

# Construct validity of a global scale for workplace social capital based on COPSOQ III

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Centre for Work Life and  
Evaluation Studies - CTA

# Background

## Copenhagen Psychosocial Questionnaire COPSOQ

- A comprehensive generic instrument
- Used at workplaces as well as in research projects
- First introduced 1997
- Translated into more than 25 languages
- Recently a third international version has been released: COPSOQ III

## Workplace Social Capital in COPSOQ

Questionnaire items covering Workplace Social Capital were:

- developed and in 2004-05 integrated in the Danish national work environment survey
- included the second version of the Copenhagen Psychosocial Questionnaire, COPSOQ II
- increasingly used in research projects, but with differing operationalisations and with a lack of validation studies



Workplace Social Capital was subsequently introduced as a dedicated domain of COPSOQ III – and with a suggested operationalisation based on slightly revised items addressing trust and organizational justice

# COPSOQ III domain for Workplace Social Capital

- Does the management trust the employees to do their work well?
- Can the employees trust the information that comes from the management?
- Are the employees able to express their views and feelings?
- Do the employees in general trust each other?
- Are conflicts resolved in a fair way?
- Is the work distributed fairly?



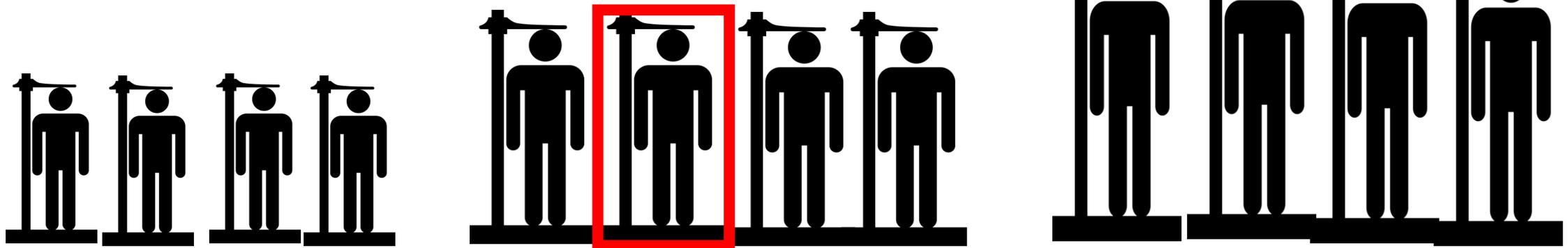
# Aim

The purpose was to establish and evaluate the construct validity of a measure for workplace social capital based on the operationalisation suggested by the third version of the Copenhagen Psychosocial Questionnaire (COPSOQ III).



# Some questions that we need to answer...

- Do we need all items?
- Do all items measure the same underlying construct?
- Do items work invariantly?
- Do all response categories work properly?
- Evaluation of composite scores



# Methods

- Data was collected as part of a validation and development project for the use of COPSQQ at workplaces and includes responses from 422 human service workers answering a workplace survey.
- Six items based on the domain for workplace social capital in COPSQQ III middle-long version were included in the analyses.
- Rasch analysis was used for evaluating construct validity.

