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| RESEARCH<br>ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | A Study of the Psychometric Properties of the Work-Life Quality Questionnaire                                                                                                                     |                                          |
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| Abstract                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                   |                                          |
| The present study aims to examine the psychometric properties of the Work-Life Quality Questionnaire among cement company employees. Data were collected from 30 individuals, including 21 males and nine females. The questionnaire's validity was assessed using face validity (expert judgement) and internal consistency validity. The latter was evaluated by calculating Pearson's correlation coefficient between each item and the total score of the dimension to which it belongs and between each dimension and the overall questionnaire score. The reliability of the questionnaire was verified through the split-half method and Cronbach's alpha, with reliability coefficients computed at both the dimensional and total questionnaire levels. The findings confirmed that the Work Life Quality Questionnaire is valid in measuring its intended construct and demonstrated a good level of reliability and a high degree of stability in its results. |                                                                                                                                                                                                   |                                          |
| Citation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                   |                                          |
| Ahlem Z, Souad S. (2025). A Study of the Psychometric Properties of the Work-Life Quality Questionnaire. <i>Science, Education and Innovations in the Context of Modern Problems</i> , 8(6), 754-764; doi:10.56352/sei/8.6.85. <a href="https://imcra-az.org/archive/364-science-education-and-innovations-in-the-context-of-modern-problems-issue-6-volvi-2025.html">https://imcra-az.org/archive/364-science-education-and-innovations-in-the-context-of-modern-problems-issue-6-volvi-2025.html</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                   |                                          |
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| © 2025 The Author(s). Published by Science, Education and Innovations in the context of modern problems (SEI) by IMCRA - International Meetings and Journals Research Association (Azerbaijan). This is an open access article under the CC BY license ( <a href="http://creativecommons.org/licenses/by/4.0/">http://creativecommons.org/licenses/by/4.0/</a> ).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                   |                                          |
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## 1. Introduction

Over the past three decades, numerous studies and research efforts have focused on human capital and the development of human resources by enhancing working environment conditions. Consequently, analysing the work environment has become necessary, as a positive work environment can attract and optimise human competencies. This is achieved by establishing strategic plans enriched with incentives and job benefits that make employees more dedicated, productive, and loyal.

Individuals have a direct stake in the organisation; they are the first to benefit from the rewards of their success at work and the first to be impacted by the consequences of failure. Undoubtedly, an individual's perception of success or failure will influence their self-esteem and ambition. When individuals are well-informed about the nature of their work, they are better equipped to assess future opportunities for growth and development.

Furthermore, focusing on the quality of work life leads to approaches that can result in substantial organisational transformations to achieve outcomes and increase employee job satisfaction. Ultimately, this contributes to enhanced productivity. Workers in any occupational field spend long hours and exert significant effort to perform their duties and serve others.

Moreover, the quality of work life aims to enhance the institution and build a more favourable image to attract, retain, and motivate highly skilled and competent employees. Since today's employees operate in a work environment marked by constant change, rapid development, and intense competition, organisations must adopt strategies that ensure a good quality of work life. This includes meeting employees' needs and fostering satisfaction and happiness in their roles and the organisation. Such efforts positively influence various behaviours, job stability, and employees' attitudes, which, in turn, affect their willingness to remain in the organisation and embrace its goals. This ultimately impacts workflow and institutional efficiency.

Accordingly, it can be asserted that an organisation's success and capacity for growth and achieving set objectives are closely linked to the quality of work life provided to its human resources. This is because such quality reflects on their performance and, consequently, the institution's overall effectiveness. Today's institutions strive to fulfil their objectives in service of society by fostering high levels of job performance across all managerial levels. This entails giving due attention to employees as key human resources, preparing them adequately, developing their abilities, and harnessing their energy and creativity. The job performance of these individuals depends not only on their skills, capabilities, and competencies but also on the presence of a supportive working environment. This includes essential administrative elements such as effective leadership, transparent systems, policies and procedures, appropriate academic qualifications, efficient managerial oversight, a fair system of rewards and incentives, and physical components such as proper lighting, ventilation, temperature, and suitable office equipment.

Among the studies that have addressed the variable of the current research are the following: the study by Al-Balbisi (2012), entitled *"The Quality of Work Life and Its Impact on the Job Performance of Employees in Non-Governmental Organisations in the Gaza Strip"*, which found a high level of work-life quality within non-governmental organisations in the Gaza Strip. Another study is that of Madi (2014), titled *"The Quality of Work Life and Its Impact on the Level of Job Performance of Employees in Palestinian Universities"*. One of the most significant findings of this study was the existence of a statistically significant relationship between the dimensions of work-life quality and employees' job performance.

