employees is one of the critical areas supporting the sustainability of business operations and can be a factor in improving the company's performance. Table 3 shows the experiences of the respondent employees with regard to their public safety while the 2022 FIFA World Cup is in place.

Table 3. Weighted mean on the employees' quality of life in terms of public safety

Indicators	Mean	Verbal Interpretation
During the FIFA World Cup, I felt unsafe even when ambulances and medics were available in Doha	1.80	Disagree
During the FIFA World Cup, I felt unguarded even when policemen were visible in Doha	1.85	Disagree
During the FIFA World Cup, I felt unrelieved even when street lightings were in good condition in Doha	1.90	Disagree
During the FIFA World Cup, I felt unsecured even when barricades and signage were strategically placed in Doha	2.00	Disagree
Overall Weighted Mean	1.89	Disagree

As can be gleaned in Table 3, it can be noted that the indicator "During FIFA World Cup, I felt unsafe even when ambulances and medics were available in Doha" got the lowest mean of 1.80, and this is interpreted as Disagree. Ambulances and medics were cleverly positioned all over Doha for the entire duration of the 2022 FIFA World Cup tournament, and that made the majority of the respondents feel safe. The indicator "During FIFA World Cup, I felt unsecured even when barricades and signage were strategically placed in Doha" obtained the highest mean of 2.00, and this is interpreted as Disagree. The government took extreme precautionary measures during the 2022 FIFA World Cup by deploying anti-riot officers and installing heavy-duty barricades all over Doha,

making the respondents feel safe and secure. The overall weighted mean for public safety is 1.89, and this is interpreted as Disagree. This indicates that respondents felt safe and secure during the 2022 FIFA World Cup, and this equates to a positive impact on their quality of life. According to John (2023), when individuals feel safe in their neighborhoods and public spaces, they are more likely to engage in economic activities, which will eventually lead to prosperity. This jibes with the findings of the study where the respondents perceived they felt safe and secure during the 2022 FIFA World Cup, thus making the event days just ordinary working days. This only shows how the Qatar government prioritized the safety of not only its residents but also all the fans and tourists who took part in the mega event. During the 2022 FIFA World Cup, Qatar's security is at its finest. With 10 years of preparation for the grand event, Qatar did not disappoint its citizens, residents, and tourists in delivering safety and security. The government used its specialized units to secure every tournament event with the best available technologies, like drones and robots, for security operations. Moreover, the organizers utilized advanced security systems to monitor all entries and exits to the venues, and they used advanced communication systems during the event.

Cost of Living

An increase in the cost of living of a person, in effect, means cutting back on other essentials. This situation could create uncomfortable conditions and eventually lead to a negative impact on someone's quality of life. Table 4 shows the perceptions of the respondent employees with regard to their cost of living during the 2022 FIFA World Cup.

Table 4. Weighted mean on employees' quality of life in terms of cost of living

Indicators	Mean	Verbal Interpretation
During the FIFA World Cup, my housing rent expenses increased	3.15	Agree
During the FIFA World Cup, my utility expenses increased	2.80	Agree
During the FIFA World Cup, my food expenses increased	2.95	Agree
During the FIFA World Cup, my transportation expenses increased	2.45	Disagree
Overall Weighted Mean	2.84	Agree

It can be noted that the indicator "During FIFA World Cup, my transportation expense increased" posted the lowest mean of 2.45, and this is interpreted as Disagree. This is probably because the Qatar government offers alternative transportation, such as newly built metros and free bus rides during the 2022 FIFA World Cup. The indicator "During FIFA World Cup, my housing rent expense increased" obtained the highest mean of 3.15, and this is interpreted as Agree. This may be due to the high demand for accommodation from tourists all over the world who are coming to Qatar during the 2022 FIFA World Cup to attend the football matches. The overall weighted mean for public safety is 2.84, which is interpreted as agreeable. This implies that respondents' cost of living increased during the 2022 FIFA World Cup and has negatively impacted their quality of life. According to Sharma (2023), one of the most substantial contributors to the rising cost of living is the increased expense of housing and accommodation that affects people's financial well-being. This correlates with the findings of the present study, where the respondents have been considerably affected by the sharp increase in accommodation rental and food prices. Since the demand for accommodation and food increased for tourists and fans who came to Doha, prices for the same expenditures also increased.

