

Research Article



Korean translation and validation of the Workplace Positive emotion, Engagement, Relationships, Meaning, and Accomplishment (PERMA)-Profiler

Seong Pil Choi, Chunhui Suh *, Jae Won Yang , Byung Jin Ye, Chae Kwan Lee, Byung Chul Son, and Maro Choi

Department of Occupational and Environmental Medicine & Institute of Environmental and Occupational Medicine, Pusan Paik Hospital, Inje University, Busan, Korea

OPEN ACCESS

Received: Apr 30, 2019

Accepted: Jul 12, 2019

*Correspondence:

Chunhui Suh

Department of Occupational and Environmental Medicine & Institute of Environmental and Occupational Medicine, Pusan Paik Hospital, Inje University, 75 Bokji-ro, Busanjin-gu, Busan 47392, Korea.
E-mail: chsuh@paik.ac.kr

Copyright © 2019 Korean Society of Occupational & Environmental Medicine
This is an Open Access article distributed under the terms of the Creative Commons Attribution Non-Commercial License (<https://creativecommons.org/licenses/by-nc/4.0/>) which permits unrestricted non-commercial use, distribution, and reproduction in any medium, provided the original work is properly cited.

ORCID iDs

Chunhui Suh
<https://orcid.org/0000-0002-6077-5380>
Jae Won Yang
<https://orcid.org/0000-0003-0292-6301>

Abbreviations

PERMA: Positive emotion, Engagement, Relationships, Meaning, and Accomplishment; MHC-SF: Mental Health Continuum-Short Form; UWES: Utrecht Work Engagement Scale; KOSS-SF: Korean Occupational Stress Scale-Short Form; MBI-GS: Maslach Burnout Inventory-General Survey; PWI-SF: Psychosocial Well-being Index-Short Form; CFA: confirmatory factor analysis; CFI: comparative fit index; TLI: Tucker-Lewis index; RMSEA: root mean square error of

ABSTRACT

Background: No tool is available for the multidimensional measurement of workplace well-being among Korean workers. In this study, the Workplace Positive emotion, Engagement, Relationships, Meaning, and Accomplishment (PERMA)-Profiler, a multidimensional workplace well-being measure, was translated into Korean, and its validity and reliability were assessed.

Methods: The Workplace PERMA-Profiler, including the positive emotion, engagement, relationships, meaning, and accomplishment domains, was translated according to international guidelines. The questionnaires included the Workplace PERMA-Profiler, Mental Health Continuum-Short Form, Utrecht Work Engagement Scale, Maslach Burnout Inventory-General Survey, Psychosocial Well-being Index-Short Form, and Korean Occupational Stress Scale-Short Form. A total of 316 Korean workers completed a web-based survey with adequate response. Cronbach's alpha values were calculated to assess scale reliability, and correlational and confirmatory factor analyses were used to assess validity.

Results: Cronbach's alpha values for the Korean Workplace PERMA-Profiler ranged from 0.70 to 0.95. Confirmatory factor analysis indicated that the 5-factor model had a marginally acceptable fit [$\chi^2(80) = 383.04$, comparative fit index = 0.909, Tucker-Lewis index = 0.881, root mean square error of approximation = 0.110, and standardized root mean square residual = 0.054]. The 5-factor PERMA domains were correlated positively with work engagement and mental well-being in life, and negatively with burnout, occupational stressors, and stress responses. These results showed that the Workplace PERMA-Profiler has good convergent and divergent validity.

Conclusions: The Korean version of the Workplace PERMA-Profiler had good reliability and validity. It might be used as an indicator or evaluation tool for positive mental health interventions in the workplace.

Keywords: PERMA; Workplace; Well-being; Reliability; Validity; Korean

BACKGROUND

Well-being is defined broadly as “the quality and state of a person's life” [1]. Well-being is related to outcomes such as greater educational and occupational success, stronger

