



# Health Employment and Longevity Project



## Research Brief

### Importance of intangible and tangible job considerations among participants with SCI: Factor analysis and scale development

#### Introduction

Our objective is to identify and confirm the factor structure of the newly developed Job Considerations Scale for people with SCI. Factors beyond employment rate are important to consider when examining employment outcomes after spinal cord injury (SCI).

#### Key Findings

- Health insurance/other fringe benefits were rated very or extremely important, followed by enjoyment from working, feeling better about self, and compensation.
- Two factors were identified using principal axis factoring with an oblique rotation. Intangible considerations were comprised of six items, such as feeling better about self and enjoyment from working.
- Tangible Considerations included three items: compensation, health insurance/other fringe benefits, and advancement opportunities. Confirmatory factor analysis indicated an excellent fit

#### Conclusion

The Job Considerations Scale is an easy to administer, brief, and reliable scale that may be used as an alternative to more detailed and time-consuming measures. Future research needs to establish how reliable a measure this is and include the data from using the Job Considerations Scale with other diagnoses.