PBPC
ISSN 2674-9432
Qualis A3 CAPES 2021-2024
DOI - Crossref
Latindex
Indexado no Google Acadêmico

Psychometric Properties of the Brazilian Brief Scale of General Job Satisfaction

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https://doi.org/10.36557/2674-9432.2026v5n1p1887-1905
Artigo recebido em 22 de Dezembro e publicado em 22 de Fevereiro de 2026

ARTIGO ORIGINAL

RESUMO

Um dos indicadores mais importantes de bem-estar é a satisfação no trabalho, que resulta de sentimentos positivos e gratificantes derivados das experiências laborais, nas quais os colaboradores se percebem como parte necessária para o alcance dos resultados organizacionais. Este estudo teve como objetivo fornecer evidências adicionais de validade para a Escala Geral de Satisfação no Trabalho em amostras brasileiras. A amostra foi composta por 832 trabalhadores de ambos os sexos (84,7% mulheres), com idades entre 18 e 69 anos, predominantemente dos estados de São Paulo e Rio Grande do Sul. A análise fatorial confirmatória demonstrou que a estrutura unifatorial, composta por cinco itens, apresentou índices de ajuste adequados. Os índices de confiabilidade (Alfa de Cronbach e Ômega de McDonald) foram satisfatórios. A Análise Fatorial Confirmatória Multigrupo evidenciou invariância configural, métrica e escalar entre grupos com diferentes níveis de renda. O instrumento apresentou correlações fortes e positivas com o florescimento no trabalho. Apesar da forte correlação entre as variáveis, a análise de validade discriminante indicou que os construtos são distintos. Concluiu-se que o instrumento apresentou propriedades psicométricas adequadas e mostra-se útil para pesquisas futuras e avaliações organizacionais voltadas à mensuração dos níveis de satisfação dos trabalhadores e à promoção de um ambiente de trabalho mais saudável e positivo.

Palavras-chave: satisfação no trabalho; florescimento no trabalho; validação de instrumento; propriedades psicométricas; psicometria.

ABSTRACT

One of the most important indicators of well-being is job satisfaction, which results from positive and rewarding feelings derived from work experiences, in which employees feel like a necessary part of achieving organizational outcomes. This study aimed to provide additional validity evidence for the General Job Satisfaction Scale in Brazilian samples. The sample consisted of 832 workers of both sexes (84.7% women), aged 18 to 69, predominantly from São Paulo and Rio Grande do Sul. Confirmatory factor analysis showed that the one-factor, five-item structure yielded adequate fit indices. Reliability indices (Cronbach's Alpha and McDonald's Omega) were satisfactory. Multigroup Confirmatory Factor Analysis demonstrated configural, metric, and scalar invariance across groups with different income levels. The instrument showed strong and positive correlations with flourishing at work. Despite the strong correlation between the variables, discriminant validity analysis indicated that the constructs are distinct. It was concluded that the instrument demonstrated adequate psychometric properties and is useful for future research and organizational assessments aimed at measuring workers' satisfaction levels and promoting a healthier and more positive work environment.

Keywords: job satisfaction; flourishing at work; instrument validation; psychometric properties; psychometrics.

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1 INTRODUCTION

Job satisfaction is a highly valued topic in the field of people management within organizations, where work takes place in a collective and collaborative environment, whether in person or remotely (Spector, 2022). This is due to the evolution of social behaviors and competitive market changes, which have required organizations to adopt a new stance focused on maintaining a healthy organizational climate, with ongoing exchanges and feedback, and, most importantly, on recognizing the value of people (Ramos et al., 2024). In this context, workers have come to be seen as the driving force that sustains the entire organizational production chain, adding value and delivering increasingly positive outcomes (Pereira et al., 2024).

Given this growing appreciation for workers, retaining human capital has become one of the core goals of organizations. As a result, meeting workers' expectations and needs has become a strategic priority to keep them satisfied and professionally fulfilled, while also aligning them with organizational goals (Silva et al., 2023).

The concept of job satisfaction has been shaped by numerous researchers and began gaining prominence in the 1970s. Locke (1976) defined job satisfaction as a pleasurable and positive emotional response that arises from evaluating one's job or work experiences. Therefore, job satisfaction is understood as an emotional state stemming from the evaluation of work experiences, including workplace conditions and interpersonal relationships. According to the author, behavioral aspects, as well as the physical and psychological health of workers, may be affected by the levels and effects of job satisfaction.

