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Cross-Cultural Adaptation and Psychometric Evaluation of the Indonesian Version of the Utrecht Work Engagement Scale (UWES-9)

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ABSTRACT

This study aims to investigate a linguistic and cultural adaptation of the nine-item version of the Utrecht Work Engagement Scale (UWES-9) into Indonesian, as well as to examine its construct validity and internal reliability in the context of Indonesia. The adaptation process followed standard procedures for cross-cultural instrument adaptation, including forward translation, back-translation, field testing, and psychometric analysis. Data were collected from 252 workers in South Sulawesi Province with diverse demographic backgrounds and types of employment. Analysis was carried out using Confirmatory Factor Analysis (CFA) and internal reliability analysis. The results showed that two main dimensions of the UWES-9, namely vigor and dedication, had adequate construct validity and reliability, while the absorption dimension showed weaknesses in convergent validity and internal consistency (ω = .35). The three-factor model of the Indonesian version of the UWES-9 did not yet demonstrate optimal model fit (CFI = .83, TLI = .74, RMSEA = .22, SRMR = .09), indicating the need for structural modification, particularly in the absorption dimension. These findings highlight the importance of contextually and culturally valid instrument adaptation to ensure effective and accurate use before being widely applied for psychological measurement in Indonesian workplaces. In addition, further research is highly recommended to explore cultural factors that may influence individuals' responses to this instrument within the local work context.

Keywords: Construct Validity; Employees; Indonesia; Internal Reliability; Scale Adaptation; Work Engagement; Work Psychology.

INTRODUCTION

In the ever-evolving world of work, organizations are required to create a work environment that supports productivity, well-being, and long-term employee commitment (S. He et al., 2025; Knotts et al., 2025; L. Zeng et al., 2025; Zhu et al., 2026). One of the psychological factors that plays a crucial role in supporting these aspects is work engagement (Abualruz et al., 2024; Perwira et al., 2021; Siswanti et al., 2024). This construct has become the focus of much

research in industrial and organizational psychology due to its strong association with various positive outcomes, such as increased performance, loyalty, and job satisfaction.

Schaufeli et al. (2002), define work engagement as a positive, fulfilling, and work-oriented psychological state characterized by three main components: vigor, or enthusiasm and high energy at work; dedication, which refers to a strong commitment as well as a sense of pride and meaning towards one's job; and absorption, which is the feeling of being deeply immersed in work to the point that time seems to pass quickly. Unlike mere job satisfaction or organizational loyalty, work engagement reflects employees' direct positive experiences with their daily work (Duan et al., 2025; Hagen et al., 2025; Kohnen et al., 2025; Lu et al., 2025; Van den Brand et al., 2025).

This construct has been proven to have significant implications for organizational success. Several previous studies have shown that employees with high work engagement tend to be more productive (Abdulrahman et al., 2022), more creative (Anindita, 2023), experience less burnout (Aryatno, 2019), and are more committed to the organization (Meilinda et al., 2022). In high-pressure work environments, work engagement also acts as a psychological buffer that helps individuals endure and function optimally (García-Sierra et al., 2016; Noor Faezah et al., 2025; Sharma et al., 2025; Xu et al., 2025; Y. Zeng et al., 2025). On the other hand, low work engagement can be an early indicator of declining morale (Mabe et al., 2025), an increased intention to leave the job (Silviana & Cahyadi, 2023), and even dysfunction within teams and organizations (Barthes et al., 2025; Hejazi & Sadoughi, 2025; Hoon Song et al., 2014; Kebede, 2025; D. Li et al., 2025; Singh, 2025).

As the importance of work engagement in human resource management continues to grow, the need for an accurate, concise, and locally relevant measurement tool becomes increasingly significant (Akwaboah et al., 2025; Q. He et al., 2025). One of the most widely used instruments for measuring work engagement is the Utrecht Work Engagement Scale (UWES). This instrument was originally developed by Schaufeli et al. (2002) in a 17-item version, and was later simplified by Schaufeli et al. (2006) into the UWES-9, a brief version that still maintains the three main dimensions of the work engagement construct, with three items for each dimension. The UWES-9 is designed to facilitate the measurement process while maintaining its validity and reliability.