Moreover, the study by Kheradmand et al. (2010) examined the relationship between the quality of work life and job performance in a company in Iran (Dadeverz Jooya). The study concluded that a high quality of work life reduces absenteeism, accidents, complaints, and resignations (Al-Balbisi, 2012, p. 66).

Accordingly, the researchers developed a questionnaire through this paper to measure work-life quality and verify its psychometric properties. Based on the above, the following research question can be posed:

**Does the Work Life Quality Questionnaire exhibit sound psychometric properties?**

## 1.2 Hypothesis

It is hypothesised that the Work Life Quality Questionnaire possesses sound psychometric properties.

## 2. Theoretical Framework

### 2.1 The Concept of Work-Life Quality

Quality refers to an organisation's ability to deliver a product or service at a high level of excellence. This allows the organisation to meet its client's needs and desires, fulfil their expectations and ensure their satisfaction and happiness.

On the other hand, work-life quality refers to a sense of satisfaction and happiness, the fulfilment of needs, and the enjoyment of material conditions and social relationships. It represents an individual's evaluation of their life by balancing subjective perspectives, satisfaction, the quality of services received, and the appropriateness of their surrounding social environment.

According to Al-Damardash (2018, p. 10), work-life quality can be defined as the procedures, conditions, or processes that provide employees with a comfortable living environment within and outside the workplace and working hours, meeting their needs and contributing to achieving organisational goals.

As cited in Al-Maghribi (2007, p. 264), Myers asserts that work-life quality is reflected in managerial practices implemented through a series of administrative measures to enhance organisational efficiency and increase employee job satisfaction.

Dupuis and Martel (2006, p. 355), as cited in Al-Haddab and Al-Mukhlafi (2020, p. 237), define it as a state of harmony experienced by the individual between their job and their evolving personal goals. In such a state, the gap between the individual and achieving those goals is reduced, positively influencing their life and organisational performance.

Werther and Davis (as cited in Ben Gharbi et al., 2021, p. 1) indicate that work-life quality involves participation in decision-making processes, a sense of role significance at work, the achievement of organisational outcomes, appropriate supervision, adequate financial rewards and compensation, good working conditions, and healthy workplace relationships.

Based on the aforementioned definitions, work-life quality can be defined as the activities and efforts undertaken by an organisation to create a positive working environment that prioritises employees' well-being and satisfaction. This, in turn, positively impacts individual performance and organisational productivity.

## 2.2 Dimensions of Work-Life Quality

### ➤ Occupational Safety and Health

This refers to measures aimed at protecting workers in the workplace, reducing risks associated with machinery and equipment, and providing a healthy professional environment that facilitates employees' ability to perform their work (Khan & Jghbloa, 2020, p. 426).

### ➤ Social Relationships

Social relationships in the workplace are founded on concern for the common good, the absence of selfishness, cooperation, group belonging, and mutual respect. These values should prevail among all organisational members and associated individuals. Positive social relationships significantly influence productivity levels, efficiency, and performance improvement (Al-Barbari, 2016, p. 22).

### ➤ Wages and Rewards

Salaries and financial compensation received by employees are vital in achieving employee satisfaction. This satisfaction is reflected in general performance behaviours within the organisation, such as job stability, reduced absenteeism, and increased punctuality (Al-Shanti, 2016, p. 28).

### ➤ Job Stability and Security

This refers to an individual's willingness and readiness to remain employed within an organisation for an extended period without leaving, even when alternative opportunities are available. It is associated with various factors of job satisfaction, whether social, material, or psychological (Khan & Jghbloa, 2020, p. 426).

### ➤ Participation in Decision-Making

When organisations involve individuals in decision-making, they achieve effective organisational performance. This contributes to increased productivity, enhanced quality of output, greater job satisfaction, improved self-esteem, and stronger cooperation, all of which support achieving organisational goals (Al-Enezi, 2018, p. 55).

### ➤ Leadership and Supervisory Style

There is a strong relationship between leadership and supervisory style and employees' satisfaction with their tasks. A leader who adopts a democratic leadership style tends to consider subordinates' perspectives in decision-making, fostering supportive and loyal working relationships. This positively influences job satisfaction (Abu Humaid, 2017, p. 18).

