Objectives Our aim was (a) to assess the content validity of a Thai translation/version of a quality of work-life evaluation tool, and (b) to examine its accuracy vis-à-vis nursing in Thailand.

Method Descriptive correlation study

Forward-backward translating procedures were used to develop the Thai version of the work-related quality of life scale. Six nursing experts participated in assessing content validity and 374 registered nurses (RNs) participated in its testing. After a two-week interval, 67 of the RNs were retested. Structural validity was examined using principal components analysis and the Cronbach’s alpha calculated. The respective independent sample t-test and intra-class correlation coefficient were used to analyse known-group validity and test-retest reliability.

Sample group: Cluster sampling was used to select 374 registered nurses from the In- and Out-patient Departments at Siriraj Hospital, Khon Kaen University.

Results The content validity index of the scale was 0.97. Principal components analysis resulted in a seven-factor model, explaining 59% of total variance (Cronbach’s alpha for the subscales ranged between 0.65 and 0.84, while the overall Cronbach’s alpha was 0.925). The known-group validity was established in the assessment results of the difference in bureaucrats (civil servants) vs. casual employees by F (8.855,0.003) and t (3.305, p < 0.01). Apparently, government employees have a better quality of work life than the university’s casual employees. Good test-retest reliability was observed (τ = 0.898, p < 0.01).

Conclusions The Thai version of a work-related quality of life scale appeared to be well validated and therefore useable for determining the quality of work-life among nurses in Thailand.