

Abstract

The study aimed to construct a reliable and valid scale on the perceived impacts of unemployment. A mixed method approach was used to construct the scale. Exploratory Factor Analysis (EFA) was run to explore the factor structure of the scale. A sample of 200 adults with distribution with age range of 18-40 was recruited for this purpose. A Varimax rotation method was employed which yielded four factors, namely; Socio-cognitive impact, perceived negative self-appraisal, Bio-psychosocial impact, and perceived negative cognitive reaction. Furthermore, the effect of gender was also determined in terms of the impacts of unemployment. The results indicated that men scored high on the impacts of unemployment as compared to women, in all domains of life. The development of this reliable and valid scale contributes in the area of vocational psychology, social psychology, and industrial/organizational psychology.

Key words: impacts of unemployment, scale, socio-cognitive, bio-psychosocial, negative self-appraisal, negative cognitive reactions, gender differences.