### ➤ Promotion and Career Advancement

According to Al-Shanti (2016, p. 25), job security encompasses a set of functional benefits and guarantees required by employees, which ultimately strengthens their organisational loyalty and is reflected in performance outcomes.

### 3. Methodological Procedures

#### 3.1 Time and Place of the Study

The study was conducted from February 15 to April 27, 2023, at the Cement Company (SCIBS) in Beni Saf, Ain Temouchent Province.

#### 3.2 Methodology Used

The researchers employed a descriptive research design.

#### 3.3 Sample Characteristics

The field study sample consisted of 30 individuals, including senior managers, managers, supervisors, and executors, selected through simple random sampling. The sample comprised 21 males (70%) and nine females (30%). The average age of the sample was 43.10 years, with a standard deviation of 9.481. The average tenure ("seniority") in work was 14.73 years, with a standard deviation of 8.580. Regarding educational level, 4 participants (13.3%) had a "middle-level education, 7 (23.3%) had a "secondary" education, and 19 (63.4%) had a "university" level education. In terms of marital status, 6 participants (20%) were single, 19 (63.3%) were married, 2 (6.7%) were divorced, and 3 (10%) were widowed. Concerning the professional category, 7 participants (23.3%) were executors, 7 (23.3%) were supervisors, 12 (40%) were managers, and 4 (13.4%) were senior managers.

### 4. Study Instruments

To achieve the research objectives, the researchers developed a questionnaire to measure work-life quality based on the research topic, problem statement, hypotheses, and variables. The following is an overview of this questionnaire:

#### 4.1 Work-Life Quality Questionnaire

##### 4.1.1 Steps in Constructing the Work-Life Quality Questionnaire:

After defining the variable of work-life quality, the researchers constructed a questionnaire to measure this variable through the following steps:

##### ➤ Step One: Defining the Questionnaire Topic

In this step, the researchers reviewed relevant literature and previous studies addressing the topic of work-life quality. Based on this review, they determined the specific focus of the questionnaire.

##### ➤ Step Two: Determining the Dimensions of the Questionnaire

The researchers identified two main dimensions, each subdivided into three sub-dimensions related to the variable of work-life quality. These dimensions were established based on the study by Marwan Hasan Al-Barbari (2016), other relevant literature, and previous studies. Also, several instruments used in prior research were consulted, including works by:

- Al-Barbari (2016), Madi (2014), Al-Swaiti (2016), Al-Hasani (2016), Al-Shanti (2016), Al-Mazouq (2017), Al-Bayari (2018), Ben Khaled (2017), and Abu Humaid (2017).

These dimensions are as follows:

##### ➤ Work-Life Quality Dimensions Related to the Physical and Psychological Work Environment:

Occupational safety and health, social relationships, wages and salaries.

##### ➤ Work-Life Quality Dimensions Related to the Organisational and Functional Work Environment:

Supervision and employee participation in management, job security and stability, promotion and career advancement.

These dimensions were determined based on previous studies on the subject, as illustrated in the following table:

**Table 1**

### *Sources for Determining the Dimensions of the Work-Life Quality Variable*

| Dimension                                                                               | Researchers       |
|-----------------------------------------------------------------------------------------|-------------------|
| <b>First: Dimensions Related to the Physical and Psychological Work Environment</b>     | Al-Barbari (2016) |
| 1. Occupational Safety and Health                                                       | Madi (2014)       |
| 2. Social Relationships                                                                 | Al-Hasani (2016)  |
| 3. Wages and Rewards                                                                    | Al-Mazouq (2017)  |
| <b>Second: Dimensions Related to the Organisational and Functional Work Environment</b> | Al-Barbari (2016) |
| 1. Supervision and Employee Participation in Management                                 | Al-Shanti (2016)  |
| 2. Job Security and Stability                                                           | Al-Bayari (2018)  |
| 3. Promotion and Career Advancement                                                     | Abu Humaid (2017) |

### **Step Three: Collecting and Formulating Questionnaire Items**

In this step, the researchers gathered and formulated the items for the dimensions of the Work-Life Quality Questionnaire. This process was based on a collection of questionnaires measuring the work-life quality variable, which had been addressed in previous studies on the subject, as detailed in Table 2 below.

