

Kouvonen, Kivimäki, Vahtera, et al.'s Measure of Social Capital at Work

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The items of social capital at work were selected on the basis of an inequality perspective of the efficacy of social capital [10]. These items indicate whether people feel that they are respected, valued and treated as equals at work, rather than feeling that it is all a matter of seniority in their hierarchy. The scale was designed to assess social capital specifically in work context. The selected eight Likert-scaled items (range of scales 1–5) are presented in Table 1.

The scale measures both the cognitive and structural components of social capital. Cognitive social capital, which refers to beliefs, attitudes and values such as trust, solidarity and reciprocity that are shared among members of the same community, was measured with items 3, 5 and 8. Structural social capital, which is formed through horizontal organizations and networks that have collective and transparent decision making processes, accountable leaders, practices of collective action and mutual responsibility, was measured with items 1, 2, 4, 6 and 7. The scale also taps, to some extent, the three forms of social capital. Items 3, 4 and 5 measure predominantly bonding social capital, whereas items 6 and 7 comprise co-operative relations and mutuality needed for "getting ahead" indicating the core perception of bridging social capital [34]. Items 1, 2 and 8 assess the trusting relationships between people of different authority gradients and thereby measure the linking social capital at work.

A summary score of ratings of all social capital items was constructed. A high score in the scale indicates high social capital.

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Table 1: Social capital items

Questions	Fully disagree	Disagree	Neutral	Agree	Fully agree
1. Our supervisor treats us with kindness and consideration.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Our supervisor shows concern for our rights as an employee.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. We have a 'we are together' attitude.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. People keep each other informed about work-related issues in the work unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. People feel understood and accepted by each other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Do members of the work unit build on each other's ideas in order to achieve the best possible outcome?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. People in the work unit cooperate in order to help develop and apply new ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. We can trust our supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: 1 = fully disagree; indicative of low social capital, 5 = fully agree; indicative of high social capital; except item 7 where 1 = very little 5 = very much.

