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Reliability and validity of the perceived work environment scale

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Abstract--The purpose of this research is to investigate the validity and reliability of the Perceived work environment scale. The information was gathered from 280 employees of a corporation. The analysis will aid in comprehending and gathering significant knowledge of the perceived work environment, which is being suggested and recognized as one of the most significant and important ways to increase employee job satisfaction while also providing them with numerous opportunities for professional development. The analysis included descriptive statistics, such as mean and standard deviation, which were used as central measures of trend. Percentages and frequencies were used in further descriptive statistics analysis. The study's findings were also explained via graphical representations. Inferential statistics were also examined using a t-test in the study. Cronbach alpha on the Likert questions used in the study was also utilized to establish the study's reliability. The study's validity was investigated using Confirmatory Factorial Analysis and the General Least Squares approach.

Keywords--Employee satisfaction, Job satisfaction, Work environment, Reliability, Validity.

Introduction

Work engagement is among the most fascinating characteristics that allows people to operate well within an organization without experiencing any problems. According to Al Kuwaiti, Bicak and Wahass (2019), it enables the employees to

estimate the ways in which there can be development in their career. And bringing in changes in their financial development as well. Job satisfaction is one of the most essential characteristics that aids in the management of employees in a variety of prominent fields, allowing researchers to investigate the process by which the economy's development can be accelerated through employee motivation. According to Mohan and Lone (2021), overworking has a significant impact on professionals' personal lives, mental health, and physical health, as evidenced by the increasing number of medical and psychological difficulties that modern professionals have developed in recent years. Researchers point out that the topic's popularity contributes to the topic's multidisciplinary nature and multi-dimensional structure, which targets a wide range of professionals, sectors, and disciplines. According to Al-Hamdan, Manojlovich and Tanima (2017), research in the field will help in analysis of relationship development of job satisfaction and personal characteristics of employees providing them with work preferences and effectiveness of employees with diversity in program. The researcher's research is significant since it focuses on the intrinsic vs. extrinsic incentives of a group of employees. The findings will aid in the examination of why employees value extrinsic motivators such as more compensation and more societal services over the relevance of meaningful employment. According to Aloisio et al., (2019). Recognition based on discrimination and external relationship is one of the important factors that are being highly connected with job satisfaction. According to Ashraf, M. A. (2020), the employees can be developed on the working economy under favourable condition while compared with their colleagues and provided them with develop in economics.

The study done by Mousazadeh et al., (2018) revealed that the subjects' job satisfaction was on par with the average level. When compared to auditors, those who worked more extra hours during the month had higher job satisfaction. More hours worked each month equals a better wage, and income is one of the most important elements in job happiness. When compared to their younger peers, older nurses reported higher levels of job satisfaction. Trainees were less satisfied with their jobs than hired, contract, and company nurses. In addition, the findings of this study revealed a considerable variation in job satisfaction levels based on gender: Women are more satisfied with their jobs than males. According to Mohan and Lone (2022) research, "immediate policy changes should occur so that they are aligned with the entrepreneurial outlook, and lobbies should be formed so that the government takes immediate action on corporations that fail to cover the benefits to be given for employees suffering from mental health," Because most diversified corporate cultures try to express the firm's value, the well-being project is expected to assist employees in achieving a high level of psychological well-being in terms of embracing corporate well-being.

Experimental section

According to Aloisio et al., (2019), the research model has significantly provided information based on the research that has been previously performed. It helps in understanding and construction of the objectives below:

- To critically evaluate the factors that have a significant impact in the personal and characteristics of the employees within an organisation.

- To identify the impact of job satisfaction on the employees within an organisation.

The conceptual model of the research will help in identifying and focusing on the factors of job satisfaction. According to Backhaus et al., (2017), it will help in identifying the dependable variables considering the outcome which will be obtained from the work environment related to job satisfaction. According to Boamah et al., (2018), the research objectives that has been outlined will help the model to focus on the role of personal and job characteristics as well as help in investigating the ways in which characteristics affects job satisfaction. It will also help in incorporating the work environmental factors and analysis of the impact of the job.