**Table 2**

### *Sources of Items for the Dimensions of the Work-Life Quality Questionnaire*

| Dimension                                                                               | Items             | Researchers       |
|-----------------------------------------------------------------------------------------|-------------------|-------------------|
| <b>First: Dimensions Related to the Physical and Psychological Work Environment</b>     | Al-Barbari (2016) |                   |
|                                                                                         | 1, 2              | Al-Barbari (2016) |
|                                                                                         | 3                 | Madi (2014)       |
| 1. Occupational Safety and Health                                                       | 4, 5              | Al-Swaiti (2016)  |
|                                                                                         | 6                 | Madi (2014)       |
|                                                                                         | 7                 | Al-Hasani (2016)  |
| 2. Social Relationships                                                                 | 8, 9              | Al-Shanti (2016)  |
|                                                                                         | 10, 11            | Al-Barbari (2016) |
|                                                                                         | 12, 13            | Al-Mazouq (2017)  |
|                                                                                         | 14, 17            | Al-Bayari (2018)  |
|                                                                                         | 15                | Ben Khaled (2017) |
|                                                                                         | 16                | Al-Barbari (2016) |
| 3. Wages and Rewards                                                                    |                   |                   |
| <b>Second: Dimensions Related to the Organisational and Functional Work Environment</b> | Al-Barbari (2016) |                   |
|                                                                                         | 18                | Al-Hasani (2016)  |
|                                                                                         | 19, 20            | Al-Shanti (2016)  |
|                                                                                         | 21                | Al-Mazouq (2017)  |

|                                                                |        |                   |
|----------------------------------------------------------------|--------|-------------------|
| <b>1. Supervision and Employee Participation in Management</b> | 22     | Al-Barbari (2016) |
|                                                                | 23     | Abu Humaid (2017) |
|                                                                | 24     | Madi (2014)       |
|                                                                | 25     | Al-Barbari (2016) |
| <b>2. Job Security and Stability</b>                           | 26     | Al-Shanti (2016)  |
|                                                                | 27, 28 | Al-Bayari (2018)  |
|                                                                | 29     | Abu Humaid (2017) |
|                                                                | 30     | Al-Barbari (2016) |
| <b>3. Promotion and Career Advancement</b>                     | 31     | Madi (2014)       |
|                                                                | 32     | Al-Bayari (2018)  |

Accordingly, the total number of items in the Work Life Quality Questionnaire reached 32, all with a positive direction. A five-point Likert scale was used to measure the questionnaire items, as shown in the following table:

**Table 3**

***Five-Point Likert Scale***

| Rating | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|--------|-------------------|----------|---------|-------|----------------|
| Score  | 1                 | 2        | 3       | 4     | 5              |

**Step Four: Preparation of the Personal Information Form**

This form includes six items addressing the following variables: gender, age, seniority, educational level, marital status, and professional category. The coding of these personal data variables is as follows:

- Gender: Male (01), Female (02)
- Age: Calculated using the arithmetic mean and standard deviation
- Seniority: Calculated using the arithmetic mean and standard deviation
- Educational Level: Primary (01), Middle (02), Secondary (03), University (04)
- Marital Status: Single (01), Married (02), Widowed (03), Divorced (04)
- Professional Category: Executor (01), Supervisor (02), Manager (03), Senior Manager (04)

**5. Psychometric Properties of the Measurement Tool**

**5.1 Psychometric Properties of the Work-Life Quality Questionnaire**

**5.1.1 Validity of the Work-Life Quality Questionnaire:**

The researchers verified the validity of the questionnaire using two methods:

**5.1.1.1 Face Validity (Expert Judgement):**

- Preparation of the Questionnaire for Review:

After completing the construction of the Work-Life Quality Questionnaire, the researchers submitted it for expert evaluation.

#### ➤ Expert Review Process:

To verify the validity of the questionnaire, it was presented to a panel of five experts, all professors from the Faculty of Arts and Languages, Department of Social Sciences, at Ain Temouchent University and Mohamed Ben Ahmed University of Oran 2. The experts were asked to assess each item regarding measurement relevance and clarity, whether the item measures fully, partially, or does not measure the intended construct and whether it is clear, somewhat transparent, or unclear. They also examined the wording and content of each item and the number and order of items. They provided feedback on the personal information form (gender, age, educational level, marital status, professional category, and seniority). Besides, they evaluated the five-point Likert scale used to measure questionnaire items and offered general observations and comments.

The face validity review process lasted from December 10 2022, to February 23 2023.

#### Utilisation of the Expert Review Results

Based on the feedback provided by the expert reviewers, the researchers documented the suggestions in a prepared form. They modified several items' wording, ensuring that each item's core meaning was preserved. The percentage of agreement regarding the validity of the items within each dimension was calculated. Items that received an agreement rate of 75% or higher were retained, except for item 15 under the Wages and Rewards dimension, which was retained due to its importance.

