

Assessment of Family Engagement: Modification of Utrecht Work Engagement Scale

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Abstract

A person can be engaged not only at work but also in other areas of life. Studies have shown that people can be engaged in sports, academia, or daily family activities. In fact, family engagement appears to be an important construct that lacks attention and a valid measurement tool. This paper aims to present the modification of the Utrecht Work Engagement Scale, the most widely used scale developed for measuring work engagement, to measure family engagement. Two quantitative, cross-sectional studies were conducted in Lithuania. Study 1, a pilot study, confirmed good internal reliability of the newly modified 9- and 17-item versions of the scale and found a positive relationship with positive affect, providing preliminary evidence for construct validity. Study 2 confirmed the discriminant, convergent, and structural validity of the Family Engagement Scale. Based on the findings from exploratory graph analysis and confirmatory factor analysis, a one-factor solution for the scale was chosen as the best fit for the data. Strengths, limitations, directions for future research, and implications for practice are discussed.

Keywords: family engagement, family-work enrichment, family satisfaction, validity, reliability

Introduction

Engagement has been extensively studied in occupational settings over the past decades. Studies have shown that work engagement is related to higher job

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satisfaction, organizational commitment, performance, work-family enrichment, life satisfaction, and health, as well as lower turnover intentions, psychological distress, and burnout (see Maricuțoiu et al., 2017; Mazzetti et al., 2023; Vadvilavičius & Stelmokienė, 2024). According to Schaufeli and Bakker (2004), work engagement is characterized by *vigor*, *dedication*, and *absorption*. Vigor refers to employees' energy and resilience, dedication to involvement in tasks and a sense of meaning, and absorption to a state of full concentration on work.

Although this is an important topic in the fields of organizational psychology and human resource management, it can be argued that engagement is not limited to the workplace. As Schaufeli (2017) states, there is no reason why psychological engagement should be restricted to employees and work. Specifically, Schaufeli (2017) emphasizes that “general engagement is defined as a positive and fulfilling state of mind that is associated with performing daily activities of any sort and is characterized by vigor, dedication, and absorption.” (p. 11). In 2017, Schaufeli presented the Utrecht General Engagement Scale and its validity. However, it can be speculated that engagement may be domain-specific, as self-efficacy is (Bandura, 1986).

In fact, there are studies that report modifications of the Utrecht Work Engagement Scale in different contexts. For example, Guillén and Martínez-Alvarado (2014) presented a sport engagement scale, an adapted version of the Utrecht Work Engagement Scale. Their research results revealed that it is a valid instrument for measuring sport engagement of athletes. Meanwhile, Ouweneel et al. (2011) and other researchers have analyzed the academic engagement scale. Chen et al. (2024) used a daily family engagement scale, which presents a good internal reliability; however, a deeper analysis of this scale is lacking.

With reference to Schaufeli (2017), family engagement can be *defined as a positive and fulfilling state of mind that is associated with performing daily activities in family*. Family engagement can be an important construct to measure in the field of family psychology, work–family interaction research, education, health, social work, and related fields. There are studies that have reported on caregiving health engagement (Barello et al., 2019), family involvement in childhood education (Fantuzzo et al., 2013), family engagement measures for the intensive care unit (Goldfarb et al., 2022), and family engagement scales in the treatment of adolescent substance use (Hock et al., 2015). However, these instruments are only applicable in the field of social work, clinical research, or education.

Emerging research indicates that family engagement may represent a distinct and valuable construct within the broader context of work–family interaction, contributing uniquely to individuals' well-being, role performance, and enrichment across life domains. In a social-psychological model of work engagement, Bakker (2022) presents “how leaders, followers, and family members provide, craft, and receive resources, facilitating each other's work and family engagement” (p. 39). For example, work engagement is one of the outcomes and consequences of work-to–

