A Scale to Measure Workplace Exploitation (Wex-5)

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Abstract

Workplace exploitation involves the exploitation of employees that is marked by various forms of violations of labour laws, apart from safety violations and discrimination, and it continues to receive significant media attention. However, there is a paucity of standardized tools to measure this phenomenon. The present research has helped formulate a five-item workplace exploitation scale (Wex-5), developed using both exploratory and confirmatory factor analyses. The scale's construct and convergent validity, apart from composite reliability and internal consistency, have been proven. More importantly, the scale has been developed using responses (n =200) from individuals currently employed in multiple sectors, including the corporate sector, medical sector, NGO sector, apart from teaching, hospitality, training, and government sectors. Researchers and organizations interested in measuring workplace exploitation will find this scale both valid and reliable.

Introduction

While several positive effects of globalisation, such as increased economic development, reduced gender inequality, and improved human rights, have been systematically identified (Potrafke, 2015), globalisation has also been found to be an important factor contributing to within-nation income inequality (Potrafke, 2015) and exploitation of workers (Quirk et al., 2020). This, in turn, has led to a significant rise in the number of studies examining workplace exploitation (Davies, 2019; Lyu et al., 2023; Stanley et al., 2023). Workplace exploitation can be broadly defined as the exploitation of oneś employee at the workplace marked by criminal infringement, denial of leaves, violations of safety standards, as well as discrimination and other economic violations (Boucher, 2022). In simple terms, workplace exploitation is the violation of one or more rights that the worker possesses by the employer or others at the workplace. While there have been studies that have attempted to quantify or measure workplace exploitation (Boucher, 2023), there is an urgent need to develop a scientifically tested and reliable tool that can be used to measure this construct. This is the primary objective of the present study. Before delving into the process of scale development, there is a need to better understand workplace exploitation.

The modern understanding of workplace exploitation dates back to the perspective of Karl Marx, whose followers today use the term unfree labour to refer to all forms of worker exploitation emanating from economic coercion and highlighting the unequal nature of the relationship between the employee and the employer (Rioux et al., 2020). Marx strongly believed that it was both labour and nature that were the original source of all wealth and that the capitalist class exploits both these in order to store wealth for itself (Huber, 2017). While labour laws were established to protect workers from this exploitation, and although most countries do

have some form of laws to protect workers from exploitation (Kuddo, 2018), workplace exploitation continues to exist in different parts of the world (Bhat et al., 2023). This Marxian understanding of exploitation has its roots in the ideas of Immanuel Kant, another German Philosopher, who noted that in the capitalist system, workers are viewed as instruments used by their employers towards an end rather than being treated as ends in themselves (Brown, 2014). Such perspectives have led modern-day theorists and researchers interested in studying workplace exploitation to identify the possible components of this phenomenon. One such explanation has been provided by Boucher (2023) who has examined the historical development of labour laws, which has helped her derive the primary components of exploitation at the workplace, which are as follows: (1) criminal infringements, (2) economic violations of wage and hour entitlements, (3) safety violations, (4) leave and other workplace entitlement violations, and (5) discrimination violations. Based on these components and based on the existing definitions of workplace exploitation, apart from a theoretical background, the initial items of the scale were developed. From the organizational behavior perspective, there have been attempts to measure perceived exploitative employee–organization relationships (Livne-Ofer et al., 2019). However, there are no standardized scales to measure workplace exploitation in particular. The need for developing this scale is further highlighted by the fact that there are about 27.6 million people who experience such exploitation (International Labour Organization, 2024) but there is a paucity of scales that can effectively capture this blatant violation of human rights.