Job Performance of Employees During 2022 FIFA World Cup

The 2022 FIFA World Cup has provided employees a break from their daily routines, given them an opportunity to network with other colleagues and build relationships, and also helped

improve team spirit. However, as migrant workers, they are still obliged to perform their duties and responsibilities. As pointed out by [Mondejar and Asio \(2023\)](#), employee engagement and work-life balance relate to one another. Table 5 reveals the weighted mean of the impact of the 2022 FIFA World Cup on the job performance of the respondents in this study.

From the data in Table 5, it can be noted that the indicator "During FIFA World Cup, I am not satisfied with my job output" scored the lowest mean of 2.15, and this is interpreted as Disagree. Despite all the hindrances and challenges on working schedules during the 2022 FIFA World Cup, respondents still performed and finished their job assignments. As they perceived, the event did not affect their job negatively. The indicator "During FIFA World Cup, I could not focus on my work" posted the highest mean of 2.35, and this is interpreted as disagreement. Respondents stayed focused on their jobs regardless of the situation that the 2022 FIFA World Cup brought them. According to [Hudson \(2006\)](#), employees can make better use of sports to boost morale and productivity in the workplace. Although it was the first time that a mega sports event as big as the 2022 FIFA World Cup was held in Qatar, and everyone was hyped and excited, sport is still not the sole driving force for whether the respondents will perform their assigned tasks or not. Respondents have been in their professional careers for quite some time now, and they are all expatriates. Their main reason for going to Qatar is to work and earn money. Thus, despite the holding of such a mega event within the location of their work assignment, their responsibilities to fulfill their job roles were not affected at all. Besides, if an employee keeps job-related knowledge up to date, it pushes him to perform highly ([Landicho et al., 2023](#)). Moreover, their satisfaction with their jobs made them perform well in their job assignments despite adversities. This organization's culture influences their job satisfaction, according to [Maisaroh et al. \(2023\)](#).

Table 5. Weighted mean on employees' job performance

Indicators	Mean	Verbal Interpretation
During the FIFA World Cup, I could not focus on my work	2.35	Disagree
During the FIFA World Cup, I did not finish my task on its deadline	2.20	Disagree
During the FIFA World Cup, I did not exert more effort into my job than usual	2.25	Disagree
During the FIFA World Cup, I was not satisfied with my job output	2.15	Disagree
Overall Weighted Mean	2.24	Disagree

Relationship of Quality of Life of Employees to their Job Performance during 2022 FIFA World Cup

This section shows the presentation of the correlation between quality of life through working conditions, public safety, cost of living, and the job performance of the employees. Table 6 presents how the dimensions of working conditions, public safety, and cost of living affect job performance during the 2022 FIFA World Cup.

Table 6. Test of the relationship between job performance and quality of life through working conditions, public safety, cost of living, and job performance

Variables	Coefficient of Correlation (Spearman rho/p-value)	Decision ($\alpha= 0.05$)	Conclusion
Job Performance	Working Condition	.165 (0.967)	No significant relationship
	Public Safety	.472 (.109)	No significant relationship
	Cost of Living	.361 (.369)	No significant relationship
			Accept Ho

As can be gleaned from Table 6, the test of the relationship between working conditions, public safety, and cost of living to job performance obtained p-values lesser than the alpha values when tested at 0.05 level of significance. The correlation analysis, specifically using the Spearman Rho technique, revealed no significant relationships between the working condition ($r=.165$; $p\text{-value} = .967$), public safety ($r=.472$; $p\text{-value} = .109$), cost of living ($r=.361$; $p\text{-value}=.369$), and job performance since all the computed p-values are greater than the tabular values at 0.05 level of significance. These findings imply that the quality of life does not significantly affect the way respondents perceive their job performance. This is in contrast with the findings of Sh et al. (2014), who found a significant positive relationship between the quality of work life and job satisfaction. The outcome of this study says that there is no significant relationship between the indicators of quality of life and job performance. It could probably be because of the limited number of respondents and the study being confined only to employees working in one business location. If the number of respondents had probably come from different business locations in Doha, Qatar, the outcome might probably have been different.

CONCLUSIONS

Relative to the study's findings, this study concluded that the 2022 FIFA World Cup with anticipated negative quality of life indicators to impact respondents did not materialize during the holding of the mega-sport event in Doha, Qatar. Moreover, this study also confirmed that the 2022 FIFA World Cup did not negatively impact the respondents' job performance. This only proved that despite the presumably negative impacts of staging a mega-sport event on the respondents' quality of life regarding working conditions, public safety, and cost of living, they still managed to perform their job assignments well. Thus, the employees' perceived quality of life and job performance are not significantly related.

