

Work climate scale in emergency services: Abridged version

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Abstract

This study is based on a 40-item work climate scale in hospital emergency services (WC-SHES). Teams working in these emergency services experience a heavy workload and have a limited amount of time with each patient. COVID-19 has further complicated these existing issues. Therefore, we believed it would be helpful to draft an abridged version of the 40-item WCSHES, considering both validity and reliability criteria, but giving greater weight to validity. One hundred and twenty-six workers between the ages of 20 to 64 ($M = 32.45$; standard deviation ($SD = 9.73$)) years old participated voluntarily in the study. The validity, reliability, and fit model were evaluated in an iterative process. The confirmatory factor analysis yielded appropriate global fit indices in the abridged 24-item version ($X^2(248) = 367.84$; $p < 0.01$, $RMSEA = 0.06$ with an interval of 90% from 0.05 to 0.07, $SRMR = 0.08$, $GFI = 0.9$, $AGFI = 0.96$, $CFI = 0.98$, $NFI = 0.95$, and $NNFI = 0.98$), along with test criteria validity ($\rho_{xy} = 0.68$, $p < 0.001$) and excellent reliability ($\alpha = 0.94$ and $\omega = 0.94$), maintaining the same conceptualization and usefulness of the original scale. The abridged 24-item version was used to measure four work climate factors (work satisfaction, productivity/achievement of aims, interpersonal relations, and performance at work). Evidence of the usefulness of the new abridged scale is provided along with a description of our study limitations and future areas for development. © 2021 by the authors. Licensee MDPI, Basel, Switzerland.

Author keywords

Abridged version scale; Emergency service; Reliability; Validity; Work climate