

## Cross-Cultural Adaptation and Validation of Sinhala Version of Quality of Nursing Work Life Scale

Pathmakanthi, A.M<sup>1#</sup>, Warnakulasuriya, S.S.P<sup>2</sup>

<sup>1</sup> *School of Nursing Colombo*

<sup>2</sup> *Faculty of Nursing, University of Colombo*

**Introduction:** The quality of work life refers to the quality of the relationship between employees and total work environment of an organization. As there is no scale to determine the work-life quality of Sri Lankan nurses, a measurement tool is essential which is culturally acceptable.

**Objective:** To validate Brook's Quality of Nursing Work Life Scale (QNWL) in Sinhala language, to assess the quality of work life of Sri Lankan nursing professionals.

**Methodology:** A descriptive cross-sectional study was carried out at the Lady Ridgeway Hospital for children in Sri Lanka. A total of 369 nurses were selected using simple random sampling. After a 2-week interval, 73 nurses were retested. The translate-retranslate method was used to determine language and content validity of the scale and expert opinion was sought. The reliability of the scale was determined with the test-retest reliability. After obtaining the Ethical approval, data on socio-demographic characteristics, work-related information and QNWL were collected using a self-administered questionnaire. Data were analyzed using SPSS version 25.

**Results:** The validity of the Sinhala version of Brook's quality of work life was considerably very high. The scale was tested for content validity of the Sinhala adaptation taking into consideration expert opinion. The overall Cronbach alpha coefficient was 0.85, whereas the subscales ranged between 0.35 and 0.86. The test-retest correlation for the total scale was  $r = 0.99$ . There was not a significant difference between test administration sessions given two weeks apart.

**Conclusion:** The study findings revealed that there was a moderate QNWL. The results of the present study show that the Sinhala version of the Quality of Nursing Work-Life Scale is a valid measurement tool for determining the quality of the work-life among nurses in Sri Lanka.

**Keywords:** *Quality of nursing work life, Nurses*