

MEASURING ORGANIZATIONAL BELONGING

Organizational belonging describes when employees feel their talents, interests and experiences are fully acknowledged in the workplace and they can be themselves.

Organizations can benefit from striving to improve their employees' organizational belonging. But how can they honestly measure their organizational belonging to evaluate whether their efforts are effective?

In their literature review, Gary Blau and Daniel Goldberg find that there is no unified way to measure all the aspects of Organizational Belonging in a single scale. Using the statistical technique of exploratory factor analysis for 27 survey items from 141 employees, they develop a unique organizational belonging scale.

The scale breaks down organizational belonging into four related dimensions: 1) be myself 2) acceptance 3) value diversity and 4) connection. Furthermore, their data analysis consolidated the survey into just sixteen questions, making it easy to administer.

This is the first tool that accounts for all aspects of organizational belonging into a single scale. Managers and human resource professionals can use this scale to better understand whether their employees feel they belong. Furthermore, academics should take note because further studies may be able to create improved scales.

MAJOR TAKEAWAYS:

- Gary Blau and Daniel Goldberg developed a unified scale that measures all aspects of organizational belonging..
- The scale is sixteen questions and breaks down organizational belonging into four related dimensions: 1) be myself 2) acceptance 3) value diversity and 4) Connection.

WHO NEEDS TO KNOW:

- Managers
- Human resources professionals
- Academics studying organizational belonging

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- Gary Blau, professor of human resource management, gary.blau@temple.edu.
- Daniel Goldberg, assistant professor of human resource management, daniel.goldberg@temple.edu.
- Organizational belonging – proposing a new scale and its relationship to demographic, organization, and outcome variables.
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