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Adaptation of Workplace Dignity Scale to Turkish: Validity and Reliability Studies*İş Yeri İtibar Ölçeği'nin Türkçe'ye Uyarlanması: Geçerlik ve Güvenirlilik Çalışmaları***Mehmet Rüştü Kalafatoğlu , Naciye Çavuş Kasık , Yaşar Barut , Oğuz Akkaya ****Authors Information****Mehmet Rüştü Kalafatoğlu**

Psychological Counselor, Ministry of Education, Samsun, Turkey
mrkalafatoglu@gmail.com

Naciye Çavuş Kasık

Psychological Counselor, Ministry of Education, Samsun, Turkey
naciye_kasik@hotmail.com

Yaşar Barut

Associate Professor, Ondokuz Mayıs University, Samsun, Turkey
ybarut@omu.edu.tr

Oğuz Akkaya

Psychological Counselor, Ministry of Education, Ankara, Turkey
oguzakkaya19@gmail.com

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ABSTRACT

This study; it was aimed to adapt the Workplace Dignity Scale developed by Thomas and Lucas (2018) to Turkish and to conduct validity and reliability studies. The study group of the research consists of 362 employees. After the linguistic equivalence studies, item analysis, validity, and reliability studies were performed. Confirmatory factor analysis was applied to test the structure of the scale and the desired goodness of fit values were achieved. Studies on the validity show that the scale is a valid measurement tool. Within the scope of the reliability studies of the scale, Cronbach Alpha reliability, item-total correlation values, and test half methods were used. All these findings confirm that the scale is a reliable measurement tool. In summary; the findings that can be used in studies to be conducted in the Workplace Dignity Scale in Turkey have revealed that there is a valid and reliable scale.

ÖZET

Bu araştırmada; Thomas ve Lucas (2018) tarafından geliştirilen İş Yeri İtibar Ölçeği'nin Türkçe'ye uyarlanması, geçerlik ve güvenirlilik çalışmalarının yapılması amaçlanmıştır. Araştırmanın çalışma grubunu 362 çalışan oluşturmaktadır. Ölçeğin dilsel eşdeğerlik çalışmaları sonrası madde analizi, geçerlik ve güvenirlilik çalışmaları yapılmıştır. Doğrulayıcı faktör analizi sonuçlarına göre ölçekte istenen uyum indeks değerlerine ulaşıldığı görülmüştür. Ölçeğin iç ölçüte dayalı ve ölçüt-bağımlı geçerliliğine yönelik çalışmalar ölçeğin ayırt edici, geçerli bir ölçme aracı olduğunu göstermektedir. Ölçeğin güvenirlilik çalışmaları kapsamında Cronbach Alpha güvenirliliği, madde toplam korelasyon değerleri ve test yarılama yöntemleri kullanılmıştır. Elde edilen tüm bulgular ölçeğin güvenilir bir ölçme aracı olduğunu doğrular niteliktedir. Özetle; araştırmadan elde edilen bulgular İş Yeri İtibar Ölçeği'nin Türkiye'de çalışanların iş yerinde itibar düzeylerinin doğrudan ölçülebilmesi amacıyla yapılacak olan çalışmalarda kullanılabilir, geçerli ve güvenilir bir ölçek olduğunu ortaya koymuştur.

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Ethical Statement: The research was reviewed by the Social and Humanities Ethics Committee of Ondokuz Mayıs University and was given permission (Date: 23/06/2020, Ref: 2020/365).

INTRODUCTION

Workplaces are areas full of real-life experiences playing a significant role in people's respectabilities, which lead to both attaining respectability and loss of respectability for individuals (Hudson, 2001). Workplaces are considered as places that allow people to develop their competencies, make people feel the part of the whole, at the same time where this feeling can be damaged, and behaviors that are not appropriate for human nature can also take place (Thomas & Lucas, 2019).

Workplace dignity is defined as a sense of self-respect and self-esteem, which is formed as a result of being treated with respect (Hudson, 2001; Lee, 2008). In other words, this concept entails people's feeling inherently themselves valuable, respectable, and deserve to be regarded (Lucas, 2011).

Before the present time, in their works, philosophers and sociological and political theorists such as Immanuel Kant, Karl Marx, Emile Durheim stated that people should be valued in their work environments in modern societies (Hudson, 2001; Thomas & Lucas, 2019). However, despite all these references, this issue is not given many places in today's management studies (Zawadzki, 2018).

