

CONSTRUCT VALIDITY OF THE INDIVIDUAL WORK PERFORMANCE QUESTIONNAIRE

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Objective: The objective was to examine the construct validity of the Individual Work Performance Questionnaire (IWPQ) version 1.0. Expectations about relationships of the IWPQ with related constructs (convergent validity), and about differences between groups (discriminative validity), were tested.

Methods: 1,424 Dutch workers from three occupational sectors (blue, pink, and white collar workers) participated in the study. First, IWPQ scores were correlated with the Health and Work Performance Questionnaire (HPQ) presenteeism scores, and work engagement scores. Second, it was examined whether workers differing in job satisfaction, and workers differing in overall health, significantly differed on IWPQ scores.

Results: The HPQ absolute presenteeism score correlated weakly to moderately with the IWPQ subscale scores ($r=-0.16-0.39$). As expected, the HPQ relative presenteeism score correlated weakly with the IWPQ scores ($r=0.07-0.11$). In line with expectations, the work engagement scores correlated weakly to moderately with the IWPQ scores ($r=-0.23-0.43$). Furthermore, as expected, workers differing in job satisfaction, and workers differing in overall health, significantly differed on IWPQ scores. Findings did not differ across occupational sectors.

Conclusion: Based on the results of the current study, the IWPQ 1.0 showed good overall construct validity. Its convergent validity proved to be sufficient, and its discriminative validity very good. The IWPQ provides researchers with a reliable and valid instrument to measure IWP generically, amongst workers from different occupational sectors, and workers with and without health problems.

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