Theoretical Foundation

One of the glaring facts that can be derived from the statistics on exploitation laid out by the International Labour Organization (2024) is that about **63%** of the total number of individuals who are currently being exploited are being exploited in the private sector. This isn't to say that there isn't labour exploitation in the other sectors, but a significant majority of it appears to be occurring in this sector. Although there are several theories that attempt to explain

why the workers (and in particular workers in the private sector) are more vulnerable to workplace exploitation, one theory that stands out for its clarity and solid logic is the Risk Theory of Exploitation by Spector (2018). According to this theory, while the capital-owning class is not highly risk-averse since they have capital to bank on, the working class has nothing except its own labour to depend on. In other words, the lack of options to fall back on is the reason why the working class is risk-averse and is willing to accept poor working conditions combined with labour exploitation at the hands of its employers (Spector, 2018). This, according to Spector (2018), is the source of exploitation of workers. In developing countries such as India, several of the labour laws intended to protect workers are circumvented by employers by hiring contract workers, to whom many of the protections do not apply, again providing a large opportunity for workplace exploitation (Sapkal, 2016). This, combined with the fact that the Asia Pacific region (where India is located) has the highest number of workers who are exploited (International Labour Organization, 2024), motivated the researchers to undertake this effort to develop this scale. Thus, in the present study, the Risk Theory of Exploitation by Spector (2018) was helpful in developing the initial items of the scale. Although there are legal definitions of workplace exploitation, this theoretical foundation for this scale ensures that the items in the tool capture beyond what is already covered in such legal definitions.

Examining Existing Tools and Motivation for Scale Development

While workplace exploitation has gained significant attention over the years (Kim et al., 2020; Boersma & Nolan, 2022; Collins & Stringer, 2023), as far as the researchers are aware, there are no standardized scales that directly measure workplace exploitation of employees. However, scales that measure similar constructs do exist. For example, the original 12-item Workplace Bullying Scale, also known as Escala de Abuso Psicológico Aplicado en el Lugar de Trabajo (EAPA-T), was developed using confirmatory factor analysis to measure bullying at the workplace that included four factors- Control and manipulation of the work context, Emotional abuse, Professional discredit, and Role devaluation (Escartín Solanelles et al., 2010). It may be

noted that a reduced four-item scale was also later developed (Escartín et al., 2017). Another scale that measures a similar construct, namely, workplace harassment, has also been widely used by researchers. This is the 29-item Generalized Workplace Harassment Questionnaire (Rospenda & Richman, 2004). The scale consists of four factors, namely, covert hostility, verbal hostility, manipulation, and physical hostility (Rospenda & Richman, 2004). The third and more recently developed scale is the five-item Luxembourg Workplace Mobbing Scale (Steffgen et al., 2019). According to the authors, workplace mobbing includes personal attacks, social ostracism, hostile interactions or communications, and physical violence or threats (Steffgen et al., 2019). Developed and validated in three different European languages, the scale offers a quick insight into a form of workplace bullying. Apart from these three scales that are being widely used by researchers today, there are other scales that more or less measure similar constructs, for example, the Workplace Hazing Scale that examines segregation, verbal abuse, task-related hazing, physical abuse, and testing (Mawritz et al., 2022). On the whole, a thorough examination of existing scales in this context reveals that while there are scales that measure the harassment and abuse experienced by employees, there aren't any scales that directly measure workplace exploitation, which not only includes forms of abuse, but also exploitation which many of the existing scales fail to capture. The present scale will fill this existing gap.

Objectives

1. To scientifically develop a scale to measure workplace exploitation.

2. To ensure that the scale is suitable across various occupations through a heterogeneous sample.

Methodology

The main aim of the present research is to scientifically develop a scale to measure workplace exploitation. With the initial items of the scale being validated by employees from five different sectors and the final items being tested on employees, the goal is to ensure that the present scale can be used in a wide variety of workplace settings for future researchers.

Developed through three phases, the researchers will employ both exploratory as well as confirmatory factor analyses to develop the present scale, whose validity and reliability will also be examined.