Various studies have proven the validity and reliability of the UWES-9. In countries such as Spain (Domínguez-Salas et al., 2022), Japan (Shimazu et al., 2010), and Brazil (Lins de Holanda Coelho et al., 2023), the UWES-9 demonstrates a stable factor structure and a high level of reliability. However, these results cannot automatically be generalized to all cultural contexts. Several cross-cultural studies indicate that the factor structure of the UWES-9 may differ depending on cultural background, language, and different work contexts (Schaufeli et al., 2017).

In Indonesia, the use of UWES-9 is still limited and has not been comprehensively adapted for a broader worker population. Several preliminary studies using UWES-9 in Indonesia, such as those conducted by Kristiana et al. (2019), show its potential for use but also indicate the need for further adaptation. This highlights the importance of the process of cultural adaptation and local validation before a foreign psychological measurement tool is widely used in a new context. Without proper adaptation, the original meaning of the items may become distorted, ultimately reducing the accuracy of measurement results and the effectiveness of its use (Beaton et al., 2000).

The adaptation of psychological measurement tools is not just a process of language translation, but also involves the equivalence of conceptual meanings, psychometric structure, and ensuring that the instrument measures the same construct as in the original context (Hambleton et al., 2004). In relation to the UWES-9, a systematic process is required, including forward-backward translation, content and construct validity testing, reliability testing, as well as exploration of factor structure through confirmatory factor analysis (CFA) or exploratory factor analysis (EFA) (Beaton et al., 2000). This aims to ensure that the Indonesian version of the UWES-9 can validly and reliably measure work engagement among Indonesian workers within their cultural backgrounds, social norms, and work environments.

Based on the above argument, this study aims to adapt the Utrecht Work Engagement Scale-9 (UWES-9) into Indonesian and to test its validity and reliability within the organizational context in Indonesia. Specifically, this study aims to carry out a linguistic and cultural adaptation of the 9-item version of the Utrecht Work Engagement Scale (UWES-9) into the Indonesian version. This adaptation includes linguistic translation as well as modifications to the meaning to ensure suitability with the cultural context and work environment in Indonesia.

In addition, this study also aims to test the construct validity and internal reliability of the Indonesian version of the UWES-9 to ensure that this measurement tool can accurately and consistently assess work engagement among Indonesian workers. The results of this study are expected to provide practical recommendations for organizations and researchers in using this instrument for psychological assessment, human resource development, and data-driven organizational intervention planning.

The contributions of this research are both theoretical and practical. Theoretically, the results of this study are expected to enrich the literature on work engagement in Indonesia, while also providing insights into the psychological dynamics of work within the local cultural context. On the practical side, the validated Indonesian version of the UWES-9 can be used by organizations as a reliable measurement tool for designing interventions to enhance employee engagement and wellbeing.

METHOD

Participant and procedure

This study comprised 252 participants employed across various companies, agencies, business units, or organizations. The participants were selected through a non-probability sampling method, specifically utilizing a convenience sampling approach. This technique was used because the researcher aimed to reach participants practically and quickly through online distribution, especially considering time constraints and limited direct access to a broad population (Etikan et al., 2016). Data were collected online via Google Form. The inclusion criteria for participants were as follows: (1) aged 18 years or older, and (2) currently employed at an agency or organization at the time of completing the questionnaire. Additionally, participants must also (3) have a direct supervisor overseeing their work, and (4) reside in South Sulawesi Province, Indonesia. These criteria were established to ensure that participants are in a formal work context relevant to the measurement of work engagement. See Table 1 for more details about participants characteristics.

