
Job Satisfaction Scale: Proprietà psicometriche nei dipendenti migranti

Tariku Ayana Abdi¹ e Alessandro Lo Presti²

Sommario

C'è un crescente interesse per lo studio del successo di carriera dei migranti, che viene in parte valutato utilizzando la scala della soddisfazione lavorativa. Tuttavia, a causa dei ridotti sforzi teorici inerenti le carriere dei migranti e il loro successo di carriera, per quanto ne sappiamo, nessuna ricerca ha adottato la *Job Satisfaction Scale* di Pejtersen et al. (2010), ampiamente utilizzata. Questa ricerca mira a adottare e valutare le proprietà psicometriche della *Job Satisfaction Scale* di Pejtersen e colleghi per la sua precisione e ampia applicabilità per misurare la soddisfazione lavorativa. Abbiamo somministrato la *Job Satisfaction Scale* e la *Career Satisfaction Scale* a 251 dipendenti migranti africani che lavorano in Italia e ne abbiamo esaminato le proprietà psicometriche. Abbiamo analizzato l'affidabilità della scala utilizzando l'alfa di Cronbach, eseguito un'analisi fattoriale confermativa, e la correlazione di Pearson per indagare la sua relazione con la *Career Satisfaction Scale*. I risultati hanno mostrato che la *Job Satisfaction Scale* è affidabile e valida in relazione alla *Career Satisfaction Scale*. La scala ha inoltre dimostrato buone proprietà psicometriche ed è appropriata per l'uso a fini di ricerca e di intervento tra i dipendenti migranti.

Parole chiave

Soddisfazione lavorativa, Successo di carriera, questionario, Soddisfazione di carriera, Dipendenti migranti africani.

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Job Satisfaction Scale: Psychometric Properties in Migrant Employees

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Abstract

There has been an increasing interest in studying migrant career success, which is partly assessed using the *Job Satisfaction Scale*. However, due to the under-theorization of migrant careers and their career success, to our best knowledge, no research has adopted the widely used Pejtersen et al.'s (2010) *Job Satisfaction Scale*. This research aims to adopt and evaluate the psychometric properties of the *Job Satisfaction Scale* of Pejtersen and colleagues for its precision and broad applicability in measuring job satisfaction. We administered the *Job Satisfaction Scale* and the *Career Satisfaction Scale* to 251 African migrant employees working in Italy and investigated their psychometric properties. We analysed the reliability of the scale using Cronbach's alpha, performed confirmatory factor analysis, and Pearson's correlation to investigate its relationship with the *Career Satisfaction Scale*. The results showed that the *Job Satisfaction Scale* is reliable and has concurrent validity with the *Career Satisfaction Scale*. The scale has also demonstrated good psychometric properties and is appropriate to use for research and intervention purposes among migrant employees.

Keywords

Job satisfaction, Career success, Questionnaire, Career satisfaction, African migrant employees.

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Introduction

Despite an increasing interest in studying migrant careers, research has lagged behind in theorizing migrant careers (e.g., Al Ariss et al., 2012) and assessing their career success. The term *career success* encompasses both objective (e.g., salary/earnings, occupational status, and number of promotions) and subjective career success (i.e., career and job satisfaction) (Hirschi et al., 2018; Spurk et al., 2019). To date, available research on migrant career success has focused mainly on objective career success aspects, such as migrants' wages/earnings, occupational status, and career progress (upward vs. downward compared to their occupational status prior to migration, e.g., Rajendran et al., 2020) while overlooking the importance of the subjective job satisfaction aspect (Kifle et al., 2016). On the other hand, the few available studies assessing the job satisfaction construct in migrant employees use varied measurement scales, with little effort put into adopting/adapting measurement scales suitable for migrants' career contexts.

For instance, To and Tam (2014) used a five-item scale developed by Kalleberg (1977) to assess the job satisfaction of Chinese female migrant workers in the Guangdong province of China, whereas Tian et al. (2018) and Kifle et al. (2016) used a six-item scale to assess the job satisfaction of migrant workers in Australia on an 11-point scale. Furthermore, Bloemen (2014) also assessed job satisfaction in terms of wages/salary, type of work, working hours, and career progress on a 10-point scale ranging from «0 = not at all satisfied to 10 = fully satisfied». Zikusooka et al. (2021), on the other hand, used a short form of the Minnesota Satisfaction Questionnaire (MSQ), including 20 items on job satisfaction that assess ability utilization, achievement, activity, advancement, authority, company policies, compensation, co-workers, creativity, independence, moral values, recognition, responsibility, security, social status, social service, supervision — human relations, supervision — technical, job variety, and working conditions among Syrian migrant physicians in Turkey.

Despite the efforts to assess the job satisfaction of migrants for various purposes (mainly as indicators of career success or well-being), researchers have hardly agreed to a standardized scale (s) for assessing migrants' job satisfaction. In particular, no study has been conducted to adapt/adopt the job satisfaction scale of Pejtersen et al. (2010) in the migrants' career context. The job satisfaction scale of Pejtersen and colleagues measures job satisfaction in terms of subjective evaluation of a person's work experience in terms of work prospects, work conditions, work abilities, and work in general. Thus, it is crucial to have valid and psychometrically sound instruments to assess the job satisfaction of migrant employees, particularly in a country like Italy, where migrants are increasingly becoming an integral part of the working population. Studies show that Italy is one of the top destinations for African migrants entering Europe (Achilli et al.,

2016; D'Angelo, 2019). Thus, robust, valid, and psychometrically solid measurement scales, such as the Job Satisfaction Scale, are necessary in the context of African migrant employees', where, to the best of our knowledge, no empirical research has been conducted to assess this construct among this migrant group.