Operational Definition

The researchers have used the components of workplace exploitation as laid out by Boucher (2023) to define workplace exploitation. In the present study, workplace exploitation refers to the exploitation of employees marked by various forms of violations of labour laws, apart from safety violations and discrimination. Keeping this and the other definitions in mind, the researchers set out to develop the scale in three different phases. It may be noted that the negative consequences of workplace exploitation include adverse impact on the health and well-being of employees, apart from a negative relationship between the employee and the organization, marked by an increase in the employees' intention to leave the organization as well (Bhat et al., 2023).

Tools of Data Collection

The data were collected through a questionnaire laid out in a Google Form. The questionnaire had two sections. The first one was intended to collect details regarding the background characteristics of the respondents in order to better understand the population. The second part had the Initial Workplace Exploitation Scale.

Ethical Consideration

The researchers secured ethical clearance from the first authorś institution (Approval Number: 2024-SJRIC-EC-10). Apart from this, the researchers also secured written consent from each of the respondents. The collected data were then stored in a password-protected computer for further analysis.

Inclusion Criteria

Respondents were required to have been an employee in that particular organisation for at least six months and had to be able to understand English. This was to ensure that the respondents had sufficient time to experience the workplace atmosphere and experience workplace exploitation, if it existed. Although India is a land of multiple languages (Anderson & Lightfoot, 2021), the requirement for knowing English was set since the questionnaire was in English.

Exclusion Criteria

Individuals who act as consultants and not as full-time employees as well as individuals who are completely working from home, were excluded from the study. It may be noted that since the COVID-19 pandemic struck the nation, the number of work-from-home employees has increased (Mukherjee & Narang, 2023). However, work-from-home employees and consultants who did not have sufficient or regular experience of working in the workplace environment or office were not included, as they might not be able to relate to many of the items in the questionnaire.

Phase 1

As mentioned previously, the researchers used the existing as well as the operational definition of workplace exploitation to develop the initial items of the scale while ensuring that the items were also in line with the chosen theory, that is, the risk theory of exploitation (Spector, 2018). In order to lay out the various dimensions of the construct of workplace exploitation, the researchers used the components of workplace exploitation as listed by Boucher (2023). The researchers then identified a total of 25 initial items of the tool, rated on a five-point Likert scale (Jebb et al., 2021), ranging from 0- Strongly Disagree to 4- Strongly Agree.

Phase 2

In the second phase, the researchers invited a total of five experts who were currently employed in various sectors. These included one from the corporate sector, one from the law-enforcement sector, one from the non-governmental sector, one from the medical sector (a

physician), and one from academia. These individuals were then asked to rate how relevant each of the 25 items was to workplace exploitation based on their own perspectives. Their responses were rated on a rating scale that ranged from 1- Not at all relevant to 4- Extremely relevant, meaning extremely relevant to workplace exploitation, based on their perspective. Their responses were then converted as follows to compute the content validity index. Responses that ranged from 1-2 were scored as zero on the final sheet, whereas responses that ranged from 3-4 were scored as 1. In this manner, the maximum an item could score was 5. The average score secured by each item was calculated. A total of 13 items had an average score of below 0.8, which is often treated as a cut-off. This led to a total of 12 items being retained, as they had an average score of 0.8 or more. The researchers then calculated the Average Content Validity Index, which is the sum of the Content Validity Index of each item divided by the total number of items (Yusoff, 2019). The Average Content Validity Index was found to be 0.83, which is above the required threshold of 0.8 (McGartland Rubio, 2005). Thus, the content validity of the tool was established. Table 1 shows the 12 items and the calculation of the content validity index.

Phase 3

Once the 12 items were finalised, the researchers carried out a pre-test with four employees from two companies. A pre-test can inform the researchers about any important changes that the questionnaire or tool of data collection may require and whether the potential respondents are able to understand the questions/items without being made uncomfortable by any of the questions/items (Hurst et al., 2015). All four respondents reported no difficulty understanding and felt comfortable while responding to the items in the questionnaire. Thus, the finalised questionnaire was deployed to collect data from the respondents.