In testing the conceptual model of the research and the research objectives, the survey of 280 employees conducted. It will help in utilising a convenient sampling method for appropriate exploratory studies and understanding the research. According to Carbonneau et al., (2017), it will also help in distribution of the server questionnaires to persons and members of the research team based on which the questionnaire will be field and picked up in the box.

Instrument

For better understanding about the various aspects and work environment it is important that the job satisfaction of employees must be models into a questionnaire that has been previously performed in research by Smerek and Peterson (2007). The questionnaire includes 43 questions that cover aspects of job satisfaction such as responsibility, autonomy, advancement, and growth, as well as perception of work, vision and mission, core values of the organization, co-worker relationships, salary satisfaction, feelings of good in the organization, and having a good balance, training, and development. Based on the measurement of 5-point likert type scale rating performed from 1- strongly disagree to 5 - strongly agree. The questions that are being performed by various personals and job characteristics of participants are of different age, gender, supervisory role, and tenure.

Analysis of the data

Descriptive statistics was done to get an understanding of the data used. Some of the descriptive statics used included percentages, frequencies, and central measures of dispersion. The results of the percentages are given in Table 1 describe the distribution of the demographic characteristics used.

The correlation statistics is measured for age and tenure against job satisfaction, recognition, work itself, advancement, growth, responsibility, good feelings, mission, and co-worker. Other descriptive characteristics were also measured such as mean and standard deviation to describe the variables used. The study also included inferential statistics which is used to measure whether the outcome of the data is representative of the general population. In this study, a t-test was also used for inferential statistics. T-test are often used to measure whether there exists a statistically significant difference between two groups. In this case, a t-test is used to determine how both males and females perceive the work environment. A two-sample t-test is used in the analysis as shown in table 3 and the results are evaluated at a 0.05 level of statistical significance. If the alpha value of the t-test is greater than 0.05, the null hypothesis is rejected while if alpha value is less than 0.05, we fail to reject the null hypothesis.

Table 3. T-test Analysis

t-Test: Two-Sample Assuming Unequal Variances		
	>1	10>
Mean	3.207666667	3.186166667
Variance	0.650494424	0.579543606
Observations	12	12
Hypothesized Mean	0	
df	22	
t Stat	0.067153679	
P(T<=t) one-tail	0.473532965	
t Critical one-tail	1.717144374	
P(T<=t) two-tail	0.947065931	
t Critical two-tail	2.073873068	

Reliability is used to determine how consistent a method is in measurement. A reliable study would produce stable and consistent results. In order to measure the reliability of the study, Cronbach's alpha was evaluated on the Likert scale questions to measure the internal consistency. It assesses the correlation of items in a test that are intended to measure the same construct and also determines the homogeneity of the groups. Factor analysis is often used to describe the validity of the observed correlated variables. It is a data reduction technique that allows researchers to investigate concepts that cannot be directly measured. Confirmatory Factor Analysis (CFA) was used to measure the validity of the study using Generalised Least Squares (GLS). This was used to determine whether the variables are valid and which variable carries more validity based on the eigen value.

Exploratory Factor Analysis (EFA) was used to explore the loading values of the items in a unidimensional solution. EFA is a measurement model that is often used when observed and latent variables are assumed to be measured at interval.

It is assumed that the observed variables are standardized with a mean of 0 and standard deviation of 1. As opposed to Confirmatory Factor Analysis, in EFA, all variables are related to the latent variable. The latent variable used for exploratory factor analysis in this study is tenure.

Through the data that has been collected it is evident that the principal component factor analysis will help in direct obliging rotation of job satisfaction and positive work environment in applying to perform and create a structure based on the data. It's also helps in calculation of Kaiser-Meyer-Olkin (KMO) value, which is 0.82, considered to be efficient for the analysis. According to Choi et al., (2016), the result will help in understanding and finding an indication of correlation Matrix which will be significant as that will help in performing Principal Component Analysis (PCA). According to Clausen et al., (2019), the single factors of the items is not clearly loaded, and it did not have minimal value of 0.7 which can be excluded from the analysis. It has also provided reliability of the result for extraction of the factors. It can be also considered as a responsibility of measurement of the items as well as helping in identification of the clear feelings with effective measurement and relationship with workers in supervision of the items.