family enrichment (Vadvilavičius & Stelmokienė, 2024). However, it is expected that family-to-work enrichment may have a stronger relationship with family engagement. In fact, a meta-analysis by Vadvilavičius and Stelmokienė (2024) revealed that work engagement is more strongly related to work-family enrichment than to family-work enrichment. Furthermore, the relationship between work engagement and work-family enrichment is believed to be reciprocal (see Vadvilavičius and Stelmokienė, 2024). It could be argued that work engagement predicts higher work-family enrichment, while work-family enrichment predicts not only higher work engagement but also higher family engagement. On the other hand, researchers (e.g., Lapierre et al., 2018; Zhang et al., 2018) continue to focus more on work-to-family interaction, while family-to-work interaction is being researched much less. In other words, existing empirical studies suggest that there is also a need to measure family engagement in the context of organizational psychology. Utrecht Work Engagement Scale is the most widely used instrument in the world for measuring work engagement (e.g., Björk et al., 2021; Borst et al., 2020; Kulikowski, 2017; Wee et al., 2022). The general aim of this project was to modify the Utrecht Work Engagement Scale to assess family engagement. Two studies were conducted using the Lithuanian sample to test the internal reliability, construct validity, and factor validity of the modified Utrecht Work Engagement Scale (when the object of engagement was changed from work to family).

Study 1

Methods

Sample

A convenience sample of 63 working people ($n = 55$ female) participated voluntarily in an online study conducted in December 2024. The average age of the participants was 39.27 years ($SD = 9.70$), and their average job tenure was 16.81 years ($SD = 8.93$). In total, 23.8% of the participants were providing care for their family members (mother/father, etc.) and 66.7% had at least one child under the age of 18 living with them.

Participants were informed about the purpose of the study, as well as the research procedures, potential benefits, and risks. Research was conducted in accordance with the principles of the Declaration of Helsinki, including the respect for individuals, the right to make informed decisions, research ethics, and national laws on research ethics. No personal information that could allow to identify participants was gathered. Participants did not receive any credit, compensation, or gifts for their participation in the study.

Measures

Family engagement was measured using a 17-item modified Utrecht Work Engagement Scale (Schaufeli & Bakker, 2004). The reliability and validity of the Lithuanian version of the original Utrecht Work Engagement Scale were previously confirmed by Lazauskaitė-Zabielskė et al. (2020). For this study, the original items from this scale were modified by replacing the word “work” with “family” and adjusting the phrasing according to Lithuanian grammatical rules, e.g., “Time flies when I’m with family”. A similar rewording approach was used in the development of the general engagement scale (Schaufeli, 2017). Items were measured using a 7-point Likert scale ranging from 0 (*never*) to 6 (*always*). A higher score indicated higher family engagement, specifically higher vigor, dedication, and absorption (the three factors of family engagement).

Positive affect was measured using the Positive and Negative Affect Schedule scale (PANAS; Watson et al. 1988). Participants rated the extent to which they experienced each emotion related to their family during the past week. Items were measured on a 5-point Likert scale ranging from 1 (*very slightly or not at all*) to 5 (*extremely*), with higher scores indicating higher levels of positive affect.

Procedures

Data were analyzed using the Statistical Package for the Social Sciences (SPSS) version 29.0. The chosen statistical significance level was .05. There were no missing data. Internal reliability was measured using Cronbach’s α and McDonald’s ω . Construct validity was measured by analyzing correlations using Pearson’s r .

Results and Discussion

The means, standard deviations, correlations, and internal reliability of the study variables are reported in Table 1.

Table 1

Descriptive Statistics and Correlations Among Continuous Study Variables and Reliability of the Scales (Study 1; $n = 63$)

Variable	$M (SD)$	1.	1.1.	1.2.	1.3.	Internal reliability			
						α	95% CI	ω	95% CI
1. Family engagement	4.40 (.83)					.93	[.91, .95]	.94	[.89, .96]
1.1. Vigor	4.16 (.92)	.93				.85	[.79, .90]	.85	[.74, .90]
1.2. Dedication	4.91 (.85)	.87	.75			.77	[.69, .85]	.82	[.70, .90]
1.3. Absorption	4.24 (.98)	.92	.78	.68		.88	[.84, .92]	.90	[.84, .92]
2. Positive affect	3.40 (.83)	.38	.33	.38	.33	.91	[.87, .94]	.91	[.85, .94]

Note. All correlations in the table are significant, $p < .01$. Because the sample size was relatively small, 95% confidence intervals (95% CI) were calculated to provide information about the precision and stability of the coefficient estimates. Calculations for the 95% CI of Cronbach’s α were performed based on Duhachek and Iacobucci (2004), while those for McDonald’s ω followed Hancock and An (2020), utilizing a bootstrap procedure with 2,000 iterations.