Universe and Sampling

The universe and sampling were largely determined by the main objectives of the present research. Apart from the objective of scientifically developing a scale to measure workplace exploitation and meeting the minimum acceptable sample size of 120 or 10 responses per item in

the scale (Sapnas & Zeller, 2002), the goal was to ensure that this scale could be used across different occupations. Firstly, the questionnaire was distributed among a corporate company in India with around 2000 employees. A total of 100 employees responded to the questionnaire. This was followed by the researchers sharing the questionnaire on WhatsApp groups with working professionals from multiple disciplines, which led them to secure another 100 respondents. Thus, the total sample size is 200 (n = 200). It may be noted that only those respondents who consented to be part of the study and who met the inclusion criteria were included. The aim was to ensure that an equal number of respondents from a single entity (a corporate company) and from other occupations and disciplines were a part of the research in order to ensure a wider applicability of the tool.

Background Characteristics of the Respondents

Of the total respondents (n = 200), female (51.5%) and male (47.5%) respondents were almost equally represented. Two respondents (1%) identified as transgender as well. The mean age of the respondents was 32.75 years, with the minimum being 20 years and the maximum being 62 years. While the majority (73.5%) of the respondents have a postgraduate degree, there were also those with an undergraduate degree (18 %), PhD (7 %), and diploma (1.5%). As far as the years of work experience were considered, while a slight majority (56.5%) of the respondents had five or less than five years of work experience, almost one-third (31.5%) of the total respondents had more than ten years of work experience, and the remaining 12 % had between 6-10 years of work experience. With regard to the area/sector of work, the majority (61.5%) of the respondents were working in the corporate sector, followed by other areas such as medical (12.5%), NGO/other (10.5%), teaching (8.5%), hospitality (6%), training (0.5%), and government (0.5%).

Results of the Factor Analyses

Once the data were collected, they were analysed using SPSS (version 26) and SPSS-AMOS (version 29). First, the researchers conducted exploratory factor analysis through

the Principal Axis Factoring method and loadings below 0.5, which is widely regarded as the standard threshold, were suppressed (Cheung et al., 2024). Item 1 did not meet the minimum loading criteria and hence was removed from further analysis. The remaining 11 items all had a factor loading of 0.5 or above. The researchers then carried out confirmatory factor analysis using AMOS. Since the model did not fit as expected, based on the suggestions laid out in the modification indices column of the software and after examining the standardized residual covariances, six items were removed, and two error terms were connected to secure a model fit. The final model consisted of five items- namely, item 2, item 3, item 4, item 10, and item 11. These were then renamed as Wex 1, Wex 2, Wex 3, Wex 4, and Wex 5, respectively, and the tool was named Wex-5 for improved clarity (Wex referring to Workplace Exploitation).

Descriptive Statistics Related to Items

Table 2 shows the item-wise descriptive statistics for the five items, including the mean and standard deviation. Furthermore, column 4 shows the corrected item-total correlations for each of the five items. The corrected item-total correlation is examined to note the association of each of the items in the scale with the total score on the other items (Zijlmans et al., 2019). The minimum acceptable value for the corrected item-total correlation is 0.3 (Cristobal et al., 2007), and in the present study, the lowest reported value is 0.571 (Wex-4), whereas the highest reported value is 0.719 (Wex-2). Hence, all the items meet the minimum requirements in this aspect. Finally, column 5 indicates the Cronbach's alpha of the tool if items are deleted. In this column, none of the individual items has a value greater than the overall value of 0.823. Therefore, none of the items in the scale needed to be dropped.