Result

Descriptive analysis was done on the 12 subscales across the four tenures. The outcome of the descriptive statistics showed that the subscale advancement had the most average score of 3.7 while job satisfaction had the least average score of 2.1. In general, most subscale had low data variations as given by the sample variance except 'mission' with a variance of 0.9 and 'supervisor' with a variance of 1.1. This goes to show that those two subscales had varying opinions across the tenures. The various subscales had negative skewness except 'co-worker', 'good feelings', 'work itself', and 'recognition'. Overall, the frequencies measured on the 12 subscales were further representing the four various tenures evaluated.

Table 4. Variables

Variable	Gender	Mean	Std. Deviation	Supervisory role	Mean	Std. Deviation	Mann Whitney Utest
JS	Male	2.98	0.89	Supervisor	3.39	0.68	0.068
	Female	3.17	0.70	Non-Supervisor	3.09	0.82	
Recognition	Male	3.15	0.79	Supervisor	3.57	0.72	0.012
	Female	3.25	0.81	Non-Supervisor	3.09	0.77	
Work itself	Male	3.81	0.49	Supervisor	3.84	0.59	0.803
	Female	3.87	0.51	Non-Supervisor	3.86	0.47	
Advancement	Male	3.31	0.71	Supervisor	3.22	0.68	0.122
	Female	3.46	0.64	Non-Supervisor	3.41	0.62	

Responsibility	Male	3.69	0.60	Supervisor	3.06	0.62	0.053
	Female	3.69	0.56	Non-Supervisor	3.49	0.64	
Growth	Male	3.20	0.58	Supervisor	3.26	0.62	0.203
	Female	3.08	0.68	Non-Supervisor	3.06	0.64	
Good feelings	Male	3.80	0.77	Supervisor	3.87	0.59	0.641
	Female	3.85	0.52	Non-Supervisor	3.79	0.58	
Mission	Male	3.83	0.62	Supervisor	3.90	0.42	0.190
	Female	4.06	0.41	Non-Supervisor	4.01	0.46	
Co-worker	Male	3.63	0.64	Supervisor	3.85	0.60	0.176
	Female	3.84	0.53	Non-Supervisor	3.70	0.54	
Supervision	Male	3.41	0.69	Supervisor	3.70	0.67	0.109
	Female	3.67	0.67	Non-Supervisor	3.49	0.65	
Salary	Male	2.87	0.62	Supervisor	2.78	0.62	0.327
	Female	2.94	0.76	Non-Supervisor	2.88	0.71	
Values	Male	3.63	0.77	Supervisor	3.63	0.48	0.048
	Female	3.89	0.52	Non-Supervisor	3.84	0.62	

The outcome of the descriptive statistics shows that male respondents make up a majority of the respondents at 65% while females make up 35% of the total respondents. A majority of the respondents were in the age bracket 21-30 making up 50% of the total respondents while those in the age bracket 31-40 make up 20%, 41-50 make up 20%. Respondents in the age bracket 51-60 and above 60 each make up 5% respectively. Based on the analysis, 50% had a university education as their highest level of education while 36% have a high school education, 11% have a college education and 3% had a primary school education. Half the respondents also had 1 to 5 years of tenure making the majority of the respondents while 25% have 5-10 years of tenure, 20% have less than 1 year of tenure and 5% have over 10 years of tenure. Only 10% of the respondents were in a supervisory role while 90% of them were in a non-supervisory role.