The expert panel unanimously agreed on the validity of the questionnaire's dimensions, the response alternatives, and their weights. The following table illustrates the modifications made to some items of the Work-Life Quality Questionnaire after the expert review:

**Table 6**

*Modifications to Items of the Work-Life Quality Questionnaire Dimensions After Expert Review*

| Dimension                                                                    | Item No. | Item Before Revision                                                                                                            | Item After Revision                                                                                      |
|------------------------------------------------------------------------------|----------|---------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| <b>Dimension Related to the Physical and Organisational Work Environment</b> |          |                                                                                                                                 |                                                                                                          |
| <b>a. Occupational Safety and Health</b>                                     | 02       | The institution's management ensures that employees follow workplace safety and prevention procedures.                          | The institution's management ensures the implementation of safety and prevention procedures during work. |
|                                                                              | 03       | The institution's management has specific occupational health and safety laws for employees.                                    | The institution has specific occupational health and safety laws for employees.                          |
|                                                                              | 04       | The institution's management is concerned with implementing training programmes that help achieve employee occupational safety. | The institution organises training courses for workers related to occupational safety.                   |
|                                                                              | 05       | The workplace design in the institution helps provide occupational safety for employees.                                        | The workplace design in the institution considers occupational safety procedures for employees.          |
| <b>b. Social Relationships</b>                                               | 08       | The institution's management promotes a culture of brotherhood and cooperation among employees.                                 | The institution's management promotes a culture of friendship and cooperation among employees.           |



### 5.1.1.2 Internal Consistency Validity of the Questionnaire Items:

The researchers calculated the internal consistency of the questionnaire using a sample of 30 individuals by computing Pearson's correlation coefficients with the aid of the Statistical Package for the Social Sciences (SPSS), version 20. Precisely, correlations were calculated:

- Between each item and the total score of the dimension to which it belongs.
- Between each dimension and the overall total score of the Work-Life Quality Questionnaire.

The results are presented in the following tables:

**Table 7**

*Correlation Coefficients of Items and Dimensions Related to the Physical and Psychological Work Environment (Occupational Safety and Health, Social Relationships, Wages and Rewards)*

| Items | Occupational Safety and Health | Items | Social Relationships | Items | Wages and Rewards |
|-------|--------------------------------|-------|----------------------|-------|-------------------|
| 1     | 0.577**                        | 6     | 0.682**              | 12    | 0.787**           |
| 2     | 0.736**                        | 7     | 0.585**              | 13    | 0.712**           |
| 3     | 0.799**                        | 8     | 0.657**              | 14    | 0.882**           |
| 4     | 0.746**                        | 9     | 0.809**              | 15    | 0.864**           |
| 5     | 0.808**                        | 10    | 0.749**              | 16    | 0.835**           |
|       |                                | 11    | 0.832**              | 17    | 0.770**           |

Table 7 shows the Pearson correlation coefficients between the score of each item and the total score of the dimension to which it belongs. It is evident from the table that all correlation coefficients are significant at the 0.01 level, confirming that the items consistently measure their respective dimensions: Occupational Safety and Health, Social Relationships, and Wages and Rewards.

**Table 8**

*Correlation Coefficients Between Items and Dimensions Related to the Organisational and Functional Work Environment (Supervision and Employee Participation in Management, Job Security and Stability, Promotion and Career Advancement)*

| Items | Supervision and Employee Participation in Management | Items | Job Security and Stability | Items | Promotion and Career Advancement |
|-------|------------------------------------------------------|-------|----------------------------|-------|----------------------------------|
| 18    | 0.765**                                              | 23    | 0.709**                    | 29    | 0.757**                          |
| 19    | 0.824**                                              | 24    | 0.654*                     | 30    | 0.873**                          |
| 20    | 0.868**                                              | 25    | 0.822**                    | 31    | 0.895**                          |
| 21    | 0.898**                                              | 26    | 0.822**                    | 32    | 0.852**                          |
| 22    | 0.884**                                              | 27    | 0.828**                    | /     | /                                |
| /     | /                                                    | 28    | 0.815**                    | /     | /                                |

The data in Table 8 indicate that Pearson correlation coefficients between each item's score and the total score of its dimension are significant at the 0.01 level, confirming the internal consistency of the items in measuring the dimensions of Supervision and Employee Participation in Management, Job Security and Stability, and Promotion and Career Advancement.