As for the recommendation, the researchers encourage, at the very least, the employees to diligently perform their jobs at all times. It is also recommended that employers provide the basic necessities and should always consider safeguarding their employees' quality of life while at work by providing decent and comfortable working conditions and reasonable compensation and benefits enabling them to adequately cover their cost of living, especially during periods where mega-events are being held within the geographical scope of their business operations. Summing it all, this study is useful for policymakers who are planning to utilize mega events to enhance the quality of life and job performance of working residents of the host communities.

LIMITATION & FURTHER RESEARCH

The study would be more conclusive if it involved a bigger number of employees from different companies as respondents. Thus, the researchers suggested including a more diverse representation of employees coming from different business locations where a mega event is being held in order to widen its scope. Moreover, a study on the support system being provided by employers that can further enhance the quality of life and job performance of employees during similar situations is also recommended.

REFERENCES

- Acha-Anyi, P. N. (2023). Social impacts of major sports events on host communities: A comparative study of AFCON 2022 host cities in Cameroon. *African Journal of Hospitality, Tourism and Leisure*, 12(2), 461-475. <https://doi.org/10.46222/ajhtl.19770720.379>.
- Adelowo, A. B. (2022). Making FIFA World Cup Qatar 2022 truly healthy and safe: Strategies and legacy for present and future sporting events. *Texila International Journal of Academic Research*, 1-12. <https://doi.org/10.21522/TIJAR.2014.SE.22.01.Art001>.

- Allan, M. (2018). Assessing the perceptions of local residents on the positive and negative impacts of FIFA U-17 Women's World Cup in Jordan 2016. *Journal of Environmental Management and Tourism*, 2(26), 255-266. [http://dx.doi.org/10.14505/jemt.v9.2\(26\).05](http://dx.doi.org/10.14505/jemt.v9.2(26).05).
- Al-Dosari, K. (2020) The significance of the mega sporting event on infrastructure development: A case of FIFA 2022 World Cup in Qatar. *Journal of Social Sciences (COES&RJ-JSS)*, 9(3), 1295-1319. <https://doi.org/10.25255/jss.2020.9.3.1295.1319>.
- Al-Emadi, A., Sellami, A. L. & Fadlalla, A. M. (2021). The perceived impacts of staging the 2022 FIFA world cup in Qatar. *Journal of Sport & Tourism*, 26(1) 1-20. <https://doi.org/10.1080/14775085.2021.2017327>.
- Alshahrani, N. Z., Alhashim, L. A., Almohaishi, H. A., Alabadi, M., Alothman, F. M. & Parker, S. (2021). FIFA World Cup 2022 in Qatar: Health advice and safety issues for travelling attendees. *Annals of Medical & Health Science Research*, 11(52), 417-422. <https://rb.gy/nrufge>.
- Cahyono, B. N., & Yudoko, G. (2022). Toward health, safety, security, & environment (HSSE) integration into business sustainability of marine, shipping, & logistics companies in Indonesia. *Inclusive Society and Sustainability Studies*, 2(2), 17-31. <https://doi.org/10.31098/issues.v2i2.1118>.
- Celep, E., & Icil, H. B. (2023). Examining the effect of mega sports event and host city experience on destination image and behavioral intention in the context of the 5th Islamic Solidarity Games. *Journal of Tourism & Gastronomy Studies*, 11(3), 2049-2074. <https://doi.org/10.21325/jotags.2023.1281>.
- Chankuna, D. (2022). Socio-economic impacts of FIFA World Cup Qatar 2022: A study in Chon Buri Sports City residents. *Preprints*. 2022120285. <https://doi.org/10.20944/preprints202212.0285.v1>.
- Dergaa, I., Musa, S., Romdhani, M., Souissi, A., Abdulmalik, M. A., Chamari, K., & Saad, H. B. (2022). FIFA World Cup 2022: What can we learn from the inspiring Tokyo 2020 Olympic Games held in COVID-19 times?. *Biology of Sport*, 39(4), 1073-1080. <https://doi.org/10.5114/biolSport.2022.113293>.
- Diener, E. (1984). Subjective well-being. *Psychological Bulletin*, 95(3), 542-575. <https://doi.org/10.1037/0033-2909.95.3.542>.
- Duan, Y., Mastromartino, B., Zhang, J. J., & Liu, B. (2020). How do perceptions of non-mega sport events impact quality of life and support for the event among local residents?. *Sport in Society*, 23(11), 1841-1860. doi: 10.1080/17430437.2020.1804113.
- Erdogan, B., Bauer, T. N., Truxillo, D. M., & Mansfield, L. R. (2012). Whistle while you work on a review of the life satisfaction literature. *Journal of Management*, 38(4), 1038-1083. <https://doi.org/10.1177/0149206311429379>.
- Gibson, H. J., Walker, M., Thapa, B., Kaplanidou, K., Geldenhuys, S. & Coetzee, W. (2014). Psychic income and social capital among host nation residents: A pre-post analysis of the 2010 FIFA World Cup in South Africa. *Tourism Management*, 44, 113-122. <https://doi.org/10.1016/j.tourman.2013.12.013>.
- Harrill, R. (2004). Residents' attitude toward tourism development: a literature review with implications for tourism planning. *Journal of Planning Literature*, 18(3), 251-266. <https://doi.org/10.1177/0885412203260306>.
- Hudson. (2006). *The Impact of Sport on the Workplace*. 1-49. <https://rb.gy/ucof02>.
- Ishac, W., Swart, K. & Mollazehi, M. A. (2022). Qatar residents' perceptions of the 2022 FIFA World Cup: Projections for future co-hosting countries. *African Journal of Hospitality, Tourism and Leisure*, 11(6), 1990-2009. <https://doi.org/10.46222/ajhtl.19770720.337>.
- IvyPanda. (2023, October 29). *Descriptive Correlational Design in Research*. <https://ivypanada.com/essays/descriptive-statistics-and-correlational-design/>.