Exploratory Factor Analysis

The researchers then carried out exploratory factor analysis, a multivariate statistical method aimed at identifying factors which is essential in the development of scales (Watkins, 2018). In particular, the researchers adopted Principal Axis Factoring, a least squares fitting approach in exploratory factor analysis that uses variances and covariances to reduce

dimensionality (Grieder & Steiner, 2022). The researchers opted for this approach as it is one of the oldest and most popularly used approaches in exploratory factor analysis. The researchers also carried out the Kaiser-Meyer-Olkin (KMO) and Bartlett's Tests. While the KMO test checks for the adequacy of the sample size for factor analysis, Bartlett's test of Sphericity helps determine the factorability of the data (Shrestha, 2021). The KMO value turned out to be 0.799, which is considered adequate for conducting factor analysis (Alexander, 2016). Hence, the sample size is adequate for carrying out the factor analysis. Furthermore, Bartlett's test, which is expected to be statistically significant at least at a moderate level or less than 0.5 (Tobias & Carlson, 1969), was found to be statistically significant at a very high level (Approx. Chi-Square = 362.801; df = 10; $p<0.001$). It is important to note that Bartlett's test of Sphericity is a powerful test that can help detect spurious data and must be examined while carrying out factor analysis (Tobias & Carlson, 1969).

Checking for Multicollinearity

The correlation matrix showed that although all five items are positively correlated and the correlations are statistically significant ($p<0.05$), none of the correlation values were equal to or above 0.7. In fact, the highest correlation value was found to be 0.600, while the lowest was found to be 0.402. Hence, no multicollinearity was reported (Kim, 2019). Furthermore, the determinant for the correlation matrix was found to be 0.158, which is greater than 0.00001 and is further proof of the absence of multicollinearity. This is an important step since multicollinearity can have detrimental effects on factor analysis (Kyriazos & Poga, 2023).

Total Variance Explained

Table 3 shows the total variance explained, and as observed, one factor was extracted with an Eigenvalue of more than 1, and it explains 59.2 % of the total variance. This is well within the expected range (Williams et al., 2010).

Communalities and Factor Loadings

Table 4 shows the communalities, while Table 5 shows the factor loadings. Communality refers to the common variance ranging from 0 to 1, with higher values suggesting that the extracted factors explain more of the variance of an item in the scale (Bruin, 2006). The minimum expected value is 0.4 (Taherdoost et al., 2014), and in the present dataset, all the communalities were found to be greater than the minimum threshold of 0.4. The researchers opted for Promax factor rotation which is a form of oblique rotation and is used when the factors are correlated (Columbia University, 2016). However, no rotated solution was produced as the tool was unidimensional in nature. While the lowest factor loading was 0.648 (Wex-4), the highest factor loading was 0.824 (Wex-2). Hence, all the items had a factor loading of above 0.6.

Convergent Validity

Convergent validity points to the fact that there is a strong correlation between the various items in the scale, often viewed through factor loadings of above 0.4 (Stevens, 2001). All the items in Wex-5 loaded above this minimum threshold, thus proving convergent validity.

Discriminant Validity

Since Wex-5 is a unidimensional scale, discriminant validity does not need to be established.

Construct Validity

Construct validity can be established through confirmatory factor analysis and the fit indices. The results of the confirmatory factor analysis and the fit indices can be seen in Table 5. Based on the results, it can be stated that construct validity was established.

Reliability (Internal Consistency)

The researchers carried out the reliability analysis using SPSS. The Cronbach Alpha value of 0.823 is indicative of the fact that the scale is reliable from the point of view of internal consistency (Taber, 2018).

Composite Reliability

Composite reliability, which measures the reliability of the items loaded onto a latent construct, was calculated through an Excel sheet (Analysis INN, 2020). The composite reliability value was noted to be 0.854, which is above the acceptable value of 0.6, thus establishing composite reliability (Fornell & Larcker, 1981).