Table 5. Employees Tenure

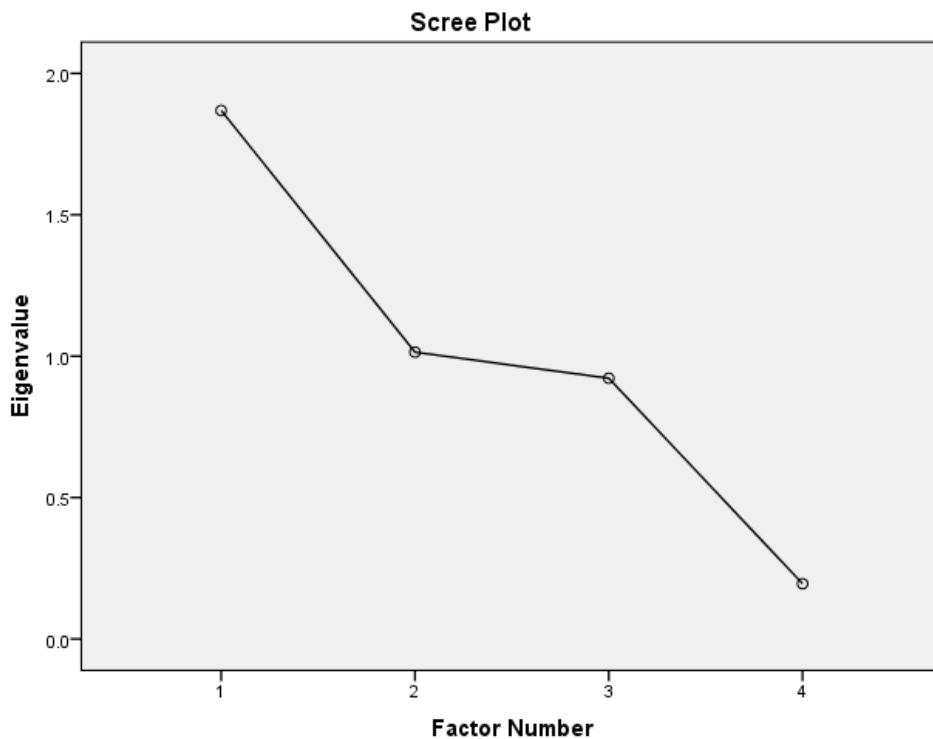
Job Satisfaction	>1	2.012	0.84
	1 to 5	2.145	0.78
	5 to 10	2.145	0.92
	10<	2.124	0.4
	Total	2.14	0.65
recognition	>1	3.11	0.74
	1 to 5	3.12	0.87
	5 to 10	3.17	0.94
	10<	3.14	0.45
	Total	3.45	0.84
workitself	>1	3.14	0.75
	1 to 5	3.14	0.14
	5 to 10	3.65	0.84
	10<	3.48	0.98
	Total	3.17	0.18
Advancement	>1	3.98	0.78
	1 to 5	3.87	0.94
	5 to 10	3.47	0.17
	10<	3.67	0.84
	Total	3.17	0.87
Growth	>1	3.14	0.83
	1 to 5	3.98	0.87
	5 to 10	3.47	0.87
	10<	3.98	0.42
	Total	3.12	0.65
Responsibility	>1	2.17	0.87
	1 to 5	2.14	0.69
	5 to 10	3.14	0.75
	10<	3.98	0.51
	Total	3.12	0.94
Good feelings	>1	3.14	0.48
	1 to 5	3.78	0.95
	5 to 10	3.87	0.87
	10<	3.15	0.84
	Total	3.12	0.65
mission	>1	4.12	0.78
	1 to 5	4.01	0.98
	5 to 10	3.65	0.87
	10<	2.1	0.9
	Total	3.12	0.72
Coworker	>1	4.21	0.6
	1 to 5	3.12	0.45
	5 to 10	3.12	0.41
	10<	3.87	0.84
	Total	3.98	0.78
Supervisor	>1	4.21	0.24
	1 to 5	4.65	0.7
	5 to 10	2.12	0.87
	10<	3.12	0.74
	Total	3.77	0.95
Salary	>1	2.12	0.14
	1 to 5	2.34	0.87
	5 to 10	2.65	0.84
	10<	2.65	0.98
	Total	2.87	0.75
Value	>1	3.14	0.84
	1 to 5	2.87	0.95
	5 to 10	2.98	0.87
	10<	2.14	0.84
	Total	2.13	0.7