The main goal of Study 1 was to test the internal reliability of the family engagement scale. The results revealed that both overall family engagement and its three subscales - vigor, dedication, and absorption - demonstrated good internal reliability. Reliability coefficients in this study ranged from $\alpha = .77$ to $.93$, comparable to those reported for the Lithuanian version of the original Utrecht Work Engagement Scale (UWES), where α ranged from $.76$ to $.90$ (Lazauskaitė-Zabielskė et al., 2020). Internal reliability was also calculated for a 9-item scale: general Family engagement ($\alpha = .91$; $\omega = .91$); Vigor ($\alpha = .79$; $\omega = .80$); Dedication ($\alpha = .88$; $\omega = .89$); Absorption ($\alpha = .75$; $\omega = .79$). Internal reliability for both versions of the scale was suitable, although it was slightly lower for the 9-item scale.

Additionally, positive relationships were found between family engagement, its subscales, and positive affect, supporting preliminary evidence for construct validity. From a social psychology perspective, emotional contagion can help individuals to become engaged (Bakker, 2022). Moreover, Bledow et al. (2011) discussed the promotion of work engagement through affect regulation and confirmed the significance of positive affect.

In general, results of a pilot study suggest that the family engagement scale demonstrates good internal reliability. Based on these findings, no post-modifications were made to the items of the modified scale. The results also provide preliminary support for the construct validity of the scale; however, further studies are needed to confirm these findings.

Given the female-dominated sample, a sensitivity analysis was conducted exclusively within the female subsample. The findings were highly consistent with the primary analysis, suggesting that the results are robust and not driven by gender composition. Results can be found in the Supplementary materials.

Study 2

Methods

Sample

A convenience sample of 289 working people ($n = 213$ female) voluntarily participated in an online study conducted between February and March 2025. The average age of participants was 37.56 years ($SD = 11.39$), and the average job tenure was 15.46 years ($SD = 10.26$). In total, 70.9% of participants were providing care for their family members (e.g., mother, father etc.) and 50.5% had at least one child under the age of 18 living with them.

Participants were informed about the purpose of the study, as well as the research procedures, potential benefits, and risks. Research was conducted in accordance with the principles of the Declaration of Helsinki, including the respect for individuals, the right to make informed decisions, research ethics, and national

laws on research ethics. No personal information that could allow to identify participants was gathered. Participants did not receive any credit, compensation, or gifts for their participation in the study.

Measures

Family engagement was measured using a 9-item version of the modified Utrecht Work Engagement Scale, as introduced in Study 1. A review by Kulikowski (2017) revealed that the 9-item scale is a more valid and reliable measure compared to the 17-item scale. In addition, shorter scales are typically preferred and frequently required (e.g., Rammstedt & Beierlein, 2014; Ziegler et al., 2014). Despite potential limitations, research generally suggests that these scales maintain sufficient validity and reliability (e.g., Kemper et al., 2019; Rammstedt & Beierlein, 2014). Therefore, the 9-item scale was used for further analysis in this study.

Family-work enrichment was measured using a 9-item Work–Family Enrichment Scale (Carlson et al., 2006). An example item is: “My involvement in my family helps me to develop my abilities and this helps me to be a better employee”. The scale assesses the extent to which an individual’s family experience helps them to deal with work demands. Responses were recorded on a 7-point Likert scale ranging from 1 (*totally disagree*) to 7 (*totally agree*), with higher scores indicating greater levels of family–work enrichment.

Family satisfaction was measured using a single item. Participants were asked to rate how satisfied they were with their family as a whole on an 11-point Likert scale ranging from 0 (*extremely dissatisfied*) to 10 (*extremely satisfied*).

Procedures

Data were analyzed using the Statistical Package for the Social Sciences (SPSS) version 29.0, the OMEGA macro for SPSS (Hayes & Coutts, 2020), R (R Core Team, 2024), RStudio (RStudio Team, 2024), *lavaan* (v. 0.6-19, Rosseel, 2012), *semTools* (Jorgensen et al., 2025), *psych* (Revelle, 2025), and *EGAnet* (Golino & Christensen, 2025) packages. The chosen statistical significance level was .05. There were no missing data. Internal reliability was assessed using Cronbach’s α and McDonald’s ω . Construct validity was examined through Pearson’s correlation coefficients (r). Exploratory graph analysis (EGA) and Confirmatory factor analysis (CFA) were conducted using standardized procedures in R.

