

Illegitimate tasks and experiences of possibilities to perform core work tasks

Two sides of the same coin?

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Agenda

- Background
- What are the concepts?
 - Illegitimate tasks
 - Possibilities to perform core work tasks
- Initial results from validation study
- Perspectives

Background

- Increased focus on ‘quality of work-life’
- New concepts emerging
- Need to develop measures that capture new concepts

Background

- New concepts/measures
 - Illegitimate tasks
 - Possibilities for performing core tasks

Possibilities for performing core work tasks

Core work tasks are...

- The assignment a given employee is assigned to undertake
- The assignments a given company/unit is responsible for

Perceived possibilities for performing core work tasks are expected to be positively associated with...

- Job satisfaction
- Work engagement

Operationalization: Core work tasks

1. Do the conditions at your work place give you the opportunity to do your job in a satisfactory manner?
2. Do you have access to the instruments you need (for instance lifting aids, tools, remedies, machines or information and communication technologies) to do your job in a satisfactory manner?
3. Do the instruments that you (...) use to perform your work tasks work as intended?
4. Is your workplace sufficiently staffed for you to do your job in a satisfactory manner?
5. Can you complete your work tasks without disturbing interruptions?*
6. Is it possible for you to do your job in a quality that you are satisfied with?
7. Do you get the necessary training or education for you to do your job in a satisfactory manner?*

Illegitimate tasks

Illegitimate tasks are

- Work tasks that are deemed ‘unnecessary’, ‘inappropriate’ or ‘unreasonable’ by employees

Illegitimate tasks are expected to be negatively associated with...

- Job satisfaction
- Work engagement

Operationalization: Illegitimate tasks

1. Do you spend time on work tasks that seem to have little or no purpose?
2. Are you at your work put in situations that are unnecessarily difficult?
3. Do you have work tasks for which you feel over-qualified?
4. Is your work hindered by an inappropriate organization of work?
5. Do you have to perform work tasks that you find are unnecessary?

Two sides of the same coin?

- ‘Possibilities of performing core work tasks’ and ‘Illegitimate tasks’ are
 - Two separate concepts that are empirically separable, or
 - Two extremes on a continuum?

Test of the questionnaire

- Questionnaire sent to 8.952 respondents in 14 occupational groups
- RR less than 50 :(

Results from exploratory factor analysis

	FACTOR1	FACTOR2
Do the conditions at your work place give you the opportunity to do your job in a satisfactory manner?	0.79255	-0.22952
Do you have access to the instruments you need (for instance lifting aids, tools, remedies, machines or information and communication technologies) to do your job in a satisfactory manner?	0.81091	-0.11912
Do the instruments that you (...) use to perform your work tasks work as intended?	0.78445	-0.15139
Is your workplace sufficiently staffed for you to do your job in a satisfactory manner?	0.69613	-0.21583
Is it possible for you to do your job in a quality that you are satisfied with?	0.71100	-0.20021
Do you spend time on work tasks that seem to have little or no purpose?	-0.18345	0.72847
Are you at your work put in situations that are unnecessarily difficult?	-0.23225	0.68546
Do you have work tasks for which you feel over-qualified?	0.00700	0.68494
Is your work hindered by an inappropriate organization of work?	-0.33333	0.73587
Do you have to perform work tasks that you find are unnecessary?	-0.26579	0.79730

Properties of the two scales

- Illegitimate tasks
 - Cronbach's alpha: 0.81
 - Average score: 36.9
- Possibilities for performing core work tasks
 - Cronbach's alpha: 0.84
 - Average score: 63.5

Correlations...

	1	2	3
Illegitimate tasks	-		
Core work tasks	-0.48	-	
Work engagement	-0.29	0.41	-
Job satisfaction	-0.41	0.52	0,65

Perspectives

- Possibilities for performing core work tasks and Illegitimate tasks appear to constitute two empirically seperable concepts
- Here we are just scraching the surface – more sophisticated validation techniques to be applied