Table 1
Participant demographic information on work engagement

Variables	n	%	M	SD
N	252	100	42.01	10.44
Gender				
Male	123	48.8%	43.15	10.05
Female	129	51.2%	40.93	10.72
Education				
High school	48	19%	39.67	12.34
College Diploma	31	12.3%	38.74	12.85
Undergraduate	146	58%	43.30	9.09
Professional education	3	1.2%	43.33	15.94
Postgraduate	24	9.5%	42.92	9.01
Tenure				
< 1 year	7	2.8%	42.29	7.84
1 – 5 years	171	67.8%	41.14	11.03
6 – 10 years	34	13.6%	41.85	10.91
11 – 15 years	15	6%	45.80	4.61
16 – 20 years	14	5.6%	44.86	8.40
21 – 25 years	8	3.2%	46.88	6.15
> 25 years	3	1.2%	47.67	8.38
Employment contract				
Part-time	46	18.3%	41.85	10.24
Full-time	119	47.2%	41.39	10.93
Permanent full-time	87	34.5%	42.95	9.88
Monthly income (in Rupiah)				
< 1.400.000	45	17.9%	39.96	11.46
1.400.001 – 2.800.000	38	15.1%	41.08	10.77
2.800.001 – 5.600.000	105	41.7%	41.73	10.47
5.600.001 – 7.000.000	30	11.9%	44.27	8.49
> 7.000.001	34	13.5%	44.65	9.77
Leadership role				
Yes	177	70.2%	42.15	10.65
No	75	29.8%	41.95	10.38

Source: Data processed by SPSS and JASP

Based on Table 1, this study involved 252 respondents from various demographic backgrounds and job characteristics. By gender, the respondents consisted of males (48.8%) and females (51.2%). In terms of education level, the majority of respondents were bachelor's degree graduates (58%), followed by high school graduates (19%), Diploma holders (12.3%), master's degree graduates (9.5%), and professional education (1.2%). For work experience, most respondents had 1–5 years of work experience (67.8%), followed by groups with 6–10 years (13.6%), 11–15 years (6%), 16–20 years (5.6%), 21–25 years (3.2%), < 1 year (2.8%), and > 25 years (1.2%).

Based on the type of employment contract, nearly half of the respondents work under a full-time contract (47.2%), while 34.5% hold permanent full-time positions, and 18.3% work under a part-time contract scheme. In terms of monthly income, the largest salary range falls between Rp2,800,001–5,600,000 (41.7%), followed by the group earning < Rp1,400,000 (17.9%), Rp1,400,001–2,800,000 (15.1%), > Rp7,000,001 (13.5%), and Rp5,600,001–7,000,000 (11.9%). Regarding the ownership of subordinates, the majority of respondents have subordinates (70.2%), while the rest do not have subordinates (29.8%).

Based on work schedule arrangements, most respondents have a flexible work schedule (55.6%), while the remaining 44.4% work with a fixed schedule of at least 40 hours per week. Overall, the average work engagement score among all respondents is 42.01 with a standard deviation of 10.44. The highest average work engagement is seen in the group with more than 25 years of service (M = 47.67; SD = 8.38) and in the group earning more than Rp7,000,001 (M = 44.65; SD = 9.77), while the lowest average score was found among respondents with a Diploma education (M = 38.74; SD = 12.85).

Measure and adaptation procedure

The measurement tool used in this study is the short version of the Utrecht Work Engagement Scale (UWES-9) developed by (Schaufeli et al., 2006). This instrument is designed to measure work engagement, which is divided into three main dimensions: vigor, dedication, and absorption. Each dimension is measured using 3 items, resulting in a total of 9 items in this scale. Respondents are asked to rate the frequency of their work experiences using a 7-point Likert scale, with the following categories: 0 = Never, 1 = A Few Times a Year, 2 = Once a Month, 3 = A Few Times a Month, 4 = Once a Week, 5 = A Few Times a Week, 6 = Every Day. One example item is: “At my workplace, I feel full of energy,” which is part of the vigor dimension.

The language adaptation process follows four main stages in the cross-cultural adaptation of measurement instruments as outlined by Beaton et al. (2000): (1) forward translation, (2) back-translation, (3) field testing, and (4) psychometric testing. In the forward translation stage, two bilingual translators proficient in psychological terminology independently translated the original UWES-9 from English into Indonesian. The translation results were then compared and harmonized into a single version that maintained the conceptual meaning of each item. The next stage is back-translation, in which the Indonesian version was translated back into English by translators who had not seen the original version beforehand. This back-translation was compared with the original to ensure equivalence of meaning. After that, field testing was conducted with 252 participants selected using convenience sampling. The aim was to evaluate the extent to which the translated items could be well understood by respondents, as well as to identify potential issues in interpretation or in completing the scale. After the field testing was carried out, the next stage was data analysis to assess the psychometric quality of this adapted version of the instrument.

