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To employability and beyond

Sustainable careers within contextual boundaries

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Chapter 4
Supplementary
material

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**CONFIRMATORY
FACTOR ANALYSIS OF
THE ARABIC VERSION
OF THE CAAS**

Confirmatory Factor Analysis of the Arabic Version of the CAAS

Confirmatory factor analyses (CFA) of the Arabic form of CAAS was conducted. The initial solution fitted the data well, with fit indices $\chi^2=441.538$, $df=248$, $p<.001$, $RMSEA=.05$, $CFI=.942$, $SRMR=.04$.

The results of the CFA of the Arabic form of the CAAS were compared to the results of CAAS-International (Savickas & Porfeli, 2012). Results indicated the item loadings and first-order factor loadings to be aligned. Standardized item first-order factor loadings ranged from .64 to .83, suggesting all items are strong indicators of their constructs. Additionally, all four career adaptability dimensions were strong indicators of the second-order career adaptability construct. Concern exhibited the highest difference in factor loadings in comparison with CAAS-International (.83 vs. .78) and Control (.93 vs. .86). The loading for Curiosity, and Confidence were almost similar to the loadings for the CAAS-international .96 and .92, respectively. Mean scores of the four dimensions and the overall score for career adaptability were slightly lower than the average across the International samples: Concern (3.55 vs. 3.79), Control (3.74 vs. 3.93); Curiosity (3.61 vs. 3.69); Confidence (3.78 vs. 3.93); and Career adaptability (3.67 vs. 3.84). These slightly lower mean scores might be reflection of the highly uncertain and challenging situation that this group found themselves in at the moment. Overall, these results provide evidence of the construct validity of the Arabic CAAS being in line with previous tests within different groups and languages.

Confirmatory Factor Analysis of the Arabic Version of the CAAS

Table S10. Career Adapt-Abilities Scale: items, means, standard deviations, standardized loadings, and internal consistency reliabilities.

Construct	Construct (First order)	M	SD	Loading	Reliability	
Concern	CA1	يفريكفتلا لبقتسملا	3.56	1.18	.80	.90
	CA2	هذختا يذلا رارقلا لكشيس مويلا لبقتسملا ريصم	3.63	1.12	.76	
	CA3	دادعتسألا لبقتسملل	3.60	1.12	.81	
	CA4	يلبقتسمل يعاوا يلمعلال و يساردلا يتلاتارارقلاو اهذاختا يلعبجي	3.43	1.27	.79	
	CA5	ةيفيك طيخت فدهلل لوصول	3.48	1.18	.75	
	CA6	يلبقتسممبمتهم	3.58	1.27	.64	
Control	CA7	الئافتمءاقبال	3.53	1.26	.71	.89
	CA8	تارارقلا ذاختا يسفنب	3.68	1.15	.69	
	CA9	ةيلوئسمملا لمح ويتارارقنع يلاعفا	3.87	1.06	.72	
	CA10	رومألابكسمتا اهب نمؤيتلا	3.78	1.12	.78	
	CA11	يسفنن يلع دمءعا	3.85	1.08	.81	
	CA12	يلديج وهاملعفا	3.75	1.10	.72	
Curiosity	CA13	طيحملافشتكا هيفشيغايذلا	3.59	1.20	.76	.91
	CA14	رومأللعلطتأ ينمروطتيتلا صخشك	3.70	1.14	.79	
	CA15	رومألانمققحتلا رارقلا ذاختالبعق	3.57	1.16	.81	
	CA16	ةفلتخمقراطص ءايشالالعلفل	3.52	1.09	.82	
	CA17	ةلئسألابركفا اهحراظانالبعق	3.57	1.14	.74	

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Construct	Construct (First order)	M	SD	Loading	Reliability	
	قوشت م ح ب ص ا صرف ة فر ع مل ة دي د ج	3.71	1.08	.73		
Confidence	CA18					
	ةءافك ب ماهم اء اء اء	3.77	1.08	.79	.92	
	ل ع ف ي ل ع ص ر ح ل ا ل ك ش ب ء ا ي ش ا ل ا د ي ج	3.92	.98	.79		
	CA20					
	ة دي د ج ت ا ر ا ه م م ل ع ت	3.80	1.11	.72		
	CA21					
	ق ف و ل م ع ل ا ي ت ا ر د ق	3.97	.98	.78		
	CA22					
	ت ا ب ق ع ل ا ي ط خ ت	3.59	1.11	.86		
	CA23					
	ل ك ا ش م ل ا ل ح	3.63	1.06	.83		
	CA24					
Construct	Construct (Second order)	M	SD	Loading		
Adaptability	1	Concern	3.55	.96	.83	.97
	2	Control	3.74	.89	.93	
	3	Curiosity	3.61	.93	.96	
	4	Confidence	3.78	.88	.92	

Note. n=330