

VALIDATION OF THE RECIPROCITY OF SOCIAL SUPPORT SCALE IN FINLAND (RSS-FIN)

NEW USEFUL SCALE FOR EXPLORING THE IMPACT OF SOCIAL SUPPORT ON EMPLOYEE WELL-BEING AND JOB SATISFACTION ACROSS ORGANIZATIONAL CONTEXTS.

AUTHORS & AFFILIATIONS

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INTRODUCTION

Reciprocity of Social Support (RSS) scale is designed to measure norms of reciprocity in social support among staff members.

OBJECTIVE

The purpose of this study was to translate and validate the RSS Scale in Finland, ensuring its linguistic and cultural relevance.

METHODOLOGY

Professional translation of the scale from English to Finnish



Cognitive interviews (N=13)



Technical testing of eSurvey (N=5)



Psychometric testing (N = 312)

Psychometric testing

Face validity:
descriptive
statistics

Criterion validity

Construct validity,
Bayesian
confirmatory factor
analysis

Scale reliability:
Internal costistency,
Cronbach's alpha

Concurrent validity,
correlative analysis

Known-groups validity,
non-parametric
analysis

Item

How likely would you be there for one or more members of your community group ...

- | | |
|---|--|
| 1 | to get through a difficult time emotionally |
| 2 | to do something enjoyable with |
| 3 | to share your own experiences and knowledge |
| 4 | to provide spiritual support (i.e., pray for them) |
| 5 | to take a meal if they were sick |

How likely would one or more members of your community group be there for you ...

- | | |
|----|---|
| 6 | to get through a difficult time emotionally |
| 7 | to do something enjoyable with |
| 8 | to share your own experiences and knowledge |
| 9 | to provide spiritual support (i.e., pray for you) |
| 10 | to bring you a meal if you were sick |

ANALYSIS

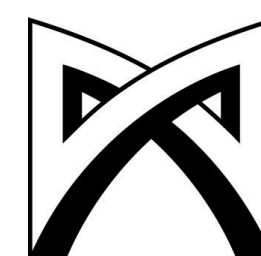
The **comprehensibility** of the scale **was** found **excellent** ($M = 4.19$, $SD = 0.85$ $N = 301$), with a range of 1 to 5, (α) = **0.81**

Concurrent validity; a significant negative correlation was found between RSS and work related loneliness; $r = -.17$, $p = .004$), and correlation between RSS and identification item was $r = .358$, $p < .001$

A **two-factor Bayesian CFA** with informative priors indicated strong and stable item-level associations ($\lambda = 0.64$ – 1.35) and a moderate latent factor correlation ($r = 0.37$), but poor overall model fit, suggesting the model captured local structure well but failed to reproduce the full covariance structure.

REFERENCE PAPER:

Pope, H. C., Miller, M. C., Wolfer, T. A., Mann, J. R., & McKeown, R. E. (2013). Psychometric Analysis of a Scale to Assess Norms of Reciprocity of Social Support in Community-Based and Congregation-Based Groups. SAGE Open, 3(4). <https://doi.org/10.1177/2158244013516771>



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