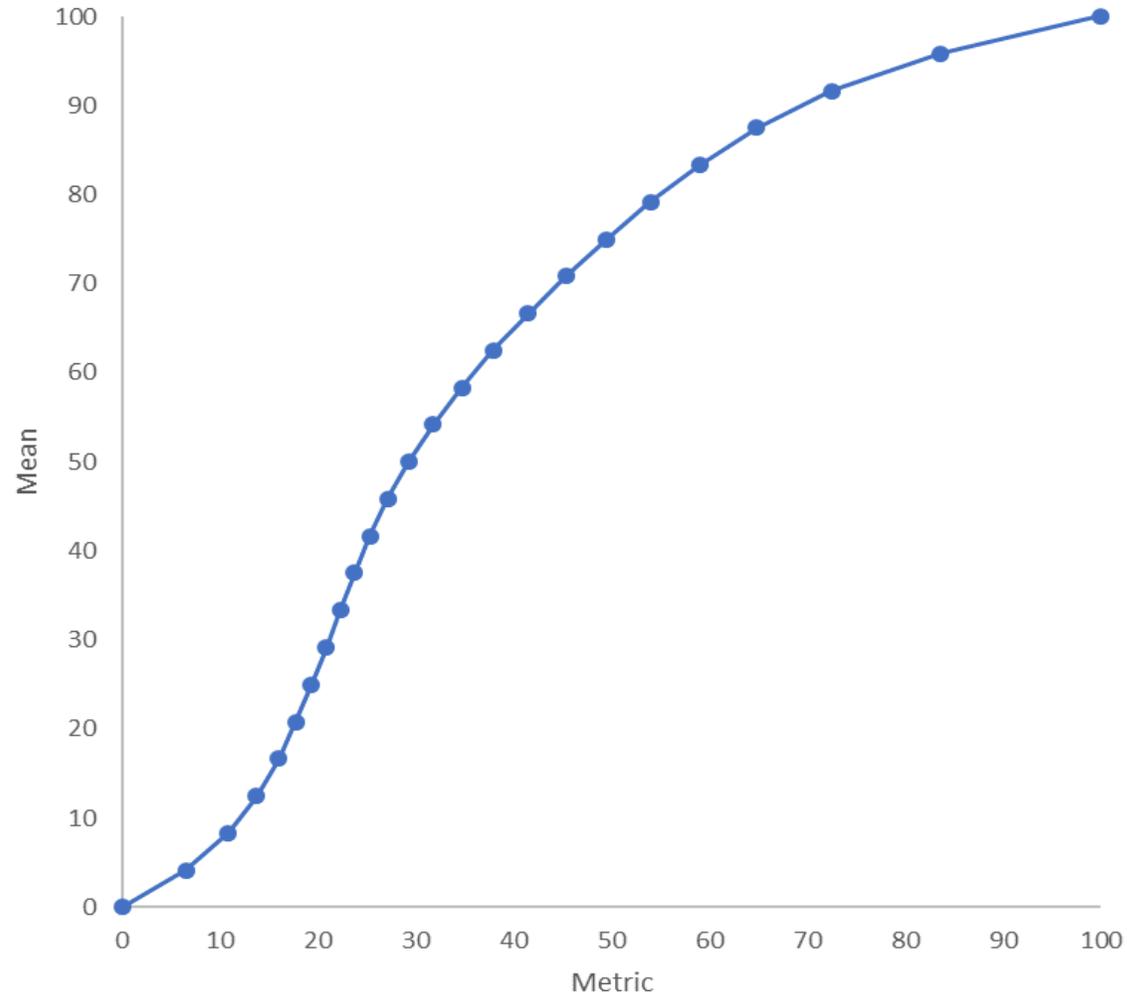
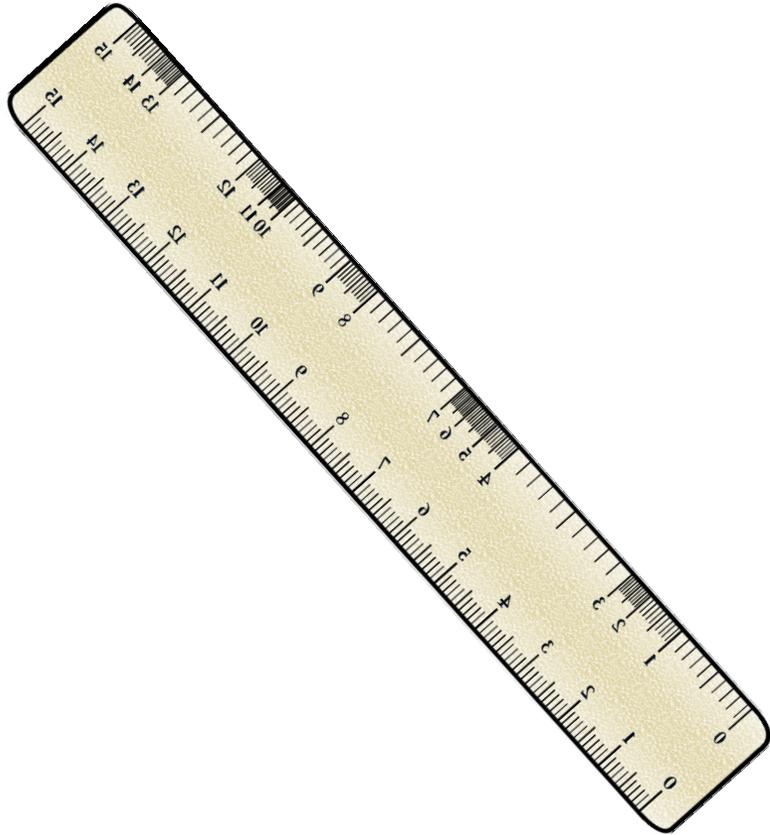
# Results in an overview