- John, P. (2023). Public safety: Ensuring society's security and well-being. *Journal of Political Science & Public Affairs*, 11(2) 1-2. <https://bit.ly/3QZC71D>.
- Kaplanidou, K. (Kiki), Karadakis, K., Gibson, H., Thapa, B., Walker, M., Geldenhuys, S., & Coetzee, W. (2013). Quality of life, event impacts, and mega-event support among South African residents before and after the 2010 FIFA World Cup. *Journal of Travel Research*, 52(5), 631-645. <https://doi.org/10.1177/0047287513478501>.
- Karadakis, K. & Kaplanidou, K. (2012). Legacy perceptions among host and non-host Olympic Games residents: A longitudinal study of the 2010 Vancouver Olympic Games. *European Sport Management Quarterly*, 12(3), 243-264. <https://doi.org/10.1080/16184742.2012.680067>.
- Kersting, N. (2007). Sport and national identity: A comparison of the 2006 and 2010 FIFA World Cups. *South African Journal of Political Studies*, 34(3) 277-293. <http://dx.doi.org/10.1080/02589340801962551>.
- Khalifa, N. A.-D. (2020a). Analysis of the anticipated and potential contribution of mega sporting events in achieving sustainable development goals: A case of the 2022 FIFA World Cup in Qatar. *Journal of Developing Country Studies*, 5(1), 1 - 24. <https://doi.org/10.47604/jdcs.1116>.
- Khalifa, N. A.-D. (2020b). Why government and local populations support mega sporting events: A case of the FIFA 2022 World Cup in Qatar. *Journal of Public Policy and Administration*, 5(1), 62 - 81. <https://rb.gy/tsxoel>.
- Kim, J., Han, J., Kim, E., & Kim, C. (2022). Quality of life subjective expectations and exchange from hosting mega-events. *Sustainability*, 14, 11079. <https://doi.org/10.3390/su141711079>.
- Knott, B., Swart, K. & Visser, S. (2015). The impact of sport mega-events on the quality of life for host city residents: Reflections on 2010 FIFA world cup. *African Journal of Hospitality, Tourism and Leisure*, 4, 1-16. <https://bit.ly/3QD2pQI>.
- Landicho, J. C., Tagala, M. L. M., Amihan, S. R., Javier, E. M., Pamatmat, M. R. T., & Jr, A. G. P. (2023). Workplace well-being and job performance among the work-from-home faculty of BatStateU. *Organization and Human Capital Development*, 2(1), 15-27. <https://doi.org/10.31098/orcadev.v2i1.1316>.
- Maisaroh, L., Mulyanti, R. Y., & Mulyadi, D. (2023). The Influence of green school and organizational culture on job satisfaction and environmentally friendly behavior. *Inclusive Society and Sustainability Studies*, 3(1), 61-76. <https://doi.org/10.31098/issues.v3i1.1522>.
- Marusic, Z., Horak, S. & Tomljenovic, R. (2008). The socioeconomic impacts of cruise tourism: A case study of Croatian destination. *Tourism in Marine Environments*, 5(2-3), 131-144. <http://dx.doi.org/10.3727/154427308787716767>.
- Mondejar, H. C. U., & Asio, J. M. R. (2023). Employee engagement among business process outsourcing industries in a freeport zone amidst the pandemic. *Journal of Social Entrepreneurship Theory and Practice*, 2(1), 13-26. <https://doi.org/10.31098/jsetp.v2i1.1662>.
- Müller, M., & Gaffney, C. (2018). Comparing the urban impacts of the FIFA World Cup and Olympic Games from 2010 to 2016. *Journal of Sport and Social Issues*, 42(4), 247-269. <https://doi.org/10.1177/0193723518771830>.
- Nalendra, M. A. S. (2021). Analysis of the impact of sustainability education carried out by Qatar to improve its image as a future world education goal. *Inclusive Society and Sustainability Studies*, 1(1), 31-37. <https://doi.org/10.31098/issues.v1i1.640>.
- Nikolaou, E. E., Konteos, G., Kalogiannidis, S. & Syndoukas, D. (2023). Mega sporting events and their socio-economic impact: A case study of the 2022 FIFA World Cup. *Journal of Infrastructure, Policy and Development*, 7(2), 2158.