Table 2
Scale translation and adaptation

Items	English	Bahasa Indonesia
Vigor Scale		
1	At my work, I feel bursting with energy.	*Di tempat kerja saya, saya merasa penuh dengan energi.*

Items	English	Bahasa Indonesia
2	At my job, I feel strong and vigorous.	*Di pekerjaan saya, saya merasa kuat dan bersemangat.*
3	When I get up in the morning, I feel like going to work.	*Ketika saya bangun di pagi hari, saya merasa ingin bekerja.*
Dedication Scale		
4	I am enthusiastic about my job.	*Saya antusias dengan pekerjaan saya.*
5	My job inspires me.	*Pekerjaan saya menginspirasi saya.*
6	I am proud of the work that I do.	*Saya bangga dengan pekerjaan yang saya lakukan.*
Absorption Scale		
7	I feel happy when I am working intensely.	*Saya merasa senang ketika saya bekerja dengan intens.*
8	I am immersed in my work.	*Saya tenggelam dalam pekerjaan saya.*
9	I get carried away when I am working.	*Saya terbawa suasana saat bekerja.*

Source: Data processed by SPSS and JASP

Table 2 presents the results of the linguistic adaptation of the short version of the Utrecht Work Engagement Scale (UWES-9) from English into Indonesian. This adaptation process covers nine items divided into three main dimensions: vigor, dedication, and absorption. Each item was carefully translated while maintaining its conceptual meaning in accordance with Indonesian cultural and linguistic context. For example, an item in the vigor dimension such as "At my work, I feel bursting with energy" was translated as "Di tempat kerja saya, saya merasa penuh dengan energi." Similarly, items in other dimensions, such as in dedication, "My job inspires me" was adapted as "Pekerjaan saya menginspirasi saya," and in absorption, "I am immersed in my work" became "Saya tenggelam dalam pekerjaan saya." This translation process followed cross-cultural adaptation guidelines to ensure that the Indonesian version of UWES-9 is clearly understood by respondents and remains conceptually equivalent to the original version.

Data Analysis

Data analysis in this study was conducted using two main software packages, namely SPSS and JASP. The analysis began with descriptive statistics to illustrate the distribution of data for each item, including the mean, standard deviation, as well as skewness and kurtosis. Next, the internal reliability of each dimension was evaluated using the omega coefficient, which is considered more accurate than alpha in assessing the internal consistency of a scale (Hayes & Coutts, 2020; Sijtsma, 2009). To test the factor structure of the Indonesian version of the UWES-9 scale, Confirmatory Factor Analysis (CFA) was conducted using the Maximum Likelihood Robust (MLR) estimation method, which is capable of providing more stable and accurate estimates even when the data are not fully normally distributed (C.-H. Li, 2016). This approach aims to ensure that the factor structure of the scale remains theoretically and empirically consistent within the Indonesian cultural context.

RESULT AND DISCUSSION

Result

Table 3
Work engagement descriptive statistics

Item	Mean	Std. Deviation	Skewness	Kurtosis
1	4.84	1.46	-1.33	.91
2	4.93	1.36	-1.34	1.06
3	4.75	1.60	-1.39	1.22
4	4.97	1.35	-1.41	1.61
5	4.86	1.56	-1.44	1.33
6	5.17	1.41	-1.82	2.63
7	5.02	1.44	-1.83	3.26
8	3.38	2.16	-.38	-1.20
9	4.04	1.98	-.82	-.51

Source: Data processed by SPSS and JASP

Table 3 shows the results of the descriptive statistical analysis for each item in the UWES-9 scale. The mean scores for the items range from 3.38 to 5.17, indicating that, in general, respondents gave relatively high ratings to items reflecting work engagement. The item with the highest average score is item 6 ("I am proud of the work that I do") (M = 5.17; SD = 1.41), while the item with the lowest average score is item 8 ("I am immersed in my work") (M = 3.38; SD = 2.16).

Most items show negative skewness values, indicating that the distribution of responses tends to lean toward higher scores. The highest skewness value was recorded on item 7 (-1.83), while the highest kurtosis value was found on the same item (3.26), indicating a more peaked distribution compared to a normal distribution. Conversely, two items in the absorption dimension (items 8 and 9) show lower skewness and kurtosis values, indicating a more even or flatter distribution of responses. These findings provide an initial overview that most respondents experience work engagement quite frequently, especially in the dimensions of dedication and vigor.