Visual representations are useful statistical tools to explain the results of the study in a more captivating manner. Graphical presentations were also used to describe the data. Factor analysis was done and a scree plot of eigen values was generated. As per the scree plot, only one component value was to be retained. The valid component value to be retained is the <1 tenure variable. This is because it has the greatest eigen value that explains 46.7% of the total variation as given in the analysis. According to the visual representation of employee wellness increasing job satisfaction, most males disagree compared to females.

Table 6. Scree Plot based on Factor analysis

Total Variance Explained			
Factor	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	1.869	46.718	46.718
2	1.014	25.354	72.071
3	.922	23.046	95.117
4	.195	4.883	100.000

Extraction Method: Generalized Least Squares.



Inferential analysis was done using the t-test to measure the difference in means between two variables. In this case, mean difference was tested between the two extreme tenure variables '<1' and '10>'. The null hypothesis assumes that there is no difference in means between the two variables while the alternative

hypothesis assumes that there is a difference in means between the two variables. According to the t-test, the p-value $0.94 > 0.05$ hence we reject the null hypothesis and conclude that there exists a mean difference between <1 tenure and $10 >$ tenure.

The research will help in addressing the analysis and in conducting the job role analysing, the relationship between gender and supervisory job satisfaction. It will also help in the effective analysis of t-test. The results obtained from t-test based on gender will help to perceive work environment indication of the reports judged for females which are higher in a satisfactory level of the workplace in comparison with males.

The gender disparity was being found based on two items which were effective supervision and core values. It is interrelated and helps in identifying the satisfaction level of females identifying the workplace factors. According to Clausen et al., (2019), the analysis will help in finding effective indication of the statistical gender difference based on the four factors which are relationship with co-workers, clarity of mission, presence of core value and effective supervision. As stated by Čulibrk et al., (2018), the result that can be evidently obtained from the questionnaire is that job satisfaction plays a major role in the development of effective working environment. Depending on the culture of the organisation it is evident that the employees can bring in changes within the organisation and will help in development of the working procedure bring in changes in the workplace. As stated by Čulibrk et al., (2018), job satisfaction is one of the most important aspect that enable employees to work for the development that will increase opportunities as well. It is quite evident from the ways in which the employees have responded to the survey opportunities, motivations are quite impactful aspect of an organisation. The survey has provided effective information that changes in an organisation will have the same impact in the employees both on female and male. The significant result has been obtained after analysis of the research question [Refer to the Appendix].

Based on the correlation analysis, there exists a strong negative relationship between age and advancement with a person coefficient of -0.93 . Notably, age has negative association with advancement, growth, responsibility, good feelings, and co-worker. On the other hand, age has a positive association with job satisfaction, recognition, work itself and mission. Based on the analysis, tenure has a negative relationship with advancement and good feelings characteristics. The results also show that tenure has a positive association with job satisfaction, recognition, work itself, growth, responsibility, mission, and co-worker. In the words of Wen, Muthuveloo and Ping, (2018), the result analysis will help in performing the correlation of age and 10 years with workplace factors and identifying the job satisfaction presented in the table below. In the words of Tarcan et al., (2017) it will also provide the employees with significant knowledge about the positive correlation that will have an impact in recognition, supervision, and job satisfaction. Based on the age of the employees their job satisfaction, effective supervision and increase in the recognition will be identified. It will also help in longer tenure of employees to provide less satisfaction and less opportunities for professional advancement rather than finding out the organisation's good feelings and presence of core value. In the words of Savic et al., (2013), from the research

