



The University of Tehran Press

Factor Structure and Gender Invariance of Work Hope Scale

Leila Vahid Dastjerdi¹ , Parisa Nilforooshan^{2*} 

1. Department of Counseling, Faculty of Education and Psychology, University of Isfahan, Isfahan, Iran. Email: leilivahid86@gmail.com

2. Corresponding Author, Department of Counseling, Faculty of Education and Psychology, University of Isfahan, Isfahan, Iran. Email: p.nilforooshan@edu.ui.ac.ir

Extended Abstract

Aim

Hope is primarily defined as a significant core concept in positive psychology and a potent force shaping human behavior (Snyder et al., 2000), yet insufficient attention has been devoted to this concept in the realm of career studies (Juntunen & Wettersten, 2006). According to Snyder's theory (2000), hopeful thinking comprises three key elements: goals, agency, and pathways. Juntunen & Wettersten (2006) assert that work hope is a crucial factor in attaining job satisfaction. Thus, in accordance with hope theory, the concept of work hope warrants investigation within the context of career research. Consequently, there arises a need for a reliable instrument to assess this construct and scrutinize its psychometric properties among Iranian students. Additionally, the issue of gender differences in work hope has been addressed in various studies (Wingate, 2020), highlighting the necessity of considering gender disparities in the cognitive aspect of employment, including work hope. Furthermore, the influence of context on work-related cognitions underscores the importance of exploring gender differences in this study. Therefore, the present study aims to assess the psychometric properties of the work hope scale in students after translation and preparation.

Methodology

This study adopts a descriptive-correlational approach to investigate the psychometric properties of the Work Hope Scale. The research population comprises students enrolled at the University of Isfahan in 2021. A sample of 292 individuals (188 females and 104 males) was selected using proportional stratified random sampling. Data collection involved the administration of the Work Hope Scale and the General Self-Efficacy Questionnaire (Sherer, M. et al., 1982 cited by Gangi Arjangi & Farahani, 2008). The Work Hope Scale underwent a process of back-translation (Geisinger, 1994) to ensure its appropriate utilization and preparation. Validity assessment included one-group and multi-group confirmatory factor analyses, as well as an examination of convergent validity, conducted using AMOS-25 software. Internal consistency, serving as an indicator of reliability, was assessed using SPSS-19. The measurement model proposed by Juntunen & Wettersten (2006) for the Work Hope Scale was evaluated through single-group confirmatory factor analysis, with work hope regarded as a second-order factor and goals, agency, and pathways as three first-order factors. Additionally, multi-group confirmatory factor analysis was employed to examine the scale's performance across male and female student groups, assessing intergroup invariance of factor structure, factor loadings, error variances, and inter-factor covariances. Convergent validity was evaluated by exploring the relationship between work hope and general self-efficacy. Internal homogeneity of the Work Hope Scale was assessed using Cronbach's alpha coefficient to verify reliability.

Conclusion

The Work Hope Scale (Juntunen & Wettersten, 2006) emerges as a suitable instrument for measuring work-related hope, aligning with the principles of positive psychology and emphasizing individuals' strengths and capabilities. This scale, widely utilized in numerous studies, exhibits favorable psychometric properties and a concise item count. Confirmatory factor analysis confirmed the

proposed factor structure of the Work Hope Scale, with work hope as a second-order factor and goals, agency, and pathway as first-order factors, consistent with Juntunen & Wettersten (2006). Moreover, gender analysis indicated no differences in factor loadings and variances between male and female students, implying gender invariance. Thus, the Work Hope Scale can be applied regardless of gender among students. Furthermore, a significant positive correlation between general self-efficacy and work hope was observed. Additionally, the scale and its dimensions demonstrated adequate internal consistency for assessing and measuring students' work hope. Overall, the findings underscore the favorable psychometric properties of the Work Hope Scale for use among Iranian students.

Keywords: Invariance, Factor Structure, Work Hope Scale, Multi-Group Confirmatory Factor Analysis, Psychometric Properties.

Ethical Considerations

The present study was conducted with the consent and voluntary participation of the participants, and the research procedures were thoroughly explained to them. Participants responded to the questionnaire anonymously and had the option to withdraw from the study at any time.

Acknowledgment and Financial Support

We express our gratitude to all participants and individuals who supported us in this research. The current study was conducted with the researchers' own funding and received no financial support from any organization or institution.

Conflict of Interest

There is no personal or organizational conflict of interest in the present study.

References

- Gangi Arjangi, M., & Farahani, M. N. (2008). The relationship between job stress and self-efficacy with life satisfaction in gas accident workers from Isfahan gas company. *Journal of Research in Psychological Health, 10*(18), 157-168. Link (In Persian)
- Geisinger, K. F. (1994). Cross-cultural normative assessment: Translation and adaptation issues influencing the normative interpretation of assessment instruments. *Psychological Assessment, 6*(4), 304-312. <https://doi.org/10.1037/1040-3590.6.4.304>
- Juntunen, C. L., & Wettersten, K. B. (2006). Work hope: Development and initial validation of a measure. *Journal of Counseling Psychology, 53*, 94–106. <https://doi.org/10.1037/0022-0167.53.1.94>
- Snyder, C. R. (Ed.). (2000). *Handbook of hope: Theory, measures, and applications*. Publisher Academic Press (p.25-52). University of Kansas, Lawrence. <https://books.google.com/books>
- Snyder, C. R., Hardi, S. S., Cheavens, J., Michael, S. T., Yamhure, L., & Sympson, S. (2000). The role of hope in cognitive-behavior therapies. *Cognitive Therapy and Research, 24*, 747–762. <https://doi.org/10.1023/A:1005547730153>
- Wingate, J.A. (2020). *Work Hope and Work Volition: Exploring the Influence of Community College Students' Rurality and Socioeconomic Status*. Virginia Commonwealth University. <https://doi.org/10.25772/0A7A-6B07>

Cite this article: Vahid Dastjerdi, L., & Nilforooshan, P. (2024). Factor Structure and Gender Invariance of Work Hope Scale. *Journal of Applied Psychological Research, 15*(1), 133-148. doi: 10.22059/japr.2024.341085.644227.



Publisher: University of Tehran Press
DOI: <https://doi.org/10.22059/japr.2024.341085.644227>

© The Author(s).