Job satisfaction can be defined as a positive emotional state resulting from evaluations of one's own work (Siqueira, 2008). More recent definitions have emerged, such as the notion that satisfaction can be understood as an emotional state, pleasant or unpleasant, depending on the rewards received, working conditions, and functional cooperation (Syahrir et al., 2024). Aligned with this perspective, Spector (2022) argues that job satisfaction is a feeling that reflects one's relationships with both people and work activities. Workers may experience satisfaction both in a general sense and in a more specific, individualized way. In a general sense, satisfaction is felt when there is congruence between what is desired and expected from the work environment and what is actually received. On a more individual level, satisfaction is derived from factors such as compensation, growth opportunities, autonomy, fulfillment of needs and desires, social relationships, job design, and aspects related to work-life balance.

Because job satisfaction reflects how fulfilled workers feel at work, it is one of the most extensively studied constructs and remains of great interest to organizations. Recent studies

have identified correlations between job satisfaction and various other work-related aspects. These include, for example, organizational commitment (Nurlina et al., 2023), job performance (Latifah & Muafi, 2021), leadership (Hilton et al., 2023), organizational justice (Knezović & Neimarlija, 2023), and employee empowerment and autonomy (Mathew & Nair, 2022), among others. These examples highlight the importance of understanding job satisfaction as a necessary tool for meeting employees' expectations and strengthening their connection to organizations.

Regarding the measurement of the construct, numerous instruments have been developed over the years to assess workers' job satisfaction, either in a general or specific manner. Longer psychometric instruments have been designed to meet the needs of particular cultures or specific work contexts. In recent years, in the international context, for example, in Malaysia, Ahmad et al. (2020) developed a Job Satisfaction Questionnaire with 38 items and eight dimensions aimed at professionals in a healthcare institution. In Mexico, García-Lirios (2021) created and sought validity evidence for the Job Satisfaction Scale, consisting of 21 items and three dimensions, to assess university professors' job satisfaction regarding information needs, opportunities for professional development, and technology adoption. In the Brazilian context, Esteves et al. (2019), for instance, developed the Job Satisfaction Scale for Informal Workers with 39 items and four dimensions that analyze the worker–job relationship, income and quality of life, safety and employment bond, and personal and professional development.

There are also more general scales that assess job satisfaction using fewer items and are considered attractive due to their brevity and ease of administration. Internationally, more specifically in Saudi Arabia, Ali and Dafous (2024) adapted and sought validity evidence for the Generic Job Satisfaction Scale by Macdonald and MacIntyre (1997), maintaining the original ten items and one-dimensional structure, with satisfactory fit indices, as in the Canadian version. In Brazil, Andrade et al. (2020) used the same scale and adapted it into Portuguese. However, to improve the overall fit of the scale, one of the ten original items was removed due to a factor loading below the acceptable threshold, and two others were excluded due to high inter-item correlations. As a result, the Brazilian version of the scale retained only seven items.

An important point to note is that the removal of items may limit the original scale's purpose and applicability, which was designed based on different facets of job satisfaction, each represented by a single item. Another relevant aspect to highlight is that, although the Brazilian version showed adequate reliability indices, the search for validity evidence was conducted using a specific sample of workers representing only the southeastern region of Brazil. Therefore, the generalization of the results to other Brazilian regions was not possible.

Another notable Brazilian example is the study by Sinval and Marôco (2020). The

researchers proposed adapting the Portuguese version of the Job Satisfaction Index Short Form, originally developed by Brayfield and Rothe (1951), for use in Brazil and Portugal. This scale consists of five items that assess general emotional aspects of job satisfaction. However, although the scale demonstrated good validity and reliability evidence, its items are simple and direct, focusing specifically on workers' perceptions of how pleasant or unpleasant their job is. The scale is concise and designed to provide a straightforward measurement of job satisfaction.

Another brief and easy-to-administer instrument is the General Job Satisfaction Scale developed by Silva and Ferreira (2009). The sample consisted of 305 workers from Rio de Janeiro and São Paulo. The internal structure of the scale was tested through Exploratory Factor Analysis (EFA) using principal component analysis. Data adequacy was confirmed by the KMO measure and Bartlett's test of sphericity. The EFA revealed a single factor that explained 65.9% of the total variance, with all items presenting factor loadings above 0.40. The internal consistency of the scale showed a Cronbach's alpha of 0.89, indicating reliability and accuracy, resulting in a one-factor scale with five items. However, despite the favorable results, no Confirmatory Factor Analysis (CFA) was conducted to test the model fit indices of the scale.

