

Perceived Flexibility Requirements at Work and the Entreplooyee-Work-Orientation: Concept and Measurement

Thomas Höge

University of Innsbruck

ABSTRACT

The paper describes the conceptual background and the development of the Flexibility Requirements Scales and the Work Orientation Scales as well as first validity findings. Both measures are based on the entreplooyee concept (e.g., Pongratz & Voß, 2003b). After summarizing the sociological background and content of the entreplooyee concept, distinguishing it from related approaches (intrapreneurship, protean / boundaryless career orientations), and outlining why the entreplooyee concept contributes to quantitative psychological research on flexibility at work, two studies are presented. In Study 1 ($N = 689$) the factor structures of the two measures are tested by confirmatory factory analyses and the relation between flexibility requirements and work orientations are inspected. The results of Study 2 ($N = 441$) give evidence for correlations between flexibility requirements, job control, working time autonomy, and cognitive irritation, as well as associations between the dimensions of the entreplooyee-work orientation, a protean career attitude, personal initiative, and ambiguity tolerance.

Keywords

Flexibility at work – flexibility requirements – entreplooyee – work orientations – work values