

Validation evidence in ten languages for the Revised Motivation at Work Scale

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Abstract

Results of a cross-cultural validation study of the Revised Motivation at Work Scale are presented. This scale is based on self-determination theory and comprises subscales for amotivation, external regulation, introjected regulation, identified regulation and intrinsic motivation. It attempts to improve over previous scales by fixing problems with validity and subscale reliability. Data was obtained from 4783 participants and shows evidence for the reliability and structural invariance of the scale in ten different languages (i.e., French, English, Spanish, Italian, Dutch, Norwegian, Greek, German, Chinese, and Indonesian). Evidence for the scale's convergent and discriminant validity was found, as the subscales were predictably related to theoretically relevant antecedents and consequences of work motivation. The results also validate the relevance of self-determination theory as a work motivation theory. Implications for research and practice are discussed.