Psychometric Properties of the Perceptions of Wellness and Environment Culture Scale

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Objectives

• Describe psychometric properties of a new wellness culture and environment scale

• Discuss descriptive data from the scale that describes perceived wellness culture
Culture Cultivates Behavior

- Healthy workplace cultures are an essential element to encouraging healthy lifestyle behaviors in faculty and staff in academic communities.
Culture Cultivates Behavior

- Healthy organization cultivates a culture of respect
- Open communication
- Personal and Professional growth
Culture of Wellness

- Emphasis on wellness benefits organization by reduced absenteeism, reduced presenteeism, reduced injuries, and reduced healthcare-related costs.
MEASURES

Cross sectional descriptive correlational design
Anonymous self-report 11-item survey created and sent to a random sample of 10% faculty and staff across the university

- **14 colleges** – sent info about the survey via news updates, emails from deans, advertisements in campus paper
- **Random Sampling** – increased generalizability
- **Survey link** – emailed one time
- **Response** – total of 3959 faculty/staff responded to call for participants
Sample

- Total Number:
  - 279 University
  - 210 Medical Center

- Units Represented:
  - 52 Academic
  - 100 University
  - 5 Regional
  - 11 Extension

- Faculty/Staff:
  - 10 Faculty
  - 279 Staff

- Males/Females:
  - 45 Males
  - 244 Females
## Perceived Wellness and Environment Scale

Table 2: Principal Component Matrix with Factor Loadings, Eigenvalue, and Variance Explained for the Wellness Culture Scale

<table>
<thead>
<tr>
<th>Item</th>
<th>Factor Loading</th>
<th>Correlation to scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Do you believe the University has a vested interest in your health and personal wellness?</td>
<td>0.753</td>
<td>0.697</td>
</tr>
<tr>
<td>2. Do you believe the University has a culture and environment that promotes health and wellness for its faculty, staff, and students?</td>
<td>0.816</td>
<td>0.755</td>
</tr>
<tr>
<td>3. Do you believe the leaders at the University are actively engaged in promoting and role-modeling health and wellness?</td>
<td>0.767</td>
<td>0.701</td>
</tr>
<tr>
<td>4. Do you think health and wellness programs are readily available to you at the University?</td>
<td>0.783</td>
<td>0.720</td>
</tr>
<tr>
<td>5. Do you think that the communications you receive about wellness programs, activities, and services are clear?</td>
<td>0.722</td>
<td>0.652</td>
</tr>
<tr>
<td>6. Do you think that it is important for the University to promote health and wellness for faculty, staff, and students?</td>
<td>0.336</td>
<td>0.281</td>
</tr>
<tr>
<td>7. Have you found it easy to engage in health and wellness programs and activities at the University?</td>
<td>0.767</td>
<td>0.705</td>
</tr>
<tr>
<td>8. How satisfied are you with the current wellness programs and services offered at the University?</td>
<td>0.822</td>
<td>0.769</td>
</tr>
<tr>
<td>9. To what degree does your unit/college support your participation in health and wellness activities and events?</td>
<td>0.658</td>
<td>0.588</td>
</tr>
<tr>
<td>10. To what extent do you believe the University cares about your health and personal wellness?</td>
<td>0.826</td>
<td>0.772</td>
</tr>
<tr>
<td>11. To what extent do you agree with the statement, &quot;I have a substantially higher overall well-being because of the University.?&quot;</td>
<td>0.737</td>
<td>0.672</td>
</tr>
</tbody>
</table>

Eigenvalue and Variance Explained: 5.93 (54%)
Perceived Wellness and Environment Scale

- Self-report 11-item 5-point Likert scale (1 “strongly disagree” to 5 “strongly agree”) created by the authors to tap faculty/staff perceptions of the university’s wellness culture and environment
- Higher score on the scale indicates a perception of stronger wellness culture
- Face validity established with 10 individuals
- Content validity confirmed with 6 wellness experts
- Construct validity confirmed with factor analysis and supported single dimension to the scale
Internal Consistency and Reliability

• The validity and reliability of the scale established using exploratory principal components analyses (PCA) and confirmatory factor analysis (CFA)
• Cronbach’s alpha established at .92 (.80 acceptable) for internal consistency
• Goodness-of-fit was .96 (benchmark > .90) established through confirmatory factor analysis
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