The instrument was originally developed for a master's thesis and presented at the Brazilian Congress of Psychological Assessment in 2009. However, its validity evidence has not yet been formally tested or published in scientific journals. In other words, from 2009 to the present, no other article in Brazil has been developed to investigate new sources of validity evidence for this scale, such as internal structure evidence through confirmatory factor analysis and item parameter invariance.

Despite this gap, since its development, the scale has been widely used in various Brazilian studies to assess correlations with other constructs. For example, Silva and Ferreira (2013) investigated the influence of quality of life and well-being dimensions at work; Ferreira et al. (2015) constructed and validated the Psychosocial Stressors in the Workplace Scale; Gabardo-Martins et al. (2016) adapted and sought validity evidence for the Work–Family Enrichment Scale; Guimarães et al. (2019) examined the validity of the Virtuous Leadership Scale; Cruz et al. (2020) investigated the validity of the Joy at Work Scale; and Gabardo-Martins (2022) adapted and validated the Productive Organizational Energy Measure Scale in Brazilian samples.

In addition to these examples, the scale has been cited in more recent studies, such as Rossi et al. (2020), who reflected on subjective well-being, psychological well-being, and workplace well-being; Gabardo-Martins et al. (2021), who explored the work–family interface; and Gonçalves Neto (2024), who tested and compared three structural models of the short version of the Job Satisfaction Scale developed by Siqueira (2008). However, these studies did

not aim to test the psychometric properties of the scale, but rather to examine the relationship between job satisfaction and other constructs.

Job satisfaction, as consistently evidenced in the literature over the years, is important primarily because it serves as an indicator of employee well-being. As demonstrated in empirical studies over the decades, job satisfaction contributes to the prevention of illness, as well as the control of absenteeism and turnover (Mawardi, 2022). Moreover, the construct helps improve peer interaction, strengthens the sense of belonging and self-worth, and enhances motivation for professional growth. Finally, job satisfaction influences the attraction and retention of talent within organizations and promotes improved job performance (Spector, 2022).

Thus, although many scales have been developed to measure job satisfaction, including short and practical versions, there are still reasons to seek additional validity evidence for the General Job Satisfaction Scale by Silva and Ferreira (2009). First, the Silva and Ferreira (2009) scale has been used over the years, with its structure being tested through confirmatory factor analyses depending on the focus of each study. Moreover, it is a short and easy-to-administer measure that does not overburden participants. Finally, it allows researchers to explore the complexity of the construct through items that address, for example, the intention to remain in the job, job recommendations, and expectations about work.

Based on these considerations, the main objective of this study is to seek additional validity evidence for the General Job Satisfaction Scale by Silva and Ferreira (2009). Specifically, this research aims to gather validity evidence based on internal structure (factor analysis, internal consistency analysis, and item parameter invariance) and on the relationship with the external variable *flourishing at work*. This variable seeks to describe key aspects of human functioning, such as positive relationships, feelings of competence, and meaning and purpose at work (Sousa & Fukuda, 2022).

To meet the proposed objectives, four hypotheses were developed. First, considering that the five items of the scale are grouped in a one-factor structure, as originally proposed by Silva and Ferreira (2009), the following hypothesis was formulated:

Hypothesis 1: The General Job Satisfaction Scale will maintain its unidimensionality with five items.

In the literature, several studies that have used the scale to investigate correlations have reported good reliability of the instrument (Cruz et al., 2020; Ferreira et al., 2015; Gabardo-Martins et al., 2016; Guimarães et al., 2019). Therefore, the second hypothesis is based on the expectation that the level of reliability observed in the original scale will be retained. Based on this empirical evidence, the following hypothesis was formulated:

Hypothesis 2: The General Job Satisfaction Scale will present good internal consistency

indices.

Item parameter invariance was tested in relation to income level. Invariance is a fundamental technique in the development and application of psychometric measures, as it ensures that the meaning of the items assessed by the instrument is interpreted consistently across different subgroups within the same population (Fischer & Karl, 2019). Empirically, studies have shown that income differences directly influence workers' job satisfaction (Nicky & Hendratmoko, 2025; Wang, 2024). For example, the results of the study by Nicky and Hendratmoko (2025) indicated that salary adequacy is one of the factors that contributes to feelings of financial recognition and, consequently, to job satisfaction.