it is significant that employees who are tenure above the age of 10 years have the highest level of job satisfaction and more satisfied with the factors of workplace. The employees have the same level of satisfaction who have been working for less than a year. In the words of Sahito and Vaisanen (2017), it will also help in providing motivation to the employees who are being employed within the organisation for less than a year. In the words of Munir, (2018), from the survey it is significant at the highest level of satisfaction can be compared with the colleagues based on their opportunities for advancement, good feelings about the organisation, highest level of satisfaction, and opportunities of growth with mission and presence of core value. In the words of Min, Choi and Yun (2019), various kinds of analysis of such as Kruskal-Wallis analysis will help in identifying the statistical differences between the mission and presence of core value. As stated by Li et al., (2020), for addressing the research objectives it is important that multiple regression model must be designed that will help in evaluating the impact which is relatively controlling the factors of workplace personals and job characteristics.

Discussion

The regression model is one of the most important factors that will help in analysis of the workplace environmental factors providing a control over job characteristics and personal. It will help in finding powerful prediction of job satisfaction which will help in indicating the age of the employees. As stated by Lee, Yang and Li (2017), one of the most impactful study has suggested that the u-shaped relationship between age and job satisfaction is correlated. The study has also confirmed that explanation of relationship which relates to job satisfaction leads to decline in the approaches of early thirties and have positive employment options. As stated by Lee, Chiang and Kuo (2019). Later on, the job satisfaction can be linearly increased and compared with the individual approaches of the persons work life. It will also help the research to investigate on the influences and the factors of job satisfaction for the tenure and perceptions based on workplace environment. From the research analysis it can be significantly identified that employees who have been employed within the organisation for more than 10 years have highest level of job satisfaction. As stated by Ladyshewsky and Taplin (2017), various other factors have been also helping in developing core relationship with the overall job satisfaction that is been provided to the tenure employees. The analysis gives a Cronbach's alpha of 0.54 which is greater than 0.5 proving the scale is reliable. Based on the Cronbach's alpha test, the study questions are reliable while according to the Confirmatory Factorial Analysis (CFA), the study variables are all valid contributing to varying values to the total variation of the output.

Table 7. Cronbach's Alpha Outcome

Scale: CRONBACH'S ALPHA OUTCOME**Case Processing Summary**

		N	%
Cases	Valid	12	100.0
	Excluded ^a	0	.0
	Total	12	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.544	.518	4

Item Statistics

	Mean	Std. Deviation	N
>1	3.08	.793	12
1 to 5	3.25	.965	12
5 to 10	3.08	.669	12
10<	3.08	.793	12

Inter-Item Correlation Matrix

	>1	1 to 5	5 to 10	10<
>1	1.000	.802	.157	.133
1 to 5	.802	1.000	.106	.089
5 to 10	.157	.106	1.000	-.014
10<	.133	.089	-.014	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.125	3.083	3.250	.167	1.054	.007	4
Inter-Item Correlations	.212	-.014	.802	.816	-56.099	.079	4

The research will help in acting significantly based on the factors that have provided satisfaction to the employees. As stated by Kunie et al., (2017), the research has also indicated that the most powerful production of job satisfaction can be identified while following the work itself and the opportunities that are being provided through professional advancement. The previous researchers of Smerek and Peterson (2007) have been considered to be the most significant and impactful predictor of job satisfaction for the workers of administration. As stated

by Kumar (2017), it has also come up with analysis that resulted in identification of the multi regression suggested for workplace environment which have been impacting the employees job satisfaction and compared with job characteristics and personal. As stated by Hoboubi et al., (2017), considering the factors and accounts of workplace environment it can be said that the perception keeps on modifying based on the management and the manager of the employees who focuses on attention provided to promotion and professional advancement opportunities for work autonomy and recognition for well performance of employees. As stated by Mohan and Lone (2021) employees' perceptions of their work environment are important and influential. Job satisfaction is significant and beneficial for many employees throughout the world since, aside from monetary compensation, individuals desire to find effective strategies to achieve job happiness. There are several elements that have a big impact on enhancing employee performance, including the fact that the view of the workplace can be changed, as well as the management of active employee's payment attention and career progression chances.