Each item worked as intended and the psychometric properties of the suggested scale for COPSOQ III Workplace Social Capital was satisfactory after having accommodated for local dependency

- The scale
  - is unidimensional and functions invariantly for women and men, and for younger and older employees
  - is valid for use at group level – understood as distinguishing groups, not individuals
  - the scale has ability to distinguish between groups – even in a high trust context (Human Service Employees)



# Comparison of the metric and mean score for the workplace social capital scale of the COPSOQ III



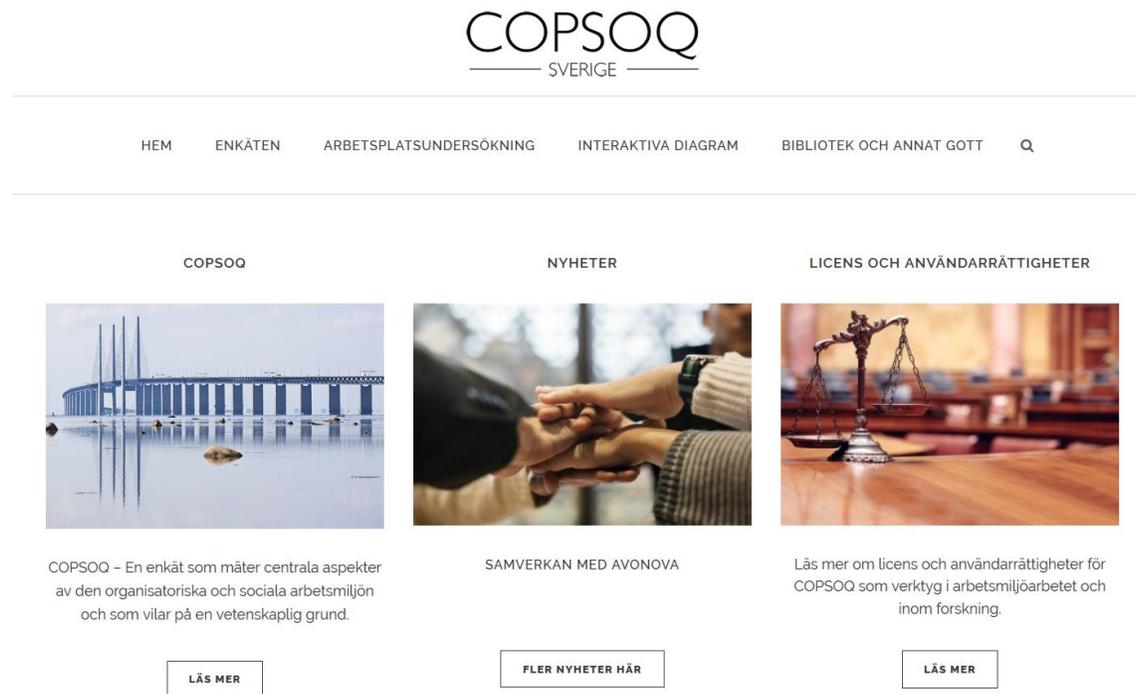
# Limitations

- The proposed logit is valid only for similar groups of workers having daily contact with patients, clients etc.
- We suggest replication of the study in a broader, international sample for assessing higher generalisability.

# Conclusion and implications

- The scale for workplace social capital holds good construct validity for use at group level
- The scale can be useful for practical applications at workplaces as well as for research purposes.
- This research contributes to establish instruments for bridging research and practice.
- Validating is an ongoing process ....so more studies will follow!

# Thank you for listening!



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