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## **Measuring an attitude: introduction of the Work Engagement Scale in COPSOQ Germany**

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**FFAW COPSOQ**

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**Discussion on international network conference**, that not only job satisfaction should be measured in relation to psychosocial working conditions but also the emotional / affective attitude of those who are doing their work. At the conference in Paris in 2015 it was supposed to use three Items out of the UWES\* that was developed by Schaufeli et al. One advantage of UWES is, that it has been tested and is available in a multitude of languages already.

**UWES connectet to JD-R-model.** In this theoretical model work engagement is an expression of motivation and as such it is an important influence factor on job performance.\*\* UWES is combining three dimensions: vigor (VI), dedication (HI) und absorption (AB).

**Original items** (Likert scale, „never“ to „always“, 7 steps):

„At my work, I feel bursting with energy.“ (VI1)

„I am enthusiastic about my job.“ (HI2)

„I'm immersed in my work.“ (AB4)

**German version**, 5 steps, change in wording VI1 (“full of energy” instead of “bursting” due to floor effect):

**B.14: Wie oft treffen folgende Aussagen auf Sie zu?**

	immer	oft	manch- mal	selten	nie / fast nie
1. Bei meiner Arbeit bin ich voller Energie.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Ich bin von meiner Arbeit begeistert.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Ich gehe völlig in meiner Arbeit auf.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\* Schaufeli, W. & Bakker, A. (2006) UWES. Utrecht Work Engagement Scale: Preliminary Manual. [www.wilmarschaufeli.nl/publications/Schaufeli/Test Manuals/Test\\_manual\\_UWES\\_English.pdf](http://www.wilmarschaufeli.nl/publications/Schaufeli/Test%20Manuals/Test_manual_UWES_English.pdf).

\*\* Bakker, A. & Demerouti, E. (2007) The Job Demands-Resources model: State of the art. Journal of Managerial Psychology, 22 (3), 309–328.

## **COPSOQ (Copenhagen Psychosocial Questionnaire)**

Validation study for BAuA (ffas/FFAW, University Freiburg, University Wuppertal, AMI Kopenhagen) 2003-2005.

Today: COPSOQ surveys conducted by FFAW with more than 300.000 participants in Germany and other European countries.

[www.copsoq.de](http://www.copsoq.de)

### **COPSOQ scale “work engagement“**

- in use since march 2017
- 3 Items
- 5 steps Likert scale 0-100 points
- N = 74717-74883 (march 2019)
- items means': 57,2 - 67,2 points
- reliability: Cronbach's alpha = 0,86
- scale's mean: 61,8 points
- standard deviation of scale: 20,0 points



		job satisfaction (6 Items)	intention to leave (1 Item)	burnout symptoms (3 Items)	presenteeism (1 Item)
work engagement	Korrelation nach Pearson	,582	-,440	-,382	-,139
	Signifikanz (2-seitig)	0,000	0,000	0,000	0,000
	N	74732	73860	74432	74319

► *Closer relationship to motivational sphere than health sphere*

work engagement	Pearson's r*	job satisfaction	Pearson's r*
commitment to workplace	0,60	qual. leadership / trust n' justice	0,64 / 0,67
meaning of work	0,53	commitment to workplace	0,58
possibilities for development	0,49	social support	0,56
qual. leadership / trust n' justice	0,39 / 0,42	possibilities for development	0,56
role clarity	0,38	sense of community	0,45

\*jeweils Signifikanz (2-seitig 0,000)

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► *Strong associations with another set of work strain factors than with job satisfaction*

## work engagement by leadership position

leadership position	mean	N	Standardabweichung
yes	65,7	15155	18,4
no	60,6	56227	20,1
total	61,7	71382	19,9

### Zusammenhangsmaße

	Eta	Eta-Quadrat
Arbeitsengagement * A5_1. Führungsposition	,104	,011

Cohen's  $d = 0,27$   
(small Effekt)

## work engagement by kind of contract

fixed-term contract	mean	N	Standardabweichung
yes	65,1	8344	20,0
no	61,2	62193	19,8
total	61,7	70537	19,9

### Zusammenhangsmaße

	Eta	Eta-Quadrat
Arbeitsengagement * A5_2. Befristeter Arbeitsvertrag	,063	,004

Cohen's  $d = 0,18$   
(very small effect)

## work engagement by working hours

full time work	mean	N	Standardabweichung
yes	61,7	55665	19,9
no	61,8	17435	20,0
total	61,7	73100	19,9

### Zusammenhangsmaße

	Eta	Eta-Quadrat
Arbeitsengagement * A5_3. Vollzeitstelle	,003	,000

Cohen's  $d = 0,01$   
(no effect)

► Only small effect in relation to leadership position (yes/no)

1. The work engagement scale is statistically stronger related to the motivation related scales than to health scales. But it is not identical to job satisfaction. **The scale points out an unique dimension.**
2. Concerning job characteristics, work engagement shows **only small differences between groups e.g. for leadership position.** This meets what was to be expected from original UWES.\*\*
3. For practical use in companies the association of work engagement with an individual set of work strain factors, e.g. meaning of work, role clarity is the main benefit.\* **New fields of intervention can be explored by risk research based on COPSOQ.**
4. These are first results only. A more systematic approach is strictly recommended. This would mean to **tie back work engagement to theoretical models** especially focussing on the JD-R model.

\* Schaufeli, W. & Bakker, A. (2006) UWES. Utrecht Work Engagement Scale: Preliminary Manual. [www.wilmarschaufeli.nl/publications/Schaufeli/Test Manuals/Test\\_manual\\_UWES\\_English.pdf](http://www.wilmarschaufeli.nl/publications/Schaufeli/Test%20Manuals/Test_manual_UWES_English.pdf).

\*\* Vgl. Höge, T. & Schnell, T. (2012) Kein Arbeitsengagement ohne Sinnerfüllung: Eine Studie zum Zusammenhang von Work Engagement, Sinnerfüllung und Tätigkeitsmerkmalen. *Wirtschaftspsychologie* (1) 91-99.