

WORK ENGAGEMENT IN NIGERIA: ADAPTATION OF THE UTRECHT WORK ENGAGEMENT SCALE FOR NIGERIAN SAMPLES

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ABSTRACT

The aim of this study was to adapt the Utrecht Work Engagement Scale (UWES) for Nigerian samples. Employees from two occupational groups in Nigeria completed the survey (total $N = 268$). Exploratory factor analysis using the principal component factor analyses confirmed the original three-factor model. Internal consistency of the full version of the scale was sufficiently high ($\alpha = .85$) and $.89$ for the shortened version. The test–retest reliability with an interval of three months was $.77$ for the full scale whereas it is $.81$ for the shortened version. A further test of significance utilizing analysis of variance (*ANOVA*) statistic showed that of the three variables tested: age, gender and occupational groups, only gender showed a significant difference in response to work engagement scale. These results, in general, suggest that the UWES is valid and reliable (internally consistent); the factor validity studies showed that the scores are best represented by the three factors and therefore is an adequate measure of work engagement in Nigeria.

Keywords: Utrecht, work engagement, Nigeria