Over the past forty years, great changes have occurred in business life due to the growth in the use of information technologies, the globalization of many industries, the reorganization of organizations, changes in employment contracts, working hours, and the increase in the number of female employees (Sparks et al., 2001). Recently, the issue of dignity that people have at work has begun to be handled within the scope of humanitarian management. At the center of humanitarian management is protecting people's dignity and promoting employee well-being (Thomas & Lucas, 2019). Management style is an important issue affecting the efficiency of employees and the workplace, the relationship between employees and managers, and the commitment to the organization (Ogunola et al., 2013; Sparks et al., 2001). The beliefs, feelings, opinions, and values that managers have are among the factors affecting their management styles (Başaran, 2000). Since protecting the dignity of employees is a right that people have inherently, great importance should be attached to protecting employees and their dignity in management styles (Seçer & Yazıcı, 2018).

Inhuman working conditions, abuse, psychological harassment (mobbing), lack of basic needs of employees, unequal treatment based on gender or age, internship, limitations on employees' freedoms, not respecting their views, and putting pressure on employees with very high performance to perform more are shown among the factors that damage the dignity of people in working conditions (Mele, 2014). Maltreatment for employees in the workplace (Günçavdı & Soner, 2015), bullying (Tınaz et al., 2010; Aydın & Öcel, 2009), rude and unkind behaviors (Gök et al., 2019; Işıkay, 2019; Polat & Özçalık, 2013, Üstün & Ersolak, 2020) and psychological violence (Dündar & Acar, 2008; Murat & Elçi, 2020; Özyer & Orhan, 2012; Yılmaz, 2020) are important factors affecting the workplace dignity of employees. In research conducted by Lucas et al. (2013) on the reasons for the suicide of 40 young employees in 2010 at FoxConn technology company in China, it has been revealed that managers pressure employees to work in a way that is beneath their dignity. In addition, gender (Gupta, 2016), race, education level, and the position of the employee in the organization (Lamont, 2000; Meares et al., 2004), working in low-wage daily jobs (Stacey, 2005), stigma due to immigration (Yu, 2016) are also among the factors affecting workplace dignity.

It is expected that there will be an increase in the productivity of both the employees and the organization in organizations having working conditions in which employees are treated with dignity. Participation of

employees, the establishment of work-life balance, development of employees, recognition of employees, and health and safety issues are shown by the American Psychological Association (2015) as the basic standards for psychological health at work. While a psychologically healthy workplace increases the performance and productivity of the employees, it also positively affects the health and well-being levels of the employees (Eryılmaz & Ercan, 2016; Grawitch & Ballard, 2016, Pirson, 2014). Employees' sense of trust and belonging to the organization (Spark et al., 2011; Yılmaz, 2000), quality of communication between managers and employees (Günçavdı & Polat, 2015), workplace satisfaction (Batgün & Şahin, 2006) are among the factors that will both increase the well-being of employees and contribute to organizational success. Özen-Kutanis and Oruç (2014) indicated that positive organizational behavior, which shows appreciation for and enhances the positive and strong aspects of employees such as self-efficacy, resilience, optimism, hope, subjective well-being, and emotional intelligence, makes a significant contribution to the productivity of employees. To create this balance between employees and organization, it is required to have a positive organizational environment where human dignity is recognized, provides employees with opportunities to enhance their dignity, and employees are not exposed to any negative behavior, psychological pressure, or discrimination (Aytaç & Başol, 2018; Doğan, 2015; Lucas et al., 2013; Seçer & Yazıcı, 2018).

These findings reveal that working conditions should be more decent for employees and that employees should be respected due to being human. Considering the Turkish literature there are various scales used in Turkey such as Workplace Bullying Scale (Tınaz et al., 2010), Decent Work Scale (Işık et al., 2018), Negative Acts Questionnaire-Revised (Aydın & Öcel, 2009), Workplace Mistreatment Scale (Günçavdı & Polat, 2015), Job Satisfaction Scale (Baycan, 1985) and Workplace Incivility Scale (Gök et al., 2018). However, according to the Turkish literature, it is seen that no scale can be used to measure the dignity levels of employees at the workplace. This study is expected to contribute to the researchers in the studies to be carried out in the fields of work and organizational psychology and career counseling to determine the workplace dignity of the employees. Accordingly, it was aimed to adapt the Workplace Dignity Scale developed by Thomas and Lucas (2019) to Turkish.