Table 4
Measurement model fit indices

Index	Value	df	*P*
Chi-square (X^2)	320.10	24	< .001
Comparative Fit Index (CFI)	.83		
Tucker-Lewis Index (TLI)	.74		
Root mean square error of approximation (RMSEA)	.22		
Standardized root mean square residual (SRMR)	.09		

Source: Data processed by SPSS and JASP

Table 4 presents the results of the model fit analysis from the Confirmatory Factor Analysis (CFA) on the three-factor structure of the Indonesian version of the UWES-9, which includes the dimensions of vigor, dedication, and absorption. The test results indicate that this

model has inadequate fit. The chi-square value ($\chi^2[24] = 320.10$, $p < .001$) shows a significant difference between the proposed model and the empirical data, meaning the model has not yet optimally represented the data structure.

Other fit indices also show less than ideal results. The Comparative Fit Index (CFI) value is .83 and the Tucker-Lewis Index (TLI) is .74, both of which fall below the commonly accepted threshold of ≥ .90. In addition, the Root Mean Square Error of Approximation (RMSEA) value is recorded at .22, which exceeds the recommended maximum threshold (≤ .08), and the Standardized Root Mean Square Residual (SRMR) value is .09, also surpassing the ideal cutoff (≤ .08). Overall, these results indicate that the three-factor structure in the adapted version of the UWES-9 has not yet demonstrated a good model fit and requires further evaluation or modification before being used in the context of psychological measurement in Indonesia.

Table 5
Factor Loading and Average variance extracted (AVE)

Factor	Item	Factor Loading	AVE
Vigor	1	1.16***	.65
	2	1.26***	
	3	1.16***	
Dedication	4	1.14***	.77
	5	1.41***	
	6	1.21***	
Absorption	7	1.30***	.24
	8	.49***	
	9	.82***	

Source: Data processed by SPSS and JASP
Note. *p<.05, **p<.01, ***p<.001

Table 5 presents the results of the factor loading analysis for the nine items of the Utrecht Work Engagement Scale (UWES-9) based on three main dimensions: vigor, dedication, and absorption. In the vigor dimension, all three items show high and significant standardized factor loadings ($p < .001$), with values ranging from 1.16 to 1.26, indicating a strong contribution of each item to the vigor construct. For the dedication dimension, the factor loadings are also consistently high, ranging from 1.14 to 1.41, demonstrating that these items substantially represent the dedication dimension.

Meanwhile, in the absorption dimension, two items showed high loadings (1.30 and .82), while one item (item 8) showed a lower loading value (.49), although it remained significant ($p < .001$). Overall, these results indicate that most items convey sufficiently strong information regarding the theoretical construct they represent, with the exception of item 8, which has a relatively lower contribution to the absorption factor.

The Average Variance Extracted (AVE) values presented for each dimension indicate the level of convergent validity of the constructs. The vigor dimension has an AVE of .65 and dedication has .77, both of which are above the minimum threshold of .50, indicating that more than 50% of the variance of items in these two factors can be explained by their respective constructs. In contrast, the absorption dimension has an AVE of .24, which is still below the expected standard, indicating that the absorption construct is less able to adequately explain the variance of its items, and therefore warrants attention when interpreting the results.

Table 6
Factor correlations

	Value
Vigor ↔ Dedication	.88***
Vigor ↔ Absorption	.82***
Dedication ↔ Absorption	.96***

Source: Data processed by SPSS and JASP
Note. *p<.05, **p<.01, ***p<.001

Table 6 presents the results of the correlation analysis among the factors within the work engagement construct, namely vigor, dedication, and absorption. The results show that all relationships among these three factors are very strong and significant ($p < .001$). The correlation between vigor and dedication is recorded at .88, while the correlation between vigor and absorption is .82. The highest correlation is found between dedication and absorption, which is .96. Overall, these findings reinforce the validity of the work engagement construct, where all three dimensions are closely interrelated and form a consistent unity.