Conclusion

Based on the analysis, the sample used for the analysis is not biased. The demographic characteristics are well distributed, and we can therefore conclude that the study output is a representative of the entire population. We can also deduce that as we become older, our sense of growth, responsibility, and positive feelings about work decline. The same is true when it comes to working with co-workers and advancing in your profession. We also learn that as one's tenure grows, so does one's opportunity for advancement and positive feelings. We also found that having more years on the job improves job happiness, recognition, and the work itself. Increased growth, responsibility, mission, and collaboration with co-workers all demonstrate this.

The descriptive analysis shows that some of the data points are skewed which proves there is a variation in opinion across the variables. This is also evident with the result of the inferential statistics which shows that there is a difference between the responses for the variables <1 tenure and 10> tenure. According to the factorial analysis using generalised least squares, the <1 tenure factor proves to be more valid to the analysis.

Conflict of interest

The study was conducted solely for academic purposes, with no commercial gain in mind. This study has no financial or other incentives attached to it, and it was carried out only for scientific objectives.

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Job satisfaction

1 Imagine your ideal job. How well does your current position compare to the ideal job? **0.745**

2 In general, how satisfied are you with your job? **0.598**

3 Consider all the expectations you had when you started your current job. Does your current job meet those expectations? **0.874**

Recognition

4 My contributions are valued by the members of my unit/department **0.61**

5 I am satisfied with the received recognition or praise for doing good work **0.71**

6 In my unit/department, you always get appropriate recognition when you have done something extraordinary **0.798**

Work itself

7 I enjoy my job **0.80**

8 My job is interesting **0.758**

9 My job gives me a sense of accomplishment **0.742**

10 The work I do is very important for my unit/department and the Organization as a whole **0.860**

Opportunities for promotion

11 Opportunities for promotion within the Organization **0.812**

12 I know what is requested from me in order to get promoted within the Organization **0.654**

13 Information about job vacancies within the Organization is readily available **0.753**

Professional Advancement Opportunities

14 My unit/department offers the appropriate training or education that I need to prosper in my job **0.884**

15 I have received the necessary training to do my job well **0.783**

16 I have already had the opportunity at work to learn and grow **0.654**

17 There is someone at work who encourages my development **0.721**

18 My supervisor points out the training or education that I need to grow in my job **0.721**

Responsibility

19 I have control over how I do my work **0.856**

20 My opinion counts at work **0.82**

21 The physical environment allows me to do my job **0.702**

22 I possess necessary resources, tools or equipment to do my job **0.894**

Good Feelings about Organization

23 I feel a strong sense of belonging to the Organization **0.820**

24 I have a strong commitment to the Organization **0.712**

25 I am proud to work for the Organization **0.714**

Clarity of Mission

26 I understand how my work supports the mission of my unit/department and the Organization as a whole and it is at complete service to the citizens **0.71**

27 I know what is expected of me at work **0.766**

28 The goals of my unit/department and the Organization as a whole are clear to me **0.74**

Relationship with co-workers

29 I respect my co-workers and I trust them **0.72**

30 I am consistently treated with respect by my co-workers **0.725**

31 I can count on my co-workers to help me out when needed **0.711**

32 My co-workers and I work as a team

33 My unit/department collaborates effectively with other units/departments within the Organization **0.702**

Effective Supervisor

34 My supervisor effectively communicates with the co-workers **0.783**

35 My supervisor is an effective decision-maker for the Organization **0.720**

36 My supervisor is approachable and easy to talk to **0.705**

37 My supervisor gives me constructive feedback on my performance **0.745**

38 My supervisor considers my ideas and remarks **0.784**

39 My supervisor deals effectively with poor performance **0.741**

Salary

40 I am satisfied and fairly paid for what I do **0.771**

41 My salary/pay rate is a significant factor in my decision to stay at the Organization **0.741**

Presence of Core Values

42 Organization fosters values that are clear and understandable to all employees (*e.g.*, coming to work on time, code of ethics, *etc.*) **0.951**

43 The fulfilment of my duties and obligations is of great importance for the Organization as a whole **0.77**