<div align="center">Confirmatory Factor Analysis</div>

Confirmatory factor analysis was carried out to check whether the factor structure aligns well with the observed data. The results of the confirmatory factor analysis conducted using AMOS (as seen in Table 5) highlight the fact that the model was found to be a good fit (Github, 2024). Specifically, the CMIN/df value was found to be below the threshold of 3, indicating a good model fit (Kline, 2011). Similarly, other indices such as the Comparative Fit Index (CFI), Root Mean Square Error of Approximation (RMSEA), Normed Fit Index (NFI), and the Probability of close fit (P-Close), are all within the acceptable range, further providing evidence for a good fit (Github, 2024). Figure 1 shows the path diagram with the standardized estimates as well.

Wex-5 Items and Scoring

 The items (as seen in Table 6) are as follows: Wex-1: I am forced to work in unhealthy working conditions; Wex-2: I do not feel safe in my work environment; Wex-3: My job has certain health risks which my organisation does not care about; Wex-4: I am often physically harassed by my boss or other colleagues; Wex-5: I am often forced to carry out my boss's personal duties. Respondents can choose between five responses: 4 - Strongly agree; 3 - Agree; 2 - Neither agree nor disagree; 1 - Disagree; 0 - Strongly disagree. The maximum score is 20, while the minimum score is 0, with higher scores indicating increased workplace exploitation. 0-5: low, 6-10: mild, 11-15: moderate, and 16-20: high. There is no reverse scoring.

Comparison with other tools

As mentioned previously, there is a serious need for a scale that can measure workplace exploitation. Although there are certain standardised tools that measure challenges and problems faced by workers, none of them measure workplace exploitation as far as the researchers are aware, except one tool called the Workplace Exploitation Scale developed by Kuar and Jhamat. However, this scale is not available online and is rarely mentioned in a few studies carried out in the Indian context. In one study by Talpada & Pathak (2018), the researchers mention that the scale has 46 items. However, as far as the researchers of the present study are aware, there is no information on whether or not that particular tool is standardised and checked for validity and reliability by the original authors. Apart from this tool, there are a few other tools, such as the workplace bullying scale, which has a total of 21 items and measures workplace bullying (Anjum et al., 2019). However, this scale, unlike Wex-5, does not take the physical work environment into account. On the other hand, there is the Risk assessments and Safety Management tool (Niskanen et al., 2012), a questionnaire that primarily focuses on the safety related to their workplace. However, it does not highlight the problem of exploitation faced by employees, which the Wex-5 takes into account. Apart from these, there are other tools, such as the Luxembourg Workplace Mobbing scale (Steffgen et al., 2019) and the Workplace Ostracism Scale (Ferris et al., 2008), which both examine the negative experiences of employees but do not measure exploitation in particular. Wex-5 fills these existing gaps.

Discussion

An examination of existing literature revealed that there was a need to develop a standardised tool to measure workplace exploitation, and the present effort of the researchers has helped fill that gap. Developed using both exploratory and confirmatory factor analysis, the five-item scale has shown a high level of reliability in terms of internal consistency and composite reliability, apart from construct and convergent validity. Additionally, the scale has been developed using responses working in a wide variety of sectors, including the corporate sector, which makes it ideal to be used in almost any institutional setting. Wex-5 is also easy to

understand, making it possible to use it among working-class individuals with a basic working-level understanding of English. Being a five-item scale also offers two other advantages. Firstly, it does not take much time to respond to, making it easier for busy workers to respond to. Secondly, the short nature of the tool allows for a greater possibility for translation to other languages with fewer errors in translation. In a world where every organization is aiming for increased success each year, there is always a rising possibility of the organization putting increased pressure on its workers in order to achieve this objective. This may also involve cost-cutting measures that make the work environment unsafe or unhealthy for the workers. Despite these underlying problems, workers may continue to bear the unhealthy and unsafe work environment, including their exploitation by their boss, as they may not have the option to quit due to their lack of capital, as explained by the risk theory of exploitation (Spector, 2018). This is particularly true in developing countries where the size and density of the population are large and where the labour laws are either weak or poorly executed. However, such a phenomenon may also exist in certain corporations and organizations in the developed world where a culture of silence is propagated by managers and the Chief Executive Officer (CEO). All of these factors warrant a standardised tool that can not only help measure this troubling phenomenon but can also be used by organisations to understand what their own employees are going through. Organisations can use the data they gather using this tool to improve their work environment and culture which in turn might help reduce their attrition rates as well. Researchers and policy makers can also use this scale to compare the existing levels of workplace exploitation across different professions and organisations to help formulate solutions and policy changes that can not only improve the quality of work life of the workers themselves but can also help prevent the outmigration of talented and hardworking youth who leave a developing country and move into a developed country where the labour laws are more favourable to the workers and where they are less likely to be exploited. Thus, this standardised tool will be useful to a wide variety of researchers and organisations, including governments.

