

ABSTRACT

This study was carried out in two phases to develop an indigenous occupational identity scale and its validation across four occupations by using a triangulation design. In phase-I, an item pool of 59 items was prepared on the basis of literature review and eight focus groups conducted with members of four occupations namely; medicine, teaching, police, and law. Psychometric properties of the scale were determined by using a sample of 120 workers (30 workers from each occupation). Factor analysis clustered four sub-scales; work feelings, work environment, occupational social value, and career prospects, comprising 32 items with an alpha coefficient of .92 for the full scale and that of .57-.90 for the four sub-scales. Next, the scale was administered on 240 workers (60 workers each) from four occupations to draw their identity profiles. Results reported significant differences among occupational groups on identity scale and its sub-scales as hypothesized $F = (3,236) 15.325, p < .001$. The result also showed significant effect of gender: women scored high on identity scores than men as hypothesized however identity score did not rise with experience. Explanations for identity profiles are explained in terms of service conditions and distinct work settings of these four occupations. This indigenous scale has demonstrated, on the whole, sufficient reliability and validity evidence to be used as a research tool.