METHOD

This section contains information about the study group, data collection tools, data collection process, and data analysis.

Study Group

To adapt the Workplace Dignity Scale to Turkish, the Convenience sampling method was used to determine the study group. In this method, the sample is taken from a group of units more accessible and easier to reach due to the limitations arising from time, money, and labor (Büyüköztürk et al., 2018).

For this purpose, 362 employees were reached through online data collection. 58.6% of the participants are female (n = 212) and 41.4% are male (n = 150). The ages of the participants are between 21-58 years old and the average age is 37.1 years. 87.3% of the participants work in the public sector (n = 316) and 12.7% in the private sector (n = 46). 82.6% of the participants are married (n = 299), 13.3% are single (n = 48) and 4.1% are widowed/divorced (n = 15). 0.8% of the participants are primary school graduates (n = 3), 0.8% are secondary school graduates (n = 3), 5.2% are high school graduates (n = 19), 77.1% are university graduates (n = 279) and %16.1 are graduates of graduate education (n = 58). I

In the research, Workplace Dignity Scale was applied to 259 employees to collect data for confirmatory factor analysis, and Minnesota Satisfaction Questionnaire along with Workplace Dignity Scale was applied to 103 employees to collect data for criterion validity analysis.

Ethical Statement

In this study, all the rules stated in the "Higher Education Institutions Scientific Research and Publication Ethics Directive" were followed. Accordingly, the research was reviewed by the Social and Humanities Ethics Committee of Ondokuz Mayıs University and was given permission (Date: 23/06/2020, Ref: 2020/365).

Data Collection Tools

Workplace Dignity Scale. In the research, "Workplace Dignity Scale", which was developed by Thomas and Lucas (2019), considering the lack of a valid scale in measuring the level of dignity at the workplace, to examine the dignity levels of the employees in the workplace more directly and systematically, was used. The development of the scale was carried out in a three-step process. To identify the items to be included in the scale by determining the thoughts of the individuals regarding workplace dignity, a focus group study was carried out firstly with the participation of 62 employees who were reached with the help of newspaper ads and leaflets hung on the boards located in places available to various communities. At this stage, the participants were asked to explain what the concept of workplace dignity means to them and to share what they felt in response to the situations they approve and did not in the workplace. In the second step, the opinions of 11 experts on the proposed set of items were consulted. In the third and last step, the validity and reliability studies of the scale were conducted using the data collected from different groups with 401 and 542 subjects. Items of the scale are rated on a 7-point Likert scale ranging from "I strongly disagree" and "I strongly agree". The scale consisting of 18 items has a six-factor structure. These factors are Respectful Interaction, Competence/Contribution, Equality, Inherent Value, General Dignity, and Indignity. The items included in the Indignity subscale are accepted as reverse items. When the fit index values of the scale are analyzed, it is seen that $\chi^2 / df = 2.756$ ($p < .001$), CFI = .920, TLI = .914, RMSEA = .57. In addition, the internal consistency coefficient of the scale was determined as .96.

Minnesota Satisfaction Questionnaire. "Minnesota Satisfaction Questionnaire Short Form" developed by Weiss et al. (1967) was used in the research. The scale was adapted to Turkish by Baycan (1985). The scale consisting of 20 items rated on a 5-point Likert scale where 1 equals I'm not satisfied at all, 5 equals I'm very satisfied) is used to determine the internal and external factors related to the job. The lowest score that can be obtained from the scale is 20, and the highest score is 100. the reliability coefficient of the scale developed by Weiss et al. (1967) is .83, and .77 in the Turkish form developed by Baycan (1985).

Process

In the research, SPSS 22.0 program was preferred in the analysis made within the scope of linguistic equivalence, item analysis, and reliability, and the SPSS AMOS program was preferred in the confirmatory factor analysis conducted whether the Workplace Dignity Scale was verified in the Turkish sample.