Results and Discussion

Descriptive Statistics

The means, standard deviations, correlations, and internal reliability of the study variables are reported in Table 2.

Table 2

Descriptive Statistics and Correlations Among Continuous Study Variables, Reliability, and Validity of the Scales (Study 2; n = 289)

Variable	M (SD)	1.	1.1.	1.2.	1.3.	2.	Internal reliability	
							α	ω
1. Family engagement	4.85 (.85)						.91	.91
1.1. Vigor	4.60 (.97)	.90					.83	.85
1.2. Dedication	5.20 (.91)	.89	.72				.90	.88
1.3. Absorption	4.77 (.98)	.89	.70	.69			.84	.73
2. Family–work enrichment	5.34 (1.05)	.47	.39	.40	.48		.84	.74
3. Family satisfaction	8.87 (1.55)	.76	.63	.78	.64	.30	–	–

Note. All correlations in the table are significant, $p < .01$.

Results showed that all study variables were intercorrelated. The discriminant validity of family engagement compared to family-work enrichment was also confirmed. The heterotrait-monotrait ratio of the correlations (HTMT; Henseler et al., 2015) revealed a value of .52, which is below the recommended threshold of .85 (Henseler et al., 2015). HTMT values were calculated using item-level data, not those presented in Table 2, as these were provided for descriptive purposes only. For more information, see Jorgensen et al. (2025). Family-work enrichment is about the interplay of two domains - the enhanced role performance in one domain as a function of resources gained from another (Carlson et al., 2006) - while family engagement is about active participation in only one domain. The results indicated that both overall family engagement and the three subscales (vigor, dedication, and absorption) showed good internal reliability (see Table 2), as both α and ω are above .70. Additionally, the results are similar to those presented in Study 1, suggesting that the 9-item scale is reliable.

Additionally, the results confirmed the convergent validity of the family engagement scale, as it was positively related to family satisfaction. As Schaufeli (2017) stated, job satisfaction and work engagement are positively related, but can be differentiated, as the former is less active than the latter. Therefore, family satisfaction is also related to family engagement.

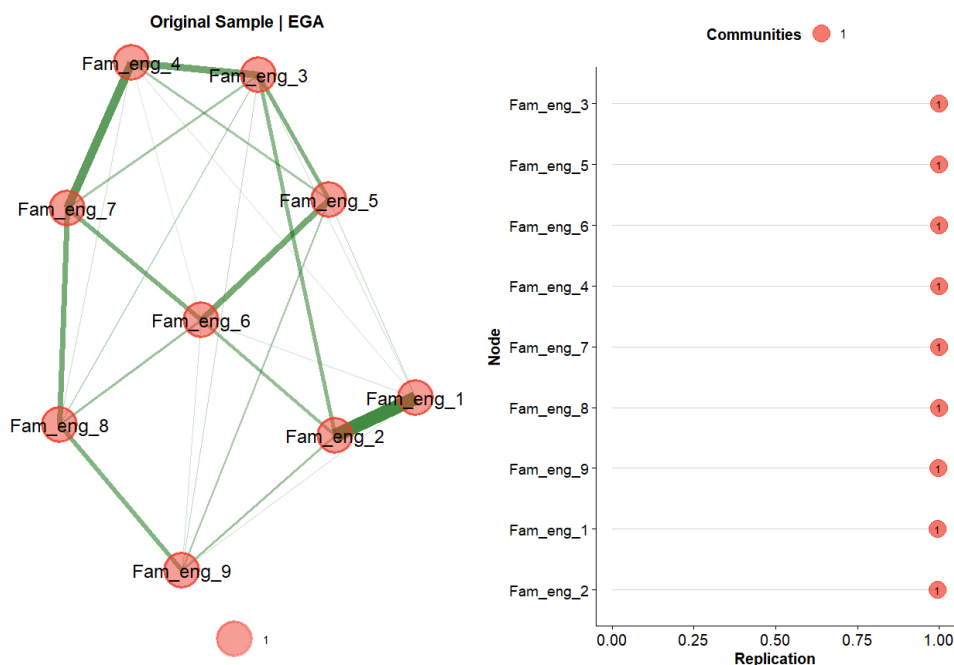
Given the female-dominated sample, a sensitivity analysis was conducted exclusively within the female subsample. The findings were highly consistent with the primary analysis, suggesting that the results are robust and not driven by gender composition.

