

Original Article

## Quality of Nursing Work Life Scale: The Psychometric Evaluation of the Turkish Version

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### Abstract

**Background:** Quality of work life in nurses is difficult to measure due to variability in personal characteristics and social, organizational and environmental components. The health care organizations are facing employee intent to leave and dissatisfaction to work environment. So the nurses quality of work life has been determined by standardized a scale. As there is no scale developed to determine work life quality of Turkish nurses, a measurement tool is needed.

**Objective:** This study aim is evaluate psychometric properties the Turkish Quality of Nursing Work Life Scale.

**Methodology:** This methodological study was conducted on 518 nurses. The data was collected with the Turkish version of the Quality of Nursing Work Life Scale. The translate-retranslate method was used to determine language and content validity of the scale and expert opinion was sought. Explanatory and confirmatory factor analyses were performed to determine the structural validity of scale. Reliability of the scale was determined with the test-retest reliability and, Cronbach's alpha coefficients and discriminant validity of scale was also investigated.

**Results:** Correlations of total-item scores of the scale ranged from 0.123 to 0.663; furthermore,  $\alpha=0.89$  for total scale and ranged from 0.62 and 0.81 for sub dimensions. The test-retest correlation coefficient was  $r=0.75$  ( $p<0.001$ ) and the difference between the mean scores of two measurements was statistically insignificant ( $t=0.52$ ;  $p>0.05$ ). Factor analysis results of the Turkish version of the Quality of Nursing Work Life Scale demonstrated that it has a five-factor structure and that factor loads are appropriate. Confirmatory factor analysis results revealed that the five-factor structure is valid.

**Conclusion:** The Turkish version of quality of nursing work life scale is to be considered valid and reliable. The quality of nursing work life scale is a suitable measurement tool that can be used to determine work life quality of Turkish nurses and to learn about needed precautions to improve work life quality.

**Key words:** nurses, quality of work life, psychometric properties