In the study, normality assumptions were examined before CFA. It is considered the sufficient number of samples for the CFA to be 10 times greater than the number of variables (Klein, 1994). Therefore, the

sample size of the study is 259 and fulfills this condition. After examining the data, 12 data that were found to be missing were removed from the data set. For the assumption of normality, extreme values were determined by examining box plots. 28 data were determined as extreme values and excluded from the study and it was aimed to fulfill the normality assumptions. Normality analysis was conducted on 259 data. After data analysis, it was found that the data showed a normal distribution in the range of -1.5 to +1.5 skewness and kurtosis (kurtosis = -.347; skewness = -.399) (Tabachnick & Fidell, 2013).

RESULTS

This section includes the findings obtained during the adaptation of the Workplace Dignity Scale to Turkish.

Linguistic Equivalence Studies

Permission was obtained by contacting Kristen Lucas, one of the authors who developed the scale, via e-mail to adapt the Workplace Dignity Scale to Turkish on February 25, 2019. The translation of the scale into the Turkish language was made by six teachers who completed their graduate education at least at the master's level in the Department of English Language Teaching. The English and Turkish forms of the scale were reviewed by three academics in the psychological counseling and guidance Department in Ondokuz Mayıs University. The proofreading and editing in terms of meaning and grammar were made by one Turkish Language and Literature expert. Later, the Turkish version of the scale was translated back into English by an academic who graduated from Boğaziçi University Psychological Counseling and Guidance Program, who is an expert in his field and who has a good command of English. After that, the consistency between the Turkish and English forms was examined. Along with some corrections, this scale was put into final form for validity and reliability analyses.

As part of the studies to adapt the Workplace Dignity Scale to Turkish, the linguistic equivalence of the scale was examined. For this purpose, the English form was first applied to 30 English Teachers (18 females, 12 males) online. Two weeks later the Turkish form was applied to the same group of participants. Normality analysis of the data has been done and it was observed that the data provides normal distribution in the range of -1.5 to +1.5 kurtosis and skewness (English form, kurtosis = -.037, skewness = -.462; Turkish form, kurtosis = -.114; skewness, -.742) (Tabachnick and Fidell, 2013). According to analysis results, the correlation coefficient between the two forms is .953 ($p < .001$) and t-test result for paired samples (\bar{x} English ($n = 30$) = 6.248; \bar{x} Turkish ($n = 30$) = 6.331; $t = -.3.668$; $sd = 29$; $p < .05$). These findings reveal that the Turkish form of the scale is linguistically equivalent to the English form.

Item Analysis

Item analysis was conducted to determine the predictive power and discrimination of the total score of the items on the scale. Findings showed that the items in the sub-dimension of Indignity were negative. In this regard, the items in the sub-dimension of Indignity were transformed and item analysis was done again. According to the results, The Cronbach Alpha internal consistency reliability coefficient of the Turkish form was .916. The corrected item-total correlations ranged from .337 to .751. Findings related to item analysis of the scale are shown in Table 1.

Table 1. Results of item analysis

Item	Mean	Standard Error	Item Total Correlation
1. People at work communicate with me respectfully.	6.22	.745	.645
2. I feel respected when I interact with people at work.	6.12	.735	.725
3. I am treated with respect at work.	6.15	.720	.728
4. At work I have the chance to build my competence.	5.20	1.308	.558
5. People at work recognize my competence.	5.57	1.113	.601
6. People show they appreciate my work efforts.	6.61	1.026	.670
7. At work, people talk to me like an equal, even if there are status differences between us.	5.59	1.114	.561
8. I feel just as valued as others in the organization.	5.91	.921	.683
9. At work, I am valued as a human being.	6.12	.745	.637
10. People at work treat me like I matter as a person, not just as a worker.	6.03	.775	.751
11. People at work genuinely value me as a person.	6.15	.711	.673
12. My workplace is a source of dignity for me.	5.57	1.257	.399
13. I am treated with dignity at work.	5.83	.974	.726
14. I have dignity at work.	5.97	.804	.709
15. People at work treat me like a second-class citizen.	6.34	.984	.337
16. I am treated as less valuable than objects or pieces of equipment.	6.49	.769	.540
17. My dignity suffers at work.	6.41	.789	.564
18. I am treated in undignifying ways at work.	6.43	.789	.493

N=259

Validity Studies

Confirmatory factor analysis was applied to test the construct validity of the Workplace Dignity Scale. CFA enables to test whether the existing structure is verified or not based on the data gathered from the measurement instrument developed depending on a previously determined theoretical structure (Çokluk et al., 2010, p. 276).