Exploratory Graph Analysis

Exploratory graph analysis (EGA) is a statistical method used to estimate the number of dimensions in undirected network models (Golino & Epskamp, 2017; Golino et al., 2020). The GLASSO with EBIC ($\gamma = .5$; $\lambda = .09$) model, using Pearson's correlation and the Louvain algorithm, was used. Prior to conducting EGA, a Unique Variable Analysis revealed local dependency between two pairs of items (items 1 and 2 [wTO = .55] and items 4 and 7 [wTO = .30]). Although Rader et al. (2023) discussed that such dependency might negatively affect the results, the items were retained in the analysis due to the exploratory nature of the study.

Figure 1

Visualization of the EGA Network on the Family Engagement Scale



Note. In the diagram, items (nodes) with stronger connections are colored to show their community membership within the factor. The thickness of the edges (green lines) is proportional to the strength of the association between items. Item (node) stability was assessed using 2,000 iterations for bootstrap analysis. A higher score, up to 1, represents greater stability of an item.

The results of the EGA are presented in Figure 1. The EGA procedure using the GLASSO estimation revealed one dimension with 9 nodes and 25 edges, and edge density of .69. This high edge density may be the result of either the short length of the scale and higher internal consistency, as items are more related to each other (of 36 possible connections between 9-items, 25 remained after the analysis), or the presence of locally dependent item pairs. Meanwhile, a bootstrap procedure confirmed the stability of one dimension (factor solution) as all items were assigned to a single dimension in 100% of bootstrap resamples. Taken together, the high edge density and 100% stability suggest that the single-factor structure is robust and may not be solely driven by local item dependence. Overall, the findings support a unidimensional structure of the Family Engagement Scale.

Given the female-dominated sample, a sensitivity analysis was conducted exclusively within the female subsample. The findings were highly consistent with the primary analysis, suggesting that the results are robust and not influenced by gender composition.

Confirmatory Factor Analysis

Confirmatory factor analysis (CFA) was performed to test the factorial structure of the Family Engagement Scale. Both one-factor and three-factor structures were tested. The model fit results are presented in Table 3.

Table 3

Model Fit

Model	χ^2	df	p	CFI	TLI	RMSEA
One-factor model	324.35	27	< .001	.82	.76	.20
One-factor model (modified)	99.97	25	< .001	.96	.94	.10
Three-factor model	198.83	24	< .001	.90	.84	.16
Three-factor model (modified)	83.60	22	< .001	.96	.94	.10

Note. Modified models had additional covariance between item residuals included, based on the findings from EGA and modification indices.

All items were statistically significantly related to the latent variable(s). However, the results reported a poor model fit. Based on EGA results, the models were modified by introducing covariances between specific item pairs. According to the EGA results, two strong inter-relationships between items (dependence) were identified: Item 1 and Item 2, and Item 4 and Item 7. Modification indices analysis further confirmed that inclusion of these covariances would improve model fit by reducing the χ^2 value. Following standard CFA procedures, covariances were included only between items loading on the same factor. These modifications improved the model fit.

Model comparison revealed that models with additional constraints demonstrated a better model fit (see Appendix). However, the results were mixed regarding which modified model (one- or three- factor) fit the data best considering that three-factor model had a lower AIC value, while the one-factor model had a lower BIC value. The ΔRMSEA was below the .01 threshold for determining a better fitting model. Additional analysis revealed that both ΔCFI and ΔTLI were also below .01. As discussed by Kulikowski (2017), the factorial structure of the Utrecht Work Engagement Scale remains debated, and there is no clear consensus on whether a one-factor or three-factor solution is superior. Considering the findings from EGA and CFA analyses, a one-factor structure appears to be more appropriate. The unidimensional solution of the Utrecht Work Engagement Scale with 17 items was also more strongly supported in the Lithuanian sample (Lazauskaitė-Zabielskė et al., 2020).

Given the female-dominated sample, a sensitivity analysis was conducted exclusively within the female subsample. The findings were highly consistent with the primary analysis, suggesting that the results are robust and not influenced by gender composition.