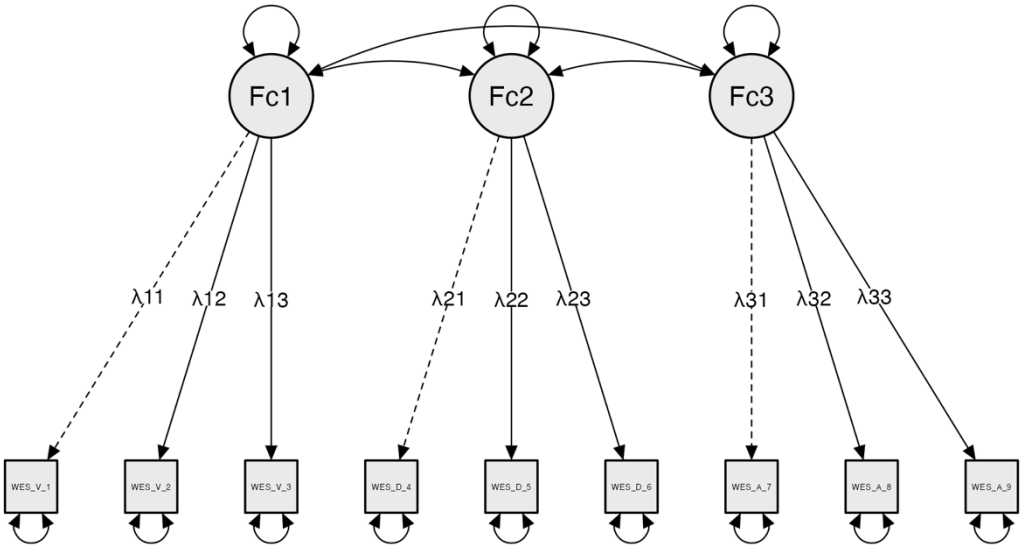

Figure 1. Model Plot UWES-9
Source: Data processed by SPSS and JASP

Figure 1 shows the measurement model of the UWES-9 instrument, which consists of three main factors: vigor, dedication, and absorption. Each factor is measured through three indicators that represent specific dimensions of work engagement. The first factor, vigor, is measured through three indicators: WES_V_1, WES_V_2, and WES_V_3, which reflect the levels of energy, resilience, and enthusiasm at work. The second factor, dedication, is represented by the indicators WES_D_4, WES_D_5, and WES_D_6, which describe feelings of pride, meaning, and enthusiasm toward one's work. Meanwhile, the third factor, absorption, is measured through WES_A_7, WES_A_8, and WES_A_9, which show the extent to which someone is immersed and fully focused on their work. Each indicator is connected to its latent factor through a lambda coefficient (λ), which represents the strength of each indicator's contribution to the measured construct. This model clearly illustrates the factor structure of the UWES-9 and supports construct validity by grouping indicators in a way that is consistent with work engagement theory.

Table 7
Reliability analysis

	Coefficient ω
Vigor	.87
Dedication	.91
Absorption	.35
Total	.85

Source: Data processed by SPSS and JASP

Table 7 presents the results of the construct reliability analysis using the omega (ω) coefficient for each factor in the UWES-9 scale. The results show that the vigor factor has high reliability, with an ω coefficient of .87, while the dedication factor demonstrates very high reliability, with an ω value of .91. Both values are above the recommended threshold (≥ .70), so it can be concluded that these two factors have good internal consistency.

However, the absorption factor shows a low reliability coefficient of .35, which is far below the minimum threshold. This result indicates that the three indicators representing the absorption factor do not have adequate internal consistency, and it may be necessary to revise the items or to re-evaluate the measurement quality in that dimension. Overall, the total reliability of all items in the UWES-9 scale is at an adequate level, with an omega coefficient of .85, indicating that this instrument is generally reliable in measuring work engagement.

Discussion

The results of this study indicate that the adaptation of the UWES-9 into Indonesian demonstrates fairly good validity and reliability in two out of the three main dimensions of the work engagement construct, namely vigor and dedication. This is evident from the high and significant factor loadings for each item in these two dimensions, as well as the omega reliability coefficient values that are above the recommended threshold. However, the absorption dimension shows less satisfactory results in terms of both validity and reliability, as reflected by the low factor loading of one item and AVE and reliability values that fall below the standard.