In the CFA applied to test the construct validity of Workplace Dignity Scale, χ^2/df , CFI (Comparative Fit Index), GFI (Goodness Fit Index), TLI (Tucker-Lewis Index), NFI (Normed Fit Index) and RMSEA (Root Mean Square Error of Approximation) were evaluated. Examining fit indices of the model, the result was following: $\chi^2/df = .2.697$ ($\chi^2 = 323.659$, $sd = 120$), CFI = .937, GFI = .877, NFI = .905, TLI = .920 and RMSEA = .081. Since these findings indicate that the desired fit indices values were not reached, the modification indexes were examined and a covariance structure between e5-e13 and e7-e11 was proposed. After re-analyzing the proposed structure, model fit index values were found within the desired limits: $\chi^2/df = .2.697$ ($\chi^2=265.596$, $sd=118$), CFI= .955, GFI= .900, NFI= .922, TLI= .941, RMSEA= .070.

According to the literature; χ^2/df less than 3 means the perfect fit (Marcholudis & Schumacher, 2001). If CFI, GFI, TLI, and NFI equals or is greater than .90, and RMSEA equals or is less than .08 it indicates that the model has construct validity (Brown, 2006; Marcholudis & Schumacher, 2001; Marsh et al., 2006; Schermelleh-Engel et al., 2003; Sümer, 2000). These findings obtained after confirmatory factor analysis revealed that the structure of the Workplace Dignity Scale, consisting of 18 items and 6 factors, has been confirmed as a model.

The model analysis is completed and a path diagram for the model is given in Figure 1. Although the model provides the desired fit, it is necessary to examine whether the parameter estimates are statistically significant (Yılmaz & Varol, 2015). Information on the parameter estimates for the model is presented in Table 2.