**Table 9**



*Correlation Coefficients Between Each Dimension and the Overall Score of the Work-Life Quality Questionnaire*

| Dimensions                                                                      | Correlation Coefficient |
|---------------------------------------------------------------------------------|-------------------------|
| <b>Dimensions Related to the Physical and Psychological Work Environment</b>    | 0.923**                 |
| <b>Dimensions Related to the Organisational and Functional Work Environment</b> | 0.916**                 |

Table 9 shows the Pearson correlation coefficients between the score of each dimension and the total score of the Work-Life Quality Questionnaire. It is evident from the table that the correlation coefficients are significant at the 0.01 level, confirming that the dimensions consistently measure the construct assessed by the Work-Life Quality Questionnaire. From this, it can be concluded that the questionnaire is valid in measuring what it was designed to measure.

**5.1.2 Reliability of the Work-Life Quality Questionnaire:**

The reliability was calculated using two methods:

➤ **First: Split-Half Method:**

The questionnaire items were divided into two halves: the first, odd-numbered items, and the second, even-numbered items. Pearson's correlation coefficient between the two halves was calculated using SPSS, yielding a value of 0.955 for the work-life quality variable. This value was then corrected using the Spearman-Brown formula, resulting in a final reliability coefficient of 0.97, indicating high reliability.

➤ **Second: Cronbach's Alpha Method:**

Reliability coefficients were also calculated at the Work-Life Quality Questionnaire's primary and sub-dimension levels.

**Table 10***Cronbach's Alpha Values for the Main Dimensions of Work-Life Quality*

| Dimensions                                            | Number of Items | Cronbach's Alpha |
|-------------------------------------------------------|-----------------|------------------|
| <b>Physical and Psychological Work Environment</b>    | 17              | 0.756            |
| <b>Organisational and Functional Work Environment</b> | 15              | 0.760            |

Table 10 shows that Cronbach's alpha values for each dimension of work-life quality are relatively high, ranging between 0.756 and 0.760.

**Table 11***Cronbach's Alpha Values for Dimensions Related to the Physical and Psychological Work Environment*

| Dimension                             | Number of Items | Cronbach's Alpha |
|---------------------------------------|-----------------|------------------|
| <b>Occupational Safety and Health</b> | 5               | 0.788            |
| <b>Social Relationships</b>           | 6               | 0.782            |
| <b>Wages and Salaries</b>             | 6               | 0.801            |

Table 11 shows that Cronbach's alpha values for the physical and psychological work environment dimensions are high, ranging between 0.782 and 0.801.

**Table 12***Cronbach's Alpha Values for Dimensions Related to the Organisational and Functional Work Environment*

| Dimension                                                   | Number of Items | Cronbach's Alpha |
|-------------------------------------------------------------|-----------------|------------------|
| <b>Supervision and Employee Participation in Management</b> | 5               | 0.815            |
| <b>Job Security and Stability</b>                           | 6               | 0.792            |

|                                         |   |       |
|-----------------------------------------|---|-------|
| <b>Promotion and Career Advancement</b> | 4 | 0.828 |
|-----------------------------------------|---|-------|

Table 12 indicates that Cronbach's alpha values for the dimensions related to the organisational and functional work environment are also high, ranging between 0.792 and 0.828.

**Table 13**

*Cronbach's Alpha Value for the Work-Life Quality Variable*

| <b>Variable</b>          | <b>Number of Items</b> | <b>Cronbach's Alpha</b> |
|--------------------------|------------------------|-------------------------|
| <b>Work-Life Quality</b> | 32                     | 0.943                   |

Table 13 shows that the Cronbach's alpha value for the work-life quality variable is high, estimated at 0.943, indicating that the work-life Quality Questionnaire possesses good reliability.

From the above, it can be concluded that the Work Life Quality Questionnaire is valid in measuring what it was designed to measure. It also demonstrates good reliability and high stability in its results.

## 6. Conclusion

This study aimed to identify the psychometric properties of the Work-Life Quality Questionnaire. It began with the research question: Does the Work Life Quality Questionnaire possess sound psychometric properties? To answer this question, the researchers addressed two aspects: a theoretical aspect, which included the literature related to work-life quality, and an applied aspect, which encompassed the time and place of the study, the methodology used, and the characteristics of the study sample. The study instruments, including the steps to construct the Work Life Quality Questionnaire, were also presented. The results indicated that the Work Life Quality Questionnaire is valid and reliable for measuring the purposes for which it was designed.

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