Ruttana Sittipant 2008: Factors Affecting Quality of Working Life of Nurses at Bangkok Metropolitan Administration Medical College and Vajira Hospital. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Orapin Stiramon, Ph.D. 229 pages.

The purposes of this research were as follows: 1) To study the level of organizational support, organizational culture and quality of working life of nurses. 2) To compare the quality of working life among nurses whose personal factors are different. 3) To study the relationships between organizational support, organizational culture and quality of working life of nurses. 4) To determine predictive variables of quality of working life of nurses. Samples were 278 nurses at Bangkok Metropolitan Administration Medical College and Vajira Hospital selected by multi- stage sampling. Data were collected by using 4 parts of questionnaires: demographic data, organizational support, organizational culture and quality of working life of nurses. The computer programs were used for data analysis. Statistical techniques included percentage, mean, standard deviation, One-Way ANOVA, Pearson's product moment correlation, and stepwise multiple regression analysis. The level of statistical significance was defined as.05.

The results were as follows: 1) Organizational support, organizational culture and quality of working life of nurses were at the medium level. 2) The results revealed significant differences in quality of working life among nurses with different age, income, work experience, and department. 3) Organizational support and organizational culture were positively related to the quality of working life of nurses at the .05 level of significance. 4) The variables that could significantly predict the quality of working life of nurses are organizational support in the aspect of emotional support from supervisors and instrumental support from co-workers, and organizational culture regarding an outcomes orientation as well as teams orientation. All these variables, together can predict 48 percents of the quality of working life of nurses. ($R^2$ = .48)

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