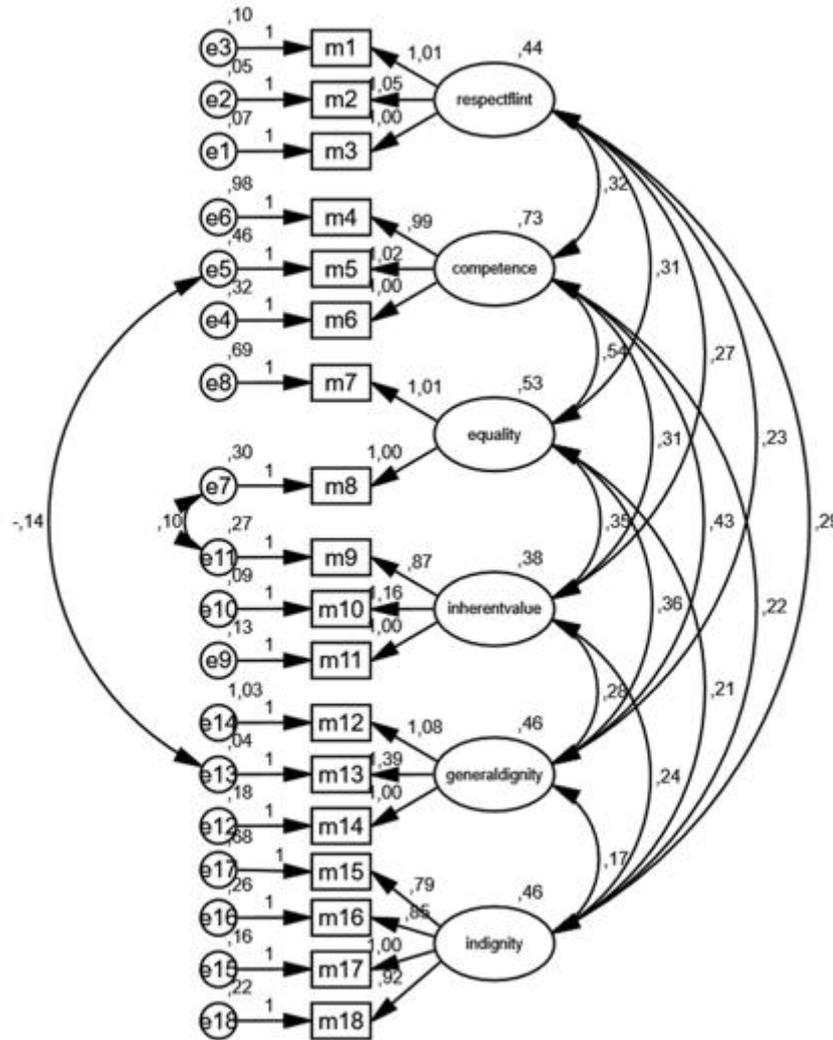


Figure 1. Path diagram of Workplace Dignity Scale

Examining Table 2, it is seen that standardized coefficients, factor loads, in other words, are between .545 and .978. The C.R. (critical ratio) value describes the statistics formed by dividing a parameter estimate by its standard error. With a sufficient sample size, the C.R. resembles a normal distribution. As it shows distribution as a z-statistic, it expresses the statistical significance of the parameter (Byrne, 2001). The resulting C.R. value greater than the absolute value of 1.96 indicates that parameter estimates are significant (Yılmaz & Varol, 2015). As a result, in the confirmatory factor analysis, the path coefficients of all the items in the scale were found significant ($p < .001$).

Table 2. Parameter estimates of the model

Item	Path	Factor	β_1	β_2	Standard Error	C.R.	P
i1	<---	Respectful Interaction	0,925	1,007	0,041	24,349	<0,001
i2	<---	Respectful Interaction	0,955	1,053	0,037	28,683	<0,001
i3	<---	Respectful Interaction	0,901	1			
i4	<---	Competence/Contribution	0,836	0,993	0,09	11,02	<0,001
i5	<---	Competence/Contribution	0,789	1,019	0,075	13,522	<0,001
i6	<---	Competence/Contribution	0,651	1			
i7	<---	Equality	0,799	1,01	0,095	10,591	<0,001
i8	<---	Equality	0,664	1			
i9	<---	Inherent Value	0,865	0,867	0,065	13,398	<0,001
i10	<---	Inherent Value	0,924	1,164	0,06	19,31	<0,001
i11	<---	Inherent Value	0,716	1			
i12	<---	General Dignity	0,847	1,082	0,103	10,528	<0,001
i13	<---	General Dignity	0,978	1,391	0,07	19,886	<0,001
i14	<---	General Dignity	0,586	1			
i15	<---	Indignity	0,859	0,791	0,089	8,878	<0,001
i16	<---	Indignity	0,746	0,846	0,065	13,052	<0,001
i17	<---	Indignity	0,545	1			
i18	<---	Indignity	0,8	0,921	0,065	14,192	<0,001

β_1 : Standardized path coefficients, β_2 Non-standardized path coefficients

In order to test the criterion validity, Pearson correlation analysis was applied to examine the data collected from 103 participants who were given both the Workplace Dignity Scale and the Minnesota Satisfaction Questionnaire. According to the results of the analysis, it was revealed that there is a positive relationship between the Workplace Dignity Scale total score and the Minnesota Satisfaction Questionnaire ($r = .677, p < .01$). Positive significant relationships were determined between Minnesota Satisfaction Questionnaire and each subscales of Workplace Dignity Scale. Respectful interaction subscale ($r = .480, p < .01$), competence / contribution subscale ($r = .652, p < .01$), equality subscale ($r = .590, p < .01$), inherent value subscale ($r = .504, p < .01$), general dignity subscale ($r = .514, p < .01$) and the indignity subscale ($r = .605, p < .01$). In addition, as a result of T-test analysis of the %27 lower group and upper group mean scores, it can be said that the scale is a distinctive measurement instrument. According to the results, the difference between the two groups was found to be significant ($\bar{x}_{\text{lower}} (n = 70) = 6.68, \bar{x}_{\text{upper}} (n = 70) = 5.22; t = 32.364; sd = 138; p < .001$).

Reliability Studies

In the reliability studies of the Workplace Dignity Scale, Cronbach Alpha coefficient, item-total correlation, and split-half reliability analyzes were conducted. Cronbach Alpha internal consistency coefficient of the scale was found to be .916. The Cronbach Alpha coefficient of .70 and above means that the scale has high reliability (Büyüköztürk, 2017, p.183). The item's total correlation values of the scale ranged from .337 (15th item) to .751 (10th item). This result indicates that the items represent similar behaviors and the items in the scale are compatible with the whole scale. As a result of split-half reliability analysis, the Spearman-Brown correlation coefficient was .858 and the Guttman Split-Half correlation coefficient was .852. These results show that the scale meets split-half reliability criteria (Robinson et al., 1991).