Given this, it is expected that the item parameters of the scale will remain invariant across different income levels. In this context, the following hypothesis was proposed:

Hypothesis 3: The items of the General Job Satisfaction Scale will be invariant across different income levels.

Finally, regarding the relationship with the external variable *flourishing*, studies have demonstrated positive and significant associations between flourishing at work and job satisfaction (Park et al., 2024). In this sense, flourishing - as it is related to a state of well-being - allows workers to experience positive feelings and thrive in the workplace, particularly when they perceive the value added by their work (Oliveira-Silva & Porto, 2021). Thus, based on the evidence of positive relationships between flourishing and job satisfaction, the following hypothesis was formulated:

Hypothesis 4: Job satisfaction will show a strong and positive correlation with flourishing at work.

2 METHOD

This is a correlational study that explores the relationship between different variables. Additionally, it has a cross-sectional design, with data collected at a specific point in time, allowing for a snapshot analysis of the relationships among the variables. The research is quantitative in nature and includes a group invariance analysis.

Participants

The sample was non-probabilistic and consisted of 832 Brazilian workers of both sexes (84.7% women), from 23 states and the Federal District, with the majority concentrated in São Paulo (32.7%), Rio Grande do Sul (15.1%), and Rio de Janeiro (13.7%). Participants' ages ranged from 18 to 69 years (M = 44.2; SD = 10.5). Regarding the highest level of education completed,

35.5% held a lato sensu postgraduate degree, and 22.1% held a stricto sensu postgraduate degree. In terms of marital status, most participants were married or in a marital union (59.7%) and had children (61.4%).

Most participants worked in the public sector (52%) and in an on-site work format (79.1%). The most common income level was between one and three minimum wages (45.8%). Among the participants, 38.9% held specialist or technical positions, with technical or analytical responsibilities, and 36.3% were classified as assistants or support staff, performing operational, support, or instructional tasks. The number of hours worked per day ranged from 7 to 9 (51.2%). The most represented sector was services (78.8%).

The current length of service ranged from 1 to 50 years (M = 9.4; SD = 8.7), and total work experience ranged from 1 to 50 years (M = 21.4; SD = 10.3). Inclusion criteria required participants to be currently employed, at least 18 years old, and to have at least one year of experience in their current position.

Instruments

General Job Satisfaction Scale by Silva and Ferreira (2009). This is a unidimensional instrument composed of five items, to be answered using a six-point Likert scale ranging from 1 (strongly disagree) to 6 (strongly agree). Example item: *"I feel satisfied with my job."* The internal consistency index, calculated using Cronbach's alpha (α), was 0.89 in the original study.

Workplace Flourishing Scale, adapted to the Brazilian organizational context by Mendonça et al. (2014). This is a unidimensional instrument composed of eight items, to be answered on a seven-point Likert scale ranging from 1 (completely disagree) to 7 (completely agree). Example item: *"In my job, my social relationships are supportive and rewarding."* The internal consistency index, calculated using Cronbach's alpha, was 0.90 in the original study. In the present study, the internal consistency indices, obtained using Cronbach's alpha and McDonald's omega, were 0.89 and 0.88, respectively.

The research also included a Sociodemographic Questionnaire containing questions about participant characteristics. The following questions were included: sex, age, marital status, children, education level, income level, occupation, Brazilian state of employment, sector to which the organization belongs (public, private, or third sector), industry type (industrial, commercial, services, among others), type of employment relationship within the organization (formal contract, civil servant, temporary worker, or intern), work modality (on-site, remote, or hybrid), hierarchical level, and finally, length of time in the current job and total work experience.

Data Collection Procedures

Data were collected entirely online using Google Forms, from workers contacted through social media platforms (WhatsApp, Facebook, Instagram, and LinkedIn), as well as via email. The approximate time required to complete the questionnaires was 10 minutes.

Data Analysis Procedures

The internal structure of the General Job Satisfaction Scale was analyzed using Confirmatory Factor Analysis (CFA), conducted through Structural Equation Modeling with the *lavaan* package (R Core Team, 2023) in RStudio, version 2024.12.0. The estimator used was Weighted Least Square Mean and Variance Adjusted (WLSMV), as it provides better global fit to the data and is more appropriate for categorical and ordinal variables.

