

**Table S1.** The reliability test of seven quality of work-life (QWL) subscales.

Subscales	Items	Cronbach's Alpha	
		Validation study*	Present study
Total scores of QWL	24	0.94	0.88
(1) Employee engagement (EET)	2	0.80	0.82
(2) Control at work (CAW)	3	0.73	0.76
(3) Homework interface (HWI)	3	0.74	0.69
(4) General well-being (GWB)	4	0.80	0.62
(5) Job and career satisfaction (JCS)	6	0.78	0.74
(6) Working conditions (WCS)	3	0.71	0.71
(7) Stress at work (SAW)	3	0.53	0.62

\*The brief Thai version of the work-related quality of life scale (Brief THWRQLS) [39]