

Evaluating the Decent Work Scale Measurement Model in Zimbabwe

Hamfrey Sanhokwe and Simon Takawira

Abstract

The Decent Work Agenda recognises the role of work and work-related contexts in giving meaning, fulfilment, opportunities for development and growth to the employed and those who aspire to work. The Decent Work Scale (DWS) is a commonly referenced measure to appreciate the experience of decent work in organizations. Limited research has examined the quality of the DWS measurement model in the developing countries, especially in sub-Saharan Africa. This study examined the factor structure of the DWS using bifactor modelling. The study also conducted invariance tests using multi-group confirmatory factor analysis. Last, the study evaluated the predictive validity of the decent work construct using covariance-based structural equation modelling. A probability sample from a large manufacturing firm in Zimbabwe informed the analysis. Bifactor analysis suggested the presence of a strong underlying general factor for DWS. The measure was invariant across gender groups. Decent work had significant, positive relationships with organisational learning and work engagement.