To evaluate the model fit, the following indices were considered: chi-square (χ^2), Standardized Root Mean Squared Residual (SRMR), Comparative Fit Index (CFI), and Tucker-Lewis Index (TLI). The following cutoff values were adopted as indicators of good model fit: values below 0.08 for SRMR, and values above 0.95 for both CFI and TLI (Gana & Broc, 2019). It is worth noting that the Root Mean Square Error of Approximation (RMSEA) was not considered in defining the internal structure of the scale, as it does not perform well in models with low degrees of freedom - that is, models with a small number of items (Chen et al., 2008; Kenny et al., 2014; Shi et al., 2022).

The next step involved testing differences in job satisfaction between income-level groups using ANOVA. Parameter invariance was tested using Multigroup Confirmatory Factor Analysis (MCFA), in which models were tested with fixed numbers of items and factors (configural invariance), factor loadings (metric invariance), and intercepts (scalar invariance). Internal consistency of the instrument was assessed using Cronbach's alpha and McDonald's omega coefficients. The relationship between the scale and the external variable was examined through Structural Equation Modeling.

Ethical Considerations

The study was previously submitted to and approved by the institution's Research Ethics Committee, as evidenced by the Certificate of Presentation for Ethical Review (CAAE No. 64026322.8.0000.5289). Participants were assured that there were no right or wrong answers. In the Free and Informed Consent Term (FICT), participants had online access to information regarding the potential benefits and risks of the procedures, as well as all other relevant details about the study. After agreeing to participate, they provided their informed consent, after which they began completing the questionnaires. All participants were free to withdraw from the study

at any time. Confidentiality and anonymity of the information were provided and guaranteed to all participants.

3 RESULTS

To evaluate the internal structure of the instruments used, a Confirmatory Factor Analysis was conducted for the General Job Satisfaction Scale. The results showed that the five-item, one-factor structure presented adequate fit indices: χ^2 (df) = 115.59(5); CFI = 0.991; TLI = 0.981; SRMR = 0.024.

The standardized factor loadings for the items were significant ($p < 0.001$) and high (Table 1). The internal consistency indices for the General Job Satisfaction Scale, calculated using Cronbach's alpha and McDonald's omega, were both 0.91. These coefficients indicate adequate internal consistency. Based on these results, Hypothesis 1 of the study was supported.

Table 1

Standardized Factor Loadings of the Items from the General Job Satisfaction Scale

Items	Factor Loadings
I feel satisfied with my current job. [Sinto-me satisfeito com meu trabalho atual].	0.88
I would recommend my current job to anyone who asked me about it. [Eu recomendaria meu trabalho atual a qualquer pessoa que me perguntasse sobre ele].	0.85
If I had to choose a job, I would choose mine. [Se eu tivesse que escolher um trabalho, eu escolheria o meu].	0.91
I hope to remain in my current job for many years. [Espero continuar no meu trabalho atual por muitos anos].	0.84
My current job matches what I hoped for when I first started working. [Meu trabalho atual corresponde àquilo que eu desejava ter quando comecei a trabalhar].	0.78

As an indication of the need to test the instrument's invariance across income levels, differences in job satisfaction were tested between groups divided by income brackets. The ANOVA results ($F = 11.77$; $p < 0.001$) revealed significant differences between the groups, with higher job satisfaction observed in the group with the highest income level, as shown in Table 2.

Table 2

Descriptive Statistics for the General Job Satisfaction Scale

Income Level	N	*Mean*	*Standard Deviation*
From 1 to 3 minimum wages	381	3.573	1.343
From 3 to 5 minimum wages	240	3.792	1.356
From 6 to 10 minimum wages	157	4.143	1.264
More than 10 minimum wages	54	4.467	1.251

In the invariance analysis by income level, the results demonstrated configural, metric, and scalar invariance across income groups. This finding indicated that the factor structure, factor loadings, and intercepts were equivalent among the groups tested, suggesting that the responses from participants in different income brackets were consistent and comparable - that is, they did not vary. Table 3 presents the results and supports Hypothesis 3.