Conclusion

The development of a standardised scale to measure workplace exploitation was a long-standing requirement to better measure this global phenomenon across occupations and organisations. The Wex-5 as a reliable and valid tool, fills that research gap and can be used by researchers in the future. Developed using both exploratory and confirmatory factor analyses, this tool is ideal for researchers interested in studying this problem. The researchers hope that the scale will be translated in the near future by other researchers and will be used across the globe as well.

Limitations

One of the limitations of the present study is that it has been developed using a sample from only one country and using five experts to initially test the tool for content validity. It is hoped that researchers in the future will test it out across other countries and will use Lawshe's content validity ratio to establish content validity. The researchers could have also used multilevel modeling in order to account for the hierarchical structure of the data. Furthermore, due to the lack of an additional sample, the researchers carried out both exploratory and confirmatory factor analyses using the same sample. However, in order to mitigate this, the researchers have carried out the Bollen-Stine Bootstrap procedure using 1000 bootstrap samples, and it indicated that the model was indeed robust (p = .412).

Suggestions for Future Research

Researchers in the future could consider translating this tool into local languages and using it to collect data from daily wage labourers in the country who belong to the unorganized or informal sector. While translating the scale and while testing its unidimensionality, researchers could consider using the parallel analysis or Velicer's Minimum Average Partial (MAP) test as well. Also, researchers could refer to the International Test Commission (ITC) guidelines to provide a structured approach to future cross-cultural validation. This could lead to greater

insights into the plight of the unorganized workers in the country and could motivate policymakers to bring about some positive changes in the existing labour laws. Longitudinal studies using this scale could also be carried out to improve our understanding.

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Table 1- Content Validity Index

Item No.	Expert 1	Expert 2	Expert 3	Expert 4	Expert 5	Total	I-CVI
2	0	1	1	1	1	4	0.8
5	0	1	1	1	1	4	0.8
8	1	1	0	1	1	4	0.8
12	1	1	1	0	1	4	0.8
13	1	1	1	1	1	5	1
14	0	1	1	1	1	4	0.8
15	1	0	1	1	1	4	0.8
16	1	1	1	0	1	4	0.8
17	1	0	1	1	1	4	0.8
20	1	1	1	1	1	5	1
22	1	1	1	0	1	4	0.8
24	1	1	1	0	1	4	0.8
WOES- *Workplace Exploitation Scale;* **I-CVI:** *Item Content Validity Index;* **S-CVI-Ave:** *Average of I-CVI across the items.*						**S-CVI-Ave: 8.33**	

Table 2: Item Wise Descriptive Statistics

Items/ Variables	Mean	SD.	r^c i-t	$(\alpha - i)$
(1)	(2)	(3)	(4)	(5)
Wex-1	1.3800	1.1098	0.620	0.787
Wex-2	1.0850	1.0503	0.719	0.757
Wex-3	1.4150	1.1660	0.598	0.796
Wex-4	0.6750	0.7953	0.571	0.805
Wex-5	0.9100	1.0233	0.605	0.791
Cronbach's Alpha 0.823				
Note: r^c i-t – Corrected item-total correlations. $(\alpha$-i$)$ – Cronbach's alpha if items are deleted. N= 200				