DISCUSSION, CONCLUSION & SUGGESTIONS

After the translation studies of the Workplace Dignity Scale developed by Thomas and Lucas (2019) into Turkish, linguistic equivalence studies which were of great importance in the adaptation studies (Genç et al., 2017) were conducted. As a part of the linguistic equivalence studies, the correlation coefficient between English and Turkish forms of the scale was calculated and a high level of correlation was detected between the two forms ($r = .953$). In addition, a significant difference was found between the two groups by performing related sample t-test analysis $t(29) = -3.668, p < .05$.

After the linguistic equivalence studies, the item analysis method was used to determine whether the items in the scale represent the whole scale. The results reveal that the items in the scale represent the entire scale.

Confirmatory factor analysis was applied to test whether the 6-factor structure of the scale was confirmed in the Turkish sample. According to the results of CFA, it was indicated that fit indexes of the scale were $\chi^2 / df = 2.25$ ($\chi^2 = 265.596, df = 118, p < .001$), GFI = .900, CFI = .955, NFI = .922, TLI = .941 and RMSEA = .070. Examining fit indices values of the scale developed by Thomas and Lucas (2019), it is seen as $\chi^2 / df = 2.756$ ($\chi^2 = 2995.87, df = 1087, p < .001$), CFI = .920, TLI = .914, RMSEA = .57. In this respect, there are similarities between the index values of the original scale and the index values of the scale adapted to Turkish. These results show that the six-factor structure of the scale has been confirmed. The scale consists of 6 factors: Respectful Interaction (Items 1, 2 and 3), Competence/Contribution (Items 4.5 and 6), Equality (Items 7 and 8), Inherent Value (Items 9, 10, and 11), General Dignity (Items 12, 13, and 14) and Indignity (Items 15, 16, 17 and 18). Items included in the Indignity factor of the scale are negative items.

To determine the validity of the scale based on internal criteria, the significance of the difference between the 27% lower group and upper group mean scores were tested. According to Büyüköztürk (2017), individuals who exhibit the features aimed to be measured and individuals who do not should be distinguished from each other to determine whether a scale can make a valid measurement. Findings obtained as a result of independent groups t-test for this purpose show that the Turkish form of the Workplace Dignity Scale is a distinctive measurement tool ($\bar{x}_{\text{lower}} (n = 70) = 6.68, \bar{x}_{\text{upper}} (n = 70) = 5.22; t = 32.364; sd = 138; p < .001$).

In order to determine the criterion validity of the scale, the relationships between Workplace Dignity Scale and Minnesota Satisfaction Questionnaire were examined by Pearson Correlation analysis. Accordingly, a positive correlation was found between Workplace Dignity Scale and Minnesota Satisfaction Questionnaire ($r = .677, p < .01$). Examining the relationships between the sub-factors of the scale and Minnesota Satisfaction Questionnaire, it is seen that there are a positively significant relationships between Minnesota Satisfaction Questionnaire and Respectful Interaction subscale ($r = .480, p < .01$), Competence / Contribution subscale ($r = .652, p < .01$), Equality subscale ($r = .590, p < .01$), Inherent value subscale ($r = .504, p < .01$), General Dignity subscale ($r = .514, p < .01$) and Indignity subscale ($r = .605, p < .01$).

As a part of the reliability studies of the scale, Cronbach Alpha coefficient, item-total correlation, and split-half methods were used. Accordingly, it is seen that the Cronbach Alpha reliability coefficient calculated for Workplace Dignity Scale is .916. The internal reliability coefficient .70 and above indicates that the scale is reliable (Büyüköztürk, 2017, p.183; DeVellis, 2012). In the original scale developed by

Thomas and Lucas (2019), the internal consistency reliability coefficient was found to be .96. This result shows that the reliability coefficients are similar in both studies.