Table 3

Invariance Analysis of the General Job Satisfaction Scale

Income Level	χ^2(df)	Δχ2(df)	CFI	ΔCFI	TLI	ΔTLI
Configural	115.33(20)	-	0.992	-	0.983	-
Metric	102.993(32)	12.339	0.994	0.002	0.992	0.009
Scalar	123.998(89)	21.005	0.997	0.003	0.999	0.007

Note. χ^2 = chi-square; df = degrees of freedom; CFI = Comparative Fit Index; TLI = Tucker-Lewis Index.

Convergent validity was assessed through the correlation between the General Job Satisfaction Scale and the Workplace Flourishing Scale. The results showed that job satisfaction was strongly and positively correlated with flourishing at work (r = 0.86; p < 0.001). Given the high correlation index, we sought to determine whether the constructs, although correlated, could still be considered distinct. To this end, a single-factor model was tested, in which the items from both the job satisfaction and workplace flourishing scales were explained by the same latent variable. This model showed a slight deterioration in fit indices, as shown in Table 4.

Table 4

Confirmatory Factor Analysis Results for the Other Tested Models

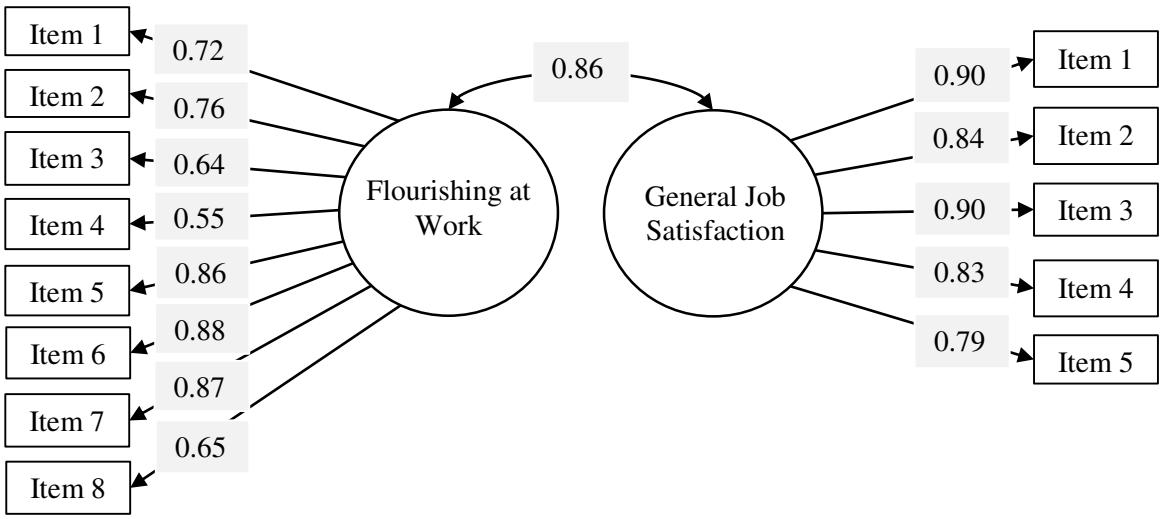
Scales	χ2 (df)	CFI	TLI	SRMR
Flourishing at Work (1 factor – 8 items)	402.34(20)	0.964	0.950	0.057
Full model (2 factors – 13 items)	653.00(64)	0.974	0.968	0.045
Full model (1 factor – 13 items)	1251.39(65)	0.948	0.937	0.061

Note. χ^2 = chi-square; df = degrees of freedom; CFI = Comparative Fit Index; TLI = Tucker-Lewis Index; *SRMR* = Standardized Root Mean Square Residual.

In addition, discriminant validity was examined. For this analysis, a model in which the correlation between the factors was fixed at one was compared with the proposed model. The results showed that these models can be considered significantly different (χ^2 diff = 13.43; $p < 0.001$). Thus, these findings confirmed the study's hypothesis that the constructs are distinct from one another. These results support Hypothesis 4. Figure 1 presents the graphical representation of the final model, with the correlated latent variables and the standardized factor loadings of the items.

Figure 1

Graphical Representation of the Tested Model



The construct *Flourishing at Work* was measured by eight items, with standardized factor loadings ranging from 0.55 to 0.88. *General Job Satisfaction* was measured by five items, with loadings ranging from 0.79 to 0.90. The correlation between the two latent variables was 0.86 ($p < .001$). All estimates are standardized and statistically significant.

