

Six-Star Organisational Wellbeing Survey

RMIT data analysis

Based on a study of 185 individuals (101 female and 84 male) from a variety of organisations including:

- Transport
- Education
- Sport
- Finance

Results

1.0 General

The six factors measured in the Six Star Organisation Survey are: Mood, Resilience, Engagement, Communication, Relaxation and Positivity. Table 1 indicates that all six factors are highly correlated with each other. This indicates that all factors are contributing to a unitary concept of well-being.

Table 1: Inter-correlations of well-being survey

	1	2	3	4	5	6
1. Positivity	1					
2. Mood	.735**	1				
3. Resilience	.817**	.653**	1			
4. Engagement	.845**	.643**	.728**	1		
5. Communication	.714**	.579**	.695**	.595**	1	
6. Relaxation	.740**	.827**	.665**	.755**	.580**	1

** . Correlation is significant at the 0.01 level (2-tailed).

2.0 Reliability: Internal consistency

To determine internal consistency [or Chronbach Alpha], a reliability analysis was generated on the whole scale and then for each of the six factors. Table 2 displays each factor, number of items per factor, examples of the items and the Cronbach Alpha. Note, the total scale Alpha was .96 which is excellent reliability for a significantly large (N = 53) scale.

Table 2. Summary table of internal consistency

Factor	N items	Example questions	Chronbach alpha
Mood	9	26. My mood at work is good 38. My mood goes up and down	.71
Resilience	7	27. I view mistakes as learning experiences 3. I persist with difficult tasks	.80
Engagement	11	34. My work is a good place to be 10. The culture at my workplace is good	.95
Communication	8	11. I am confident with my communication skills at work 29. I work well with others in a group or team	.77
Relaxation	10	18. I can relax my body when tense 22. I get angry at work	.88
Positivity	8	14. I can achieve what I set out to 19. I am confident at work	.88
Total	53		.96

*See adaptations in Table 3

3.0 Reliability: Split-half reliability

A correlation between the scores on the first half of the scale (26 items) and scores of the items on the second half of the scale (27 items) was $r_p = .94$. This is a strong measure of reliability.

4.0 Factor analysis

- Accounts for 61.3% of the variance – this is excellent

Factors – main alignments [strongest items]

1. Engagement
2. Mood
3. Resilience, mood
4. Relaxation
5. Positivity, resilience
6. Communication

5.0 Readability ease

Readability Consensus

Based on 8 readability formulas, we have scored your text:

Grade Level: 4

Reading Level: easy to read.

Reader's Age: 8-9 yrs. old (Fourth and Fifth graders)

NOTE:

Removal of 3 items to create the 50 item survey enhanced reliability in one sub-scale as per table below:

Table 3. Summary table of internal consistency **REVIEWED**

Factor	N items	Example questions	Chronbach alpha
Mood	8	26. My mood at work is good 38. My mood goes up and down	.86
Resilience	7	27. I view mistakes as a learning experience 3. I persist with difficult tasks	.80
Engagement	11	34. My work is a good place to be 10. The culture at my workplace is good	.95
Communication	8	11. I am confident with my communication skills at work 29. I work well with others in a group or team	.77
Relaxation	9	18. I can relax my body when tense 22. I get angry at work	.87
Positivity	7	14. I can achieve what I set out to do 19. I am confident at work	.88
Total	50		