Examining item-total correlation values of the scale, it is seen that the item-total correlation scores of the scale vary between .337 and .751 and the internal consistency of the scale is high. The split-half reliability results reveal that the scale meets the split-half reliability criteria (Spearman-Brown correlation coefficient .858, Guttman Split-Half correlation coefficient .852). All these findings confirm that the scale is a reliable measurement tool.

Findings obtained from the study show that the scale is a valid and reliable scale that can be used in the Turkish sample. The workplace Dignity Scale is a scale consisting of six factors and 18 items. Items of the scale are rated on a 7-point Likert scale (1-I strongly disagree, 7- I strongly agree). The lowest score that can be obtained from the scale is 18, and the maximum score is 126. The high score obtained from the scale shows that the workplace dignity levels of the employees are high. Subscales were named respectively Saygılı Etkileşim (Respectful Interaction), Yeterlik/Katkı (Competence/Contribution), Eşitlik (Equality), Doğal Değer (Inherent Value), Genel İtibar (General Dignity), and İtibarsızlık (Indignity) in Turkish. According to the literature, it is expected that the scale will be used in work and organization psychology and career counseling studies in Turkey since there is no scale measuring the dignity levels of the employees at work.

Looking at the demographic characteristics of the group from which data was collected, it is observed that 58.6% of the participants are female (n = 212) and 41.4% male (n = 150). In the collection of data for validity and reliability studies of the original form of the scale, 51% of the first group with 450 participants is male and 49% female and 53% of the second group with 532 participants is female and 47% male. In this respect, it can be shown among the limitations of the study that the gender distribution was not balanced in the studies of adapting the scale to Turkish. In the original form of the scale, the ages of the participants range between 21 and 70 in the first group, and between 21 and 68 in the second group. In this study, the ages of participants vary between 21 and 58. This means that in both studies data were collected from a group of participants in a similar age range. In addition, in the studies for developing the original scale, 67% of the participants in the first sample group and 64% of the participants in the second sample group were university graduates, whereas 77.1% of the participants in the adaptation studies to Turkish were university graduates. This shows that the educational level of the participants in both studies is similar. Moreover, In the study of adapting the scale to Turkish, it can be shown among the limitations of the study in terms of the sectoral balance that data were collected from participants working in the public sector (n = 316) and 12.7% in the private sector. Accordingly, it is suggested for the researchers to ensure a balanced distribution in terms of gender and sector in the selection of samples for future validity and reliability studies.

In addition, as a part of reliability studies, it is suggested for the researchers to use the test-retest method because it makes a significant contribution to the reliability studies by enabling to determine whether the results of the Workplace Dignity Scale are consistent over time in the Turkish sample.

To sum up, despite all limitations, findings obtained from this adaptation study have revealed that Workplace Dignity Scale is a valid and reliable scale that can be used in studies that will be carried out to measure directly employees' level of dignity at work in Turkey.

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About Authors

Mehmet Rüşti Kalafatođlu. completed his undergraduate education at Ondokuz Mayıs University, Department of Psychological Counseling and Guidance in 2009. He received his master's degree in Psychological Counseling and Guidance at Ondokuz Mayıs University in 2017. He has been a doctorate student since 2018 at Ondokuz Mayıs University. He is currently a psychological counselor in the Ministry of Education at Samsun İlkadım, Turkey.

Naciye avuş Kasik. completed her undergraduate studies at Ankara University, Faculty of Educational Sciences, Department of Psychological Services in Education, and her master's on Psychological Counseling and Guidance degree at Ondokuz Mayıs University. She works as a psychological counselor at Samsun Atakum Guidance and Research Center, Department of Psychological Counseling and Guidance Services.

Yaşar Barut. is currently an associate professor in the Department of Child Development at Ondokuz Mayıs University, Samsun, Turkey.

Ođuz Akkaya. completed his undergraduate education at Bođaziçi University, Department of Psychological Counseling and Guidance. He works as a psychological counselor at Ankara Sincan Guidance and Research Center, Department of Psychological Counseling and Guidance Services.

Author Contributions

This study was conducted by all the authors working together and cooperatively. All of the authors substantially contributed to this work in each step of the study.

Conflict of Interest

It has been reported by the authors that there is no conflict of interest.

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Ethical Statement

This study was completed in accordance with the Helsinki Declaration. In line with this, the study was permitted by Ondokuz Mayıs University, Social and Human Sciences Ethics Committee.

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