General Discussion

This paper presents two studies assessing the reliability and validity of a modified version of the Utrecht Work Engagement Scale adapted to measure family engagement. Study 1, a pilot study, aimed to evaluate internal consistency and preliminary construct validity, while Study 2 aimed to explore internal reliability, construct and factorial validity. Study 1 demonstrated that the modification of Utrecht Work Engagement Scale for measuring family engagement is acceptable as good internal reliability was revealed. Study 1 also demonstrated high internal reliability for both the 9-item and 17-item versions of the scale. Furthermore, the relatively narrow confidence intervals suggest that these estimates are stable. Previous studies have also confirmed that the scale can be successfully modified to other fields/domains, such as academic engagement (Carmona-Halty et al., 2019; Ouwenel et al., 2011; Serrano et al., 2019), sport engagement (Guillén & Martínez-Alvarado, 2014), and volunteering (Vecina et al., 2012). Study 2 replicated the findings and revealed good internal reliability for the modified Family Engagement Scale. The results are similar to those found by other researchers who have modified the scale (e.g., Guillén & Martínez-Alvarado, 2014; Ouwenel et al., 2011). In general, both studies reported that the modified Family Engagement Scale is reliable. However, future studies should assess the stability of the modified Family Engagement Scale.

Both Study 1 and Study 2 supported the construct validity of the modified Family Engagement Scale. The results showed positive correlations between family

engagement and positive affect (Study 1), as well as family-work enrichment and family satisfaction (Study 2). These results are consistent with previously established correlates of work engagement (e.g., Daniel & Sonnentag, 2014; Ibrahim & Hussein, 2024). It may be theorized that family engagement can be both a “cause” and an “outcome” of positive affect, family-work enrichment, and family satisfaction. Previous studies have demonstrated reciprocal relationships between these variables (e.g., Vadvilavičius & Stelmokienė, 2024). Other authors (e.g., Guillén & Martínez-Alvarado, 2014; Ouwenel et al., 2011) have also confirmed the construct validity of modified scales. In summary, the findings support the notion that the modified scale is still a valid tool for assessing the construct it was designed to measure. However, more studies are needed to fully support the construct validity of the scale. Future research should examine these associations using more complex research designs, such as cross-lagged panel designs.

Although it is one of the most widely used scales in organizational psychology, the factorial structure of the Work Engagement Scale remains questionable. Kulikowski (2017) argued that it is still debatable whether a one-factor or three-factor solution provides the best representation of the construct. More interestingly, Lazauskaitė-Zabielskė et al. (2020) even presented and proposed a bifactorial solution for the Utrecht Work Engagement Scale. To determine the most appropriate factorial structure of the modified Family Engagement Scale, two statistical procedures were applied: exploratory graph analysis (EGA) and confirmatory factor analysis (CFA).

The results of exploratory graph analysis revealed the existence of one factor. Reproducibility analysis indicated high structural stability, with all items consistently clustering within a single dimension. Additionally, the analysis revealed stronger interconnections between certain item pairs, likely due to semantic similarity or conceptual overlap. In fact, the strongest local item dependencies were observed between items within the corresponding subscales of vigor (e.g., “... I feel bursting with energy” and “... I feel strong and vigorous”) and dedication (e.g., “My family inspires me” and “I am proud of my family”). While such dependencies can be problematic, they were not considered alarming given the stability of the single-factor structure and the brevity of the scale. Consequently, no items were removed and no further modifications were made; however, future replication studies should aim to address and reduce this redundancy. EGA is a relatively new and reliable method for estimating factors for multivariate data and is considered to outperform traditional methods (Golino & Epskamp, 2017; Golino et al., 2020). It is the first known study to use the EGA method to analyze the structure of the Utrecht Engagement Scale.

Meanwhile, CFA revealed that neither the one-factor nor the three-factor solutions provided an adequate fit to the data. Consequently, model modifications were implemented by adding covariances between item residuals. The decision to include these covariances was based on both exploratory graph analysis (which

identified the strongest item relationships) and modification indices. These modifications significantly improved the models. In addition, results indicated relatively high RMSEA scores, which may initially suggest a poorly fitting model. However, as noted by Kenny et al. (2015), models with a low number of degrees of freedom (such as the one presented in Study 2) typically report higher RMSEA values. The model size should be taken into consideration when evaluating overall fit. Meanwhile, model comparison revealed that both the one-factor and three-factor solutions fit the data well, while differences between models were ambiguous or insignificant. Considering the results of EGA and CFA, it was decided that a one-factor structure was more appropriate for the nine-item Family Engagement Scale. Future studies should seek to replicate these findings. Also, it is recommended to test the factorial validity of the 17-item and 3-item scales in the future.

