

Validation Study of Job Demands and Resources Scale for Teacher Educators in Myanmar

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Abstract

The main purpose of this study was to develop Job Demands and Resources Scale (JDRS) that could measure the work environment of teacher educators in Myanmar and investigate validity and reliability of the scale. After reviewing literature and expert recommendation, a scale of 68 items to measure job demands and resources was developed and administered to 420 teacher educators from 10 education degree colleges in Myanmar. Five reliable factors consisting of 50 items explaining 44.317 % of total variance were extracted using principal component analysis with a varimax rotation, namely organizational support, resources and opportunities, work load, financial support and job security. The values of Cronbach Alpha for the scale ranged from 0.831 to 0.927. The confirmatory factor analysis demonstrated 41 items with five factors model of JDRS based on the sample of the study. Moreover, convergent validity and discriminant validity were also achieved for JDRS. Therefore, JDRS demonstrated sufficient evidence of the psychometric properties and it was a reliable and valid instrument for measuring work environment of teacher educators in Myanmar.

Key words: work environment, job demands, job resources, reliability, validity

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