- <https://doi.org/10.24294/jipd.v7i2.2158>.
- Pfitzner, R., & Koenigstorfer, J. (2016). Quality of life of residents living in a city hosting mega-sport events: a longitudinal study. *BMC Public Health* 16, 1102. <https://doi.org/10.1186/s12889-016-3777-3>.
- Sakinah, S. A., Muhandi, M., & Mulyaningsih, H. D. . (2023). The Influence of work environment and job embeddedness on organizational citizenship behavior in digital media businesses. *People and Behavior Analysis*, 1(2), 26–35. <https://doi.org/10.31098/pba.v1i2.1910>.
- Serdar, M. Z., & Al-Ghamdi, S. G. (2021). Resiliency assessment of road networks during mega sports events: The case of FIFA World Cup Qatar 2022. *Sustainability*, 13(22), 12367. <https://doi.org/10.3390/su132212367>.
- Sh, K., Sh, P., Hassani, M. & Ghasem-Zadeh, A. (2014). The relationship between quality of work life, job stress, job satisfaction, and citizenship behavior in Oshnaviyeh Hospital's staff. *Journal of Patient Safety and Quality Improvement*, 2, 77-81. <https://bit.ly/3MJ9cHm>.
- Sharma, A. (2023). The rising cost of living and its impact on people's wallets. <https://rb.gy/mmlvvr>.
- Simkhada, P.P., Teijlingen, E.R., & Regmi, P.R. (2022). Migrant workers in Qatar: Not just an important topic during the FIFA World Cup 2022. *Health Prospect*, 21(3)1-2. <https://doi.org/10.3126/hprospect.v21i3.49835>.
- Spoke County (2019). Why is public safety important for quality of life? <https://rb.gy/ohrkph>.
- Storm, R. K. & Jakobsen, T. G. (2020). National pride, sporting success, and event hosting: an analysis of intangible effects related to major athletic tournaments. *International Journal of Sport Policy and Politics*, 12(1), 163-178. <https://doi.org/10.1080/19406940.2019.1646303>.
- Tovmasyan, G. (2020). Evaluating the quality of hotel services based on tourists' perceptions and expectations: The case study of Armenia. *Journal of International Studies*, 13(1), 93–107. <https://doi.org/10.14254/2071-8330.2020/13-1/6>.
- Xiang, C., Tengku, F., Kamalden, T-F., Yang, X., Luo, H., Zhao, J., Dong, W., & Ismail, N. (2023). The role of sports mega-events in the sustainable development of cities: A systematic review. *Malaysian Journal of Sport Science and Recreation*, 19(1), 16-36. <https://doi.org/10.24191/mjssr.v19i1.21727>.
- Xu, Z., Wu, C., & Li, X. (2022). Residents' perceptions and behavioral intentions towards mega sports events: A case study of Beijing 2022 Olympic Winter Games. *Sustainability*, 14, 14955. <https://doi.org/10.3390/su142214955>.