

The Maastricht Instrument for Sustainable Employability – italian version (MAISE-IT): a validation study

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Objective

Governments and employers aim to promote sustainable employability (SE) in ageing societies. In the Netherlands, an instrument for tapping the employee perspective on SE (MAISE-NL), has recently been developed. This study aims to validate the Italian version of MAISE (MAISE-IT).

Methods

The MAISE-IT, the Work-Health Balance questionnaire and demographics (age, gender, education and occupational activity) were answered online by a total of 455 respondents (328 public administration workers and 127 respondents recruited on social networks). Construct and criterion validity were tested by means of CFA, reliability and correlational analyses. Subgroup analyses were performed through ANOVAs.

Results

The CFA analysis provided evidence of the MAISE-IT to consist of 12 scales divided over five areas: (1) Meaning of SE; (2) Level of SE; (3) Factors affecting SE; (4) Overall responsibility for SE; and (5) Responsibility for factors affecting SE. Construct validity, reliability and criterion validity were rather good. Italian employees reported a moderately high level of SE. They considered employers as being a bit more responsible for SE than employees.

Conclusions

This study showed the validity of the MAISE-IT in the Italian context. More validation studies are needed in larger samples from various work sectors and among vulnerable groups such as employees with health issues, older employees, self-employed employees and low-educated employees. The MAISE-IT should be used by employers to assess employees' needs in order to develop group or subgroup interventions for SE which fit the employee perspective. In the context of Industry 4.0, SE management at work has the potential to be supported by technology. The MAISE could be used in effectiveness evaluation of digital platforms specifically developed to promote SE.

Keywords

Sustainable Employability; Questionnaire; Workers' Well-being; Occupational Health Psychology