

Workplace Integration
Roberts, Hamby, Grych, & Banyard, 2015
Adapted from U.S. Air Force, 2011

The psychological impact of people's relationships with their workplaces is neither well understood nor well researched. The Workplace Integration Scale assesses how well work is integrated into the respondent's personal life and how cohesive their workplace is. The original scale used in the Air Force Community Assessment contains 12 items; we chose and adapted four items that best suited our community. We selected positively worded items and further simplified the wording on some items. Questions were also adapted to be applicable to any profession rather than just military service. Items were only asked of individuals who indicated they were employed.

Development and validation of measure in pilot study and main sample: To establish reliability and validity for new and adapted items, we conducted a pilot study with 104 participants from the same community as the main sample, recruited through a local email classifieds list and word-of-mouth. In the main sample of over 2500 participants, we conducted domain-level factor analyses for all interpersonal strengths. The analysis produced a factor consisting of all four items used in the main study. Internal consistencies (coefficient alphas) for the pilot and main samples are 0.83 and 0.85, respectively. Validity was established in the main sample with moderate correlations with other domains of interpersonal strengths, including Community Support ($r = .32$) and Social Support – Friends and Adults ($r = .32$).

Scoring: Each answer category was assigned a value from 4 to 1. The total score can be a sum or mean of all the items. We used z-scores of the scale score in our analyses. Higher scores indicate higher workplace integration.

Citation: Roberts, L.T., Hamby, S., Grych, J., & Banyard, V. (2015). Beyond collective efficacy: New brief measures to assess the outer layers of the social ecology. *American Journal of Psychology and Behavioral Sciences*, 2(2), 14-23. doi: 10.13140/RG.2.1.4727.3121

Also see:

Hagler, M., Hamby, S., Grych, J., & Banyard, V. (in press). Working for well-being: Uncovering the protective benefits of work through mixed methods analysis. *Journal of Happiness Studies*.

Adapted from: U.S. Air Force. (2011). 2011 Air Force Community Assessment Survey: Survey data codebook. Lackland Air Force Base, TX: Author.

1. The people at my job really stick together.

Mostly true about my workplace	4
Somewhat true about my workplace	3
A little true about my workplace	2
Not true about my workplace	1
2. The people at my job work together as a team.

Mostly true about my workplace	4
Somewhat true about my workplace	3
A little true about my workplace	2
Not true about my workplace	1
3. I enjoy discussing my job with people outside of it.

Mostly true about my workplace	4
Somewhat true about my workplace	3
A little true about my workplace	2
Not true about my workplace	1
4. I feel like “part of the family” at my workplace.

Mostly true about my workplace	4
Somewhat true about my workplace	3
A little true about my workplace	2
Not true about my workplace	1