

## IV-B-1. AM I ENGAGED?

### ANALYSIS

#### Scoring Key

To score the measure, compute the sum of the nine items. Scores will range from nine to 45.

Your score is:

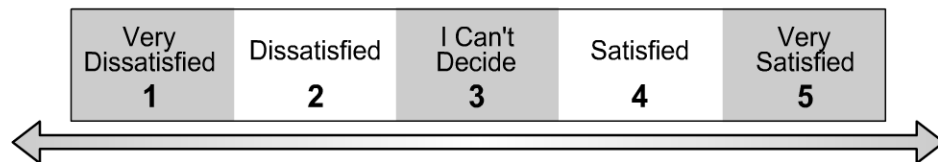
#### Interpretation

This scale measures work engagement, which is defined as a persisting, positive state of motivation and fulfillment. Your score on this measure can range from 9 to 45; the higher your score, the more engaged you are. Individuals who are engaged are willing to devote considerable time to their work, are dedicated and persist in the face of obstacles, feel inspired by and proud of their work, and become immersed and absorbed while performing their work.

High engagement thus sounds like a good thing to have. Not surprisingly, this “super motivation” has been linked to lots of positive outcomes in organizations. Employees who are engaged are more satisfied with and committed to their jobs, less absent, and less likely to quit than employees who are not engaged. Engaged employees also perform better and help others more than less engaged employees.

There are lots of reasons why some individuals are more engaged than others. For example, people find some jobs and tasks to be more engaging than others, such as those with a lot of variety and autonomy (see Job Characteristics Theory). If you find yourself feeling disengaged, try setting some specific but challenging goals for yourself. Also, following a tough, stressful day at school or at work, take some leisurely time off – the recovery is likely to make you more engaged the next day.

#### My Answers



1. When I get up in the morning, I feel like going to class.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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2. As far as my studies are concerned, I always persevere, even when things do not go well.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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3. I can continue to study for very long periods at a time.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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4. My study inspires me.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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5. I am enthusiastic about my studies.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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6. I find my studies full of meaning and purpose.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
7. When I am studying, I forget everything else around me.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
8. I am immersed in my studies.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
9. I feel happy when I am studying intensely.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied

Source: Adapted from: W. B. Schaufeli, M. Salanova, V. Gonzalez-Roma, and A. B. Bakker, "The Measurement of Engagement and Burnout: A Two-Sample Confirmatory Factor Analytic Approach," Journal of Happiness Studies, 2002, 3, pp. 71-92.