4 DISCUSSION

Job satisfaction is recognized in both research and organizational settings as a construct that deserves attention, as it stems from positive experiences that contribute to emotional, psychological, and social well-being (Seligman, 2011; Sousa & Fukuda, 2022). Job satisfaction is particularly evident in more collaborative work environments, where human capital is increasingly valued and workers have more voice and visibility (Spector, 2022). In this context, the provision of favorable working conditions and support leads to greater enthusiasm, satisfaction, and commitment. Consequently, workers tend to give their best when performing their duties (Ramos et al., 2024). In light of this, and in order to deepen the understanding of job satisfaction, this study aimed to gather additional validity evidence for the General Job Satisfaction Scale (GJSS) developed by Silva and Ferreira (2009) in a sample of Brazilian workers.

The results from the Confirmatory Factor Analysis supported Hypothesis 1, confirming the unidimensional structure of the scale, composed of five items, as originally proposed by Silva and Ferreira (2009). Furthermore, the internal consistency indices - Cronbach's alpha and McDonald's omega - were both 0.91, indicating adequate reliability. These findings are consistent with results from other researchers who have used the scale (Gabardo-Martins, 2022; Silva & Ferreira, 2009). These results support Hypothesis 2 and demonstrate that the General Job Satisfaction Scale has shown consistent reliability over time. Thus, this instrument proves to be a reliable tool for assessing job satisfaction in various Brazilian organizational contexts.

Results from the Multigroup Confirmatory Factor Analysis (MGCFA) supported Hypothesis 3, showing that the scale did not present response bias across different income levels. According to the analyses, the factor structure, loadings, and intercepts were equivalent across groups. This finding may be particularly relevant for organizational research, as it allows for comparative analyses of job satisfaction scores based on salary variation. Additionally, these results may be viewed as an indication that the item parameters of the scale are stable in samples with distinct response profiles (Fischer & Karl, 2019).

Regarding the relationship with the external variable, the data confirmed Hypothesis 4, revealing a strong positive correlation between job satisfaction and flourishing at work. These findings align with the existing literature, which points to a positive relationship between these constructs (Park et al., 2024; Oliveira-Silva & Porto, 2021). In this sense, when workers experience positive emotions at work - such as happiness, prosperity, good interpersonal relationships, and personal and professional fulfillment - their level of well-being increases, promoting flourishing in the workplace (Bedin & Zamarchi, 2019; Seligman, 2011).

This study has some limitations. First, it employed a cross-sectional design, with data

collected at a single point in time. Therefore, the findings do not allow for causal inferences. Additionally, the use of self-report instruments may have been influenced by participants' subjective perceptions, which can affect the accuracy and truthfulness of responses. Another limitation is related to the sample, which, although broad, was non-probabilistic and composed predominantly of workers from São Paulo and Rio Grande do Sul, who accounted for 47.7% nearly half of the total sample. This regional concentration may limit the generalizability of the findings to other regions of Brazil.

For future research, longitudinal studies are recommended to examine the stability of the unidimensional structure over time and across cultures. Additionally, it would be valuable to explore the relationship between job satisfaction and other variables, such as job performance, to deepen the understanding of how satisfaction influences the employee's motivation to excel and perform better than their peers. Lastly, future studies could investigate the scale's invariance across specific occupational groups such as administrative, technical, and operational sectors to provide further evidence of structural stability.

5 CONCLUSION

In summary, regarding theoretical contributions, sixteen years after its development, this instrument has demonstrated additional validity evidence. Moreover, due to its brevity and low respondent burden, it is easy to administer, especially in longitudinal studies aimed at monitoring changes in job satisfaction levels over time. Additionally, this study strengthens the nomological network of the job satisfaction construct by demonstrating a significant relationship with workplace flourishing, thereby contributing to a more integrated understanding of these constructs within the work context.

The practical contribution of this research lies in offering organizations a reliable instrument for measuring job satisfaction, which can provide useful input for decision-making and support the planning of organizational interventions aimed at promoting employee well-being. Thus, the scale can be used as an additional tool for identifying areas for improvement, monitoring changes, and evaluating the influence of organizational policies. In conclusion, the General Job Satisfaction Scale stands out as a useful and reliable measure for assessing job satisfaction. Its application can yield results that guide efforts toward fostering more satisfying, and consequently, more motivational and productive work environments.

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