A few additional recommendations for future research are provided. Considering that family engagement may serve as both an important antecedent and an outcome of such phenomena as family–work enrichment, researchers are encouraged to assess family engagement more frequently in future studies, especially in the field of work–family interaction. Furthermore, applying the Family Engagement Scale to multiple groups, e.g., different ethnicities or generations, and conducting invariance analysis would strengthen the arguments of reliability of the scale. Cross-cultural research comparing family engagement across diverse sociocultural contexts would also provide valuable insights. Overall, we consider family engagement an important factor in the field of work–family interaction research, and the modified Family Engagement Scale can be used in future studies.

These studies have several limitations. The use of a convenience sampling method may have resulted in self-selection bias. In addition, the samples in both studies are not representative of the entire Lithuanian population, as women are overrepresented in both studies.

Author Contribution Statement. **Tadas Vadvilavičius:** Conceptualization, Data curation, Formal analysis, Project administration, Methodology, Writing - Original draft; **Aurelija Stelmokienė:** Data curation, Methodology, Supervision, Writing - Review & Editing; **Giedrė Genevičiūtė-Janonė:** Data curation, Methodology, Validation, Writing - Review & Editing.

Generative AI. No AI and AI-assisted technologies were used for generating text. The paid version of Writefull [v. 2025.31.0] was used to assist with proofreading the manuscript.

Data Availability Statement. The participants in this study did not give written consent for their data to be shared publicly; therefore, due to the sensitive nature of the research, supporting data is not available.

Supplemental Material. Supplementary material and data can be found in OSF platform: <https://osf.io/zrha3>

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Procjena obiteljske angažiranosti: modifikacija Utrechtske skale radne angažiranosti

Sažetak

Osoba može biti angažirana ne samo na poslu, već i u drugim područjima života. Istraživanja su pokazala da se ljudi mogu angažirati u sportu, akademskome životu ili svakodnevnim obiteljskim aktivnostima. Upravo angažiranost u obitelji čini se važnim konstruktom kojemu nije posvećeno dovoljno pažnje i za koji nema valjanoga mjernog instrumenta.. Cilj je ovoga rada predstaviti modifikaciju najčešće korištene ljestvice razvijene za mjerenje angažiranosti na poslu, Utrechtske ljestvice radne angažiranosti, kojom bi se mjerila obiteljska angažiranost. U Litvi su provedena dva kvantitativna presječna istraživanja. U prvome, pilot-istraživanju, potvrđena je dobra unutarnja pouzdanost novomodificiranih verzija ljestvice od 9 i 17 čestica te je utvrđen pozitivan odnos rezultata na ljestvici s pozitivnim afektom, čime su dobiveni preliminarni dokazi za valjanost konstrukta. Drugo istraživanje potvrdilo je diskriminantnu, konvergentnu i strukturnu valjanost Ljestvice obiteljske angažiranosti. Na temelju nalaza eksploratorne analize grafova i konfirmatorne faktorske analize odabrano je jednofaktorsko rješenje kao ono koje najbolje pristaje podacima. U radu se raspravlja o prednostima i ograničenjima ovoga istraživanja, smjernicama za buduća istraživanja te mogućnostima praktične primjene.

Ključne riječi: obiteljska angažiranost, obiteljsko-poslovno obogaćivanje, zadovoljstvo obitelji, valjanost, pouzdanost

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Appendix

Table A1.*Model Comparison*

Model	χ^2	<i>df</i>	AIC	BIC	χ^2 difference	<i>p</i>	Δ RMSEA
One-factor model vs. One-factor model (modified)	324.35 99.97	27 25	6314.4 6600.8	6387.8 324.3	224.38	< .001	.06
Three-factor model vs. Three-factor model (modified)	198.83 83.60	24 22	6415.3 6304.1	6492.3 6388.4	115.24	< .001	.06
One-factor model (modified) vs. Three-factor model (modified)	99.97 83.60	25 22	6314.4 6304.1	6387.8 6388.4	16.372	< .001	< .01