Thus, this study aims to adopt the Job Satisfaction Scale of Pejtersen et al. (2010) for its precision and because it is widely used in the general worker population. To this end, confirmatory factor analysis and reliability tests using Cronbach's alpha were conducted.

Methods

Participants and Procedures

Due to the invisibility of and the difficulties in sampling migrants (Tourangeau, 2014), we collected data through Facebook, WhatsApp, and LinkedIn. Thus, in the end, we collected responses from 251 participants (59.76% men and 39.44% women), while two were missing values. The participants have been in Italy on average for the last 15.90 years ($SD = 10.07$). Their educational levels were: 28.68% master's degree, 25.90% vocational, 20.72% secondary/high school, 19.52% bachelor's degree, 2.4% primary school, and 1.99% doctorate.

Measure

The *Job Satisfaction Scale* is part of the Copenhagen Psychosocial Questionnaire (COPSOQ II; Pejtersen et al., 2010). The original version of the scale, which is in English, was translated into Italian and then translated back into English by bilingual professionals to keep the equivalence of the construct in both languages (Brislin, 1980). The scale measures job satisfaction using four items on a five-point Likert scale ranging from *not relevant* (1) to *very satisfied* (5). A sample item is «How pleased are you with your job as a whole, everything taken into consideration?». The original scale had Cronbach's alpha values of .82. Scholars suggest the heuristic acceptable cutoff value for reliability is .70 and above (Dunn et al., 2014).

The *Career Satisfaction Scale* (Greenhaus et al., 1990; Italian version: Abdi & Lo Presti, in press) is a five-item scale that assesses one's satisfaction with one's attainment of career goals for income, advancement, new skills, and overall career progress (e.g., Greenhaus et al., 1990). Participants responded to the items on a 5-point Likert scale ranging from *strongly disagree* (1) to *strongly agree* (5). A sample item is: «I am satisfied with the progress I have made toward meeting my goals for advancement». The original scale had adequate Cronbach's alpha

(α) reliability of .88. Several studies have shown that job satisfaction and career satisfaction are significantly and positively associated (e.g., Burke, 2001; Wassermann et al., 2017).

Statistics

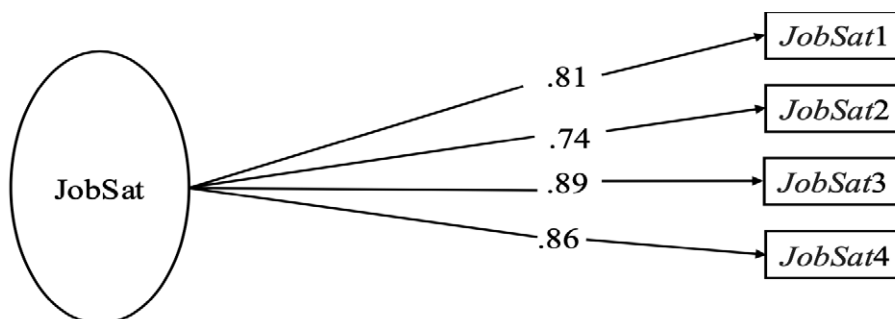
Confirmatory factor analysis (CFA) was carried out using Mplus 8 software. Model fit was evaluated with comparative fit index (CFI), Tucker-Lewis index (TLI), root mean square error of approximation (RMSEA), and standardized mean square residual (SRMR). Generally, values $\geq .90$ of CFI and TLI indices are considered indicators of a good fit model (e.g., Vandenberg & Lance, 2000). For the RMSEA index, values $\leq .08$ are considered acceptable fit model, values between .08 and .10 are mediocre, and values $> .10$ are not acceptable, while for SRMR, the cutoff value close to .08 indicates a better model fit (Gunzler & Morris, 2015; Hu & Bentler, 1999; Vandenberg & Lance, 2000).

Results

The CFA results showed that CFI = 1.00, TLI = .99, RMSEA = .06, and SMR = .01, indicating an acceptable fit for the data. The Cronbach's alpha of the scale was also found to be adequate with the value of $\alpha = .89$. The path diagram of the CFA results of the Job Satisfaction Scale is depicted in Figure 1.

Figure 1

Job Satisfaction Scale: CFA — Path diagram (N = 251)



JobSat = Job Satisfaction Scale; Jobsat1 = Item 1; Jobsat2 = Item 2; Jobsat3 = Item 3; Jobsat4 = Item 4.

Moreover, our analysis showed that the *Job Satisfaction Scale* had a significant positive correlation with the *Career Satisfaction Scale* ($r = .73, p < .01$), providing evidence for concurrent validity for the *Career Satisfaction Scale*.

Discussion

To the best of our knowledge, no research has examined the Job Satisfaction Scale of Pejtersen et al. (2010) in migrants' career contexts, especially in assessing the career success of migrants, despite this scale being valid and having good psychometric properties. Therefore, this study's objective was to adopt the Job Satisfaction Scale of Pejtersen et al. (2010) and examine its validity and psychometric properties in the migrants' career context. The results illuminated that the Job Satisfaction Scale can validly and reliably assess the career success aspects of migrant employees. The findings also show that job satisfaction has a positive and strong statistically significant relationship with career satisfaction, consistent with the previous findings (Burke, 2001; Wassermann et al., 2017). Thus, the good psychometric properties of the scale suggest its suitability for both intervention and future research on migrant employees.

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