THE **OPUS** CENTRE
FOR PSYCHOSOCIAL RISK

PRC16

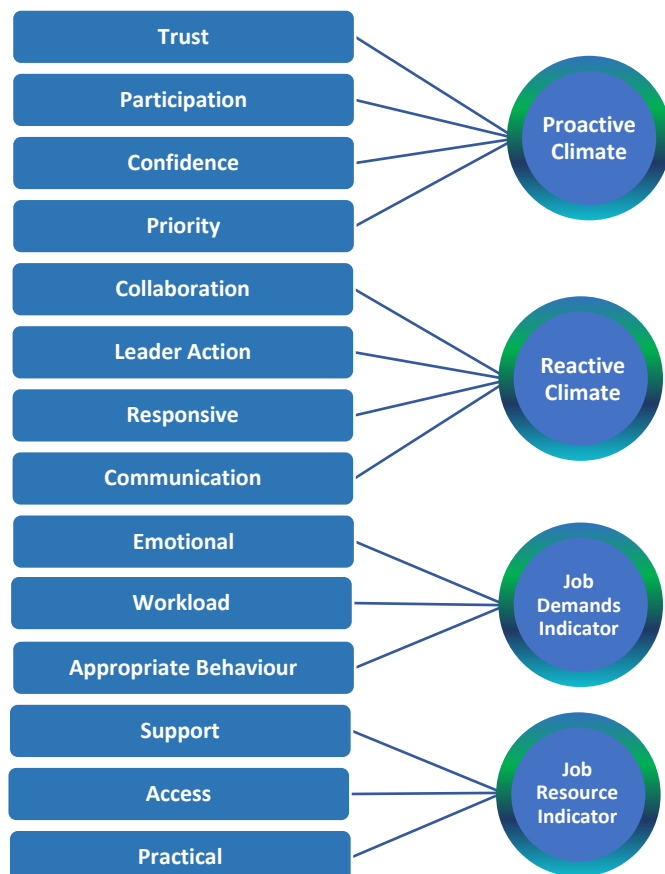## Scale Validation Summary

CONTEXT

The PRC-16 was designed to understand the overall Proactive and Reactive Climates of an organisation to manage downstream psychosocial risks.

CONCLUSION

The PRC-16 contains four validly distinct domains; Proactive Climate, Reactive Climate, Job Resources Indicator, and Job Demands Indicator.

FINDINGS

We found the four-factor model was a significantly better fit to the one-factor model ($\chi^2(6) = 286$, $p < .001$). The four-factor model demonstrated good fit to the data with a CFI and TLI $>.90$, RMSEA < 1.0, and a SRMR $< .8$ (e.g., CFI = .93, TLI = .91, RMSEA = .095, SRMR = .062). All items significantly loaded onto their assigned factor (see Figure below). All item loadings were $>.7$, except for Collaboration (.58), Communication (.59), Confidence (.64), and Appropriate Workplace Behaviours (AWB; .58)

Trust
Participation
Confidence
Priority
→ Proactive Climate

Collaboration
Leader Action
Responsive
Communication
→ Reactive Climate

Emotional
Workload
Appropriate Behaviour
→ Job Demands Indicator

Support
Access
Practical
→ Job Resource Indicator

SAMPLE & METHOD

497 employees from an Australian company, collected across 15 teams. Respondents completed a 16-item online survey as part of a psychosocial risk management program in 2022

ANALYSIS

We ran a Confirmatory Factor Analysis using lavaan (v0.6-14) in R. We compared a one factor model where all items loaded onto the one factor (PRC) to the proposed four factor model (see figure to the left).

AUTHORS

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