Table 3: Total Variance Explained

Component	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	2.960	59.210	59.210
2	0.828	16.570	75.779
3	0.469	9.385	85.164
4	0.392	7.837	93.001
5	0.350	6.999	100.000

Table 4- Communalities and Factor Loadings

Items/Variables	Extraction	Factor Loadings
WEXS 1	0.464	0.681
WEXS 2	0.678	0.824
WEXS 3	0.428	0.654
WEXS 4	0.419	0.659
WEXS 5	0.479	0.648

Table 5- Results of the Confirmatory Factor Analysis

Measure	Estimate
CMIN(χ^2)	3.972
df	3
CMIN/df	1.324
CFI	0.997
RMSEA	0.040
P Close	0.462
NFI	0.989
Fit indices: CMIN- Chi-square, **df-** degree of freedom, **CMIN/df -** Chi-square divided by degrees of freedom, **CFI-** Comparative Fit Index, **RMSEA -** Root Mean Square Error of Approximation, **NFI-** Normed Fit Index, **P Close-** Probability of close fit.	

The Workplace Exploitation Scale (Wex-5)

Item no.	Item	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Wex-1	I am forced to work in unhealthy working conditions.					
Wex-2	I do not feel safe in my work environment.					
Wex-3	My job has certain health risks which my organisation does not care about.					
Wex-4	I am often physically harassed by my boss or other colleagues.					
Wex-5	I am often forced to carry out my boss's personal duties.					

Scoring

Responses

Strongly agree: 4

Agree: 3

Neither agree nor disagree: 2

Disagree: 1

Strongly disagree: 0

Minimum score: 0 and **Maximum score:** 20, with higher scores indicating higher levels of workplace exploitation.

Levels of workplace exploitation
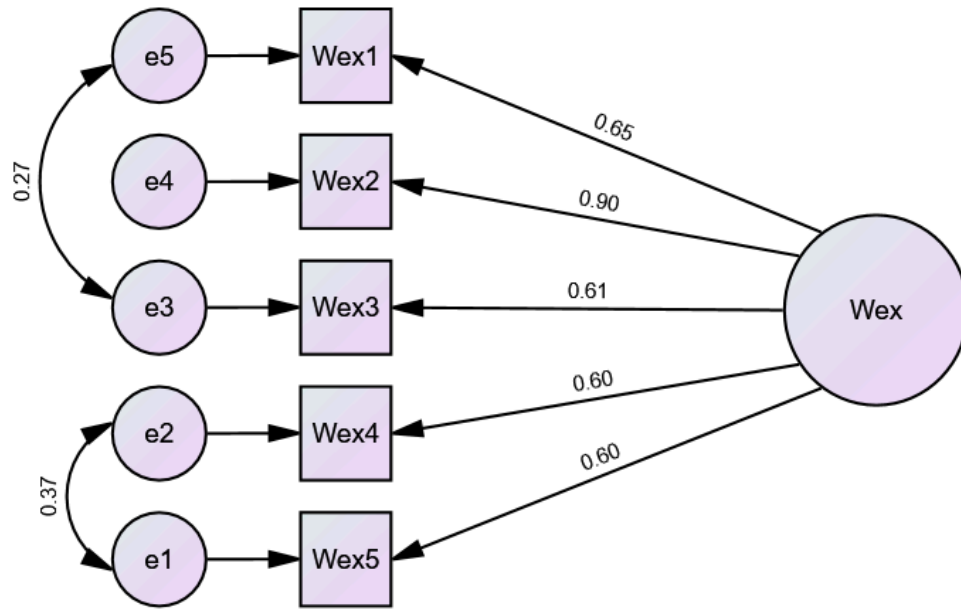
0-5: Low

6-10: Mild

11-15: Moderate

16-20: High

Figure 1- Path Analysis