In addition, the model fit analysis results from the Confirmatory Factor Analysis (CFA) also indicate that the Indonesian version of the UWES-9 does not yet exhibit a good model fit, with CFI, TLI, RMSEA, and SRMR values not meeting common eligibility criteria. These findings suggest that although the UWES-9 generally represents the work engagement construct fairly well, its three-factor structure requires further evaluation, particularly in the absorption dimension. These results are consistent with previous research, such as that conducted by Kristiana et al. (2019) in Indonesia, which also showed that the UWES-9 has potential but needs further adaptation. When compared with findings from countries such as Spain (Domínguez-Salas et al., 2022), Japan (Shimazu et al., 2010), and Brazil (Lins de Holanda Coelho et al., 2023), the UWES-9 in the Indonesian context shows relatively lower performance, as in those countries the UWES-9 demonstrates a stable factor structure and high reliability levels.

This difference indicates that although the UWES-9 is an internationally established instrument, its use still requires adaptation and validation processes appropriate to the local context. This reinforces the importance of cultural adaptation and local validation processes in the use of psychological measurement tools in Indonesia, as previous studies have explained that adapting psychological instruments is not merely a process of language translation, but also involves ensuring the equivalence of concept meanings, psychometric structure, and making

sure that the instrument measures the same construct as in its original context (Beaton et al., 2000). Thus, the Indonesian version of the UWES-9 still requires further development to be used widely and accurately for measuring work engagement among Indonesian workers.

This study makes an important theoretical contribution to the development of the literature on work engagement, particularly in the Indonesian cultural context. By adapting the UWES-9 into Indonesian and testing its validity and reliability, this study expands the understanding of how the construct of work engagement is interpreted and measured in different cultural settings. The implications of these findings are highly relevant in the field of industrial and organizational psychology in Indonesia. The initial validation of the Indonesian version of the UWES-9 provides a foundation for practitioners and researchers to use this instrument more accurately in psychological assessments in the workplace. These findings highlight the need for special attention to aspects that may not be fully captured by the absorption dimension in the local work context, thereby opening opportunities for the development of new items that are more culturally relevant.

Although this study successfully demonstrated the initial validity and reliability of the Indonesian version of the UWES-9, there are several limitations that need to be noted. First, the sampling technique used was convenience sampling, which may not fully represent the general population of Indonesian workers. Second, all participants came from a single province (South Sulawesi), so the results of this study may not be generalizable to other regions with different cultural and organizational conditions. Additionally, although two out of the three dimensions showed good results, the absorption dimension showed weaknesses in factor structure and internal reliability. Therefore, further research is recommended to broaden the geographic scope and use more representative sampling methods. Furthermore, future researchers may wish to re-explore the formulation of items in the absorption dimension or even develop a more contextual version to better suit the work experiences of Indonesian society.

CONCLUSION

This study aims to adapt and test the validity and reliability of the 9-item version of the Utrecht Work Engagement Scale (UWES-9) within the Indonesian cultural and linguistic context (Goswami et al., 2025; Nyabvudzi & Chinyamurindi, 2025; Siddique et al., 2025; Yin & Liu, 2025; Zhang et al., 2025). The results show that two of the three main dimensions of UWES-9, namely vigor and dedication, possess good construct validity and internal reliability. These two dimensions display high and significant factor loadings, as well as omega reliability coefficients above the recommended minimum threshold (≥ .70), indicating that the items in these dimensions are able to represent the construct of work engagement accurately and consistently. However, the absorption dimension demonstrates weaknesses in both construct validity and internal reliability. One of the items in this dimension has a low factor loading, an Average Variance Extracted (AVE) value of only .24, and an omega coefficient of .35, which is far below the standard. The results of the Confirmatory Factor Analysis (CFA) also indicate that the Indonesian version of the UWES-9's three-factor structure does not fully fit the empirical data, with model fit indices that do not meet general feasibility criteria.

Thus, although the Indonesian version of UWES-9 shows potential as a reliable tool for measuring work engagement, particularly in the vigor and dedication dimensions, this adaptation is not yet fully adequate for the absorption dimension. This highlights the importance

of further adaptation processes, including a review of the absorption items' formulations to better suit the cultural context and work experiences in Indonesia. Overall, this study makes a significant initial contribution to the development of work engagement measurement tools in the Indonesian context. However, further research with more representative samples and broader methodological approaches is needed to enhance the overall reliability and validity of the Indonesian version of the UWES-9 scale.

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