Development of a Multidimensional Scale for Belongingness Motive

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Abstract: Belongingness is the human drive to form positive and lasting interpersonal relationships and ultimately to be a part of a social group environment. The purpose of this study was to develop a valid, reliable instrument to measure Belongingness Motive in Indian context. The belongingness Motivation Scale was developed in two phases. A survey identified 7 potential themes in qualitative Phase 1. In second, 34 items were generated and refined resulting in 29 items. Exploratory factor analysis (N = 261) was used to generate a 6 -factor, 27-item scale. The final scale consisted of 6 dimensions of Belongingness motivation: active belongingness, Sense of possession, sense of intimacy, sense of satisfaction, sense of responsibility and sense of identity. All the items were positively correlated with their total. Potential uses of the scale are discussed.

Keywords: Belongingness motive, scale, factors, correlation.

INTRODUCTION

Belongingness is the human drive to form positive and lasting interpersonal relationships and ultimately to be a part of a social group environment [1]. As humans, we are all a part of social groups; whether they are friendship groups, sports teams, work groups or families, these social bodies form an integral part of our lives. Social interaction is a key physical component of basic human needs just as food, water and shelter are. A sense of belongingness falls under the most basic yet crucial aspects of human needs; it is almost impossible to live a healthy life without some form social connection with other people [1]. The concept of belongingness was first used by John Abrahm Maslow [2] in His theory of human motivation. He proposed a hierarchy of needs for the survival of human. He put belongingness and love need as third basic need after biological and safety needs. He suggested that need to belong is a major source of human motivation. According to Maslow, humans need to feel a sense of belonging and acceptance among their social groups, regardless if these groups are large or small. Humans need to love and be loved – both sexually and non-sexually – by others. Baumeister and Leary argued that much of human beings deeds can be explained through the motivation of belongingness. Such as the needs for power, intimacy, approval, achievement and affiliation are all driven by the need to belong. Human culture is compelled and conditioned by pressure to belong. The need to belong and form attachments is universal among humans. This argument leads a way to the Freudian argument that sexuality and aggression are the major driving psychological forces. Those who believe that the need to belong is the major psychological drive also believe that humans are naturally driven toward establishing and sustaining relationships and belongingness. Leary & Cox, 2008 pointed out that the desire to fit in, belong and to have companions is a desire everyone experiences. The motive to belong is the emotional commitment to being a recognized member of a group of people, allowing an individual to have a sense of being a member of something greater and more crucial than them self [3]. A sense of belongingness positively correlates with high level of self- esteem. Of course when a person notices that he is being liked and cared by the group which he values; helps his self- esteem enhancement. Cacioppo & Patrick, 2008; Uchino et al (1996) Williams (2007) concluded that Belongingness provides people with considerable social support, which directly promotes happiness, health and wellbeing of an individual as well as community wellbeing Cherry [3].

However the list of negative consequences of deprivation (not belonging) is not short. Researchers have pointed out that when people lack meaningful close relationships with others, they suffer. Loneliness, social anxiety, anger, depression and mental illness were reported by single or divorced people. Cockshaw W. & Shochet [4]. Baumeister & Leary [1], Lynch [5]. According to Steger, M. F., & Kashdan, T. B. [6], People who lack belongingness are more close to behavioral problems such as criminality and suicide and suffer from increasing mental and physical illness.

Consequences of rejection or social exclusion have been seen in the studies conducted on children [7, 8].

A number of efforts have been made to measure the motive to belong. Tinto, [9]; Tinto, [10]. In this study, developed the questionnaire from focus groups with students. Perceived Cohesion scale developed by Bollen & Hoyle, [11]. They defined belonging as a construct of perceived cohesion, a sense of belonging comprises both cognitive and affective elements. At the cognitive level, judgments of belonging include accumulated information about experiences with the group as a whole and with other group members. At the affective level, judgments of belonging include feelings that reflect the individual's appraisal of their experiences with the group and group members. Psychological Sense of School Membership was developed by Goodenow, [12]. This scale was designed to measure youths' perceptions of Belonging and psychological engagement in school.

The Social Connectedness and Social Assurance Scales were developed by Lee & Robbins [13] to Assesses the degree to which youth feel connected to others in their social environment. They developed 2 measures of belongingness based on H. Kohut's (1984) self-psychology theory. The Social Connectedness Scale and the Social Assurance Scale were constructed with a split-sample procedure on 626 college students.It is appropriate for 14-18 age group of youth.

Loneliness at School, which was formed by Kochenderfer-Ladd & Wardrop, [14]. This scale was developed from the Loneliness and Social Satisfaction Questionnaire originally developed by Cassidy and Asher (1992).Community Involvement- This subscale is part of the Youth Asset Survey developed by Oman, Vesley, McLeroy *et al.*, [15].This scale measures youths' sense of pride and willingness to Participate in volunteer efforts to improve their community. Community involvement is considered a youth asset because it is associated with avoiding negative behaviors and engaging in prosaically activities.

Employment and social development Canada (2003) used a survey. The purpose of this survey was to measure somewhat or very strong sense of belonging in Canadians by community, age, gender and region. Tartakovsky, [17] in their study used a scale, developed by Roccas [16] to measure belonging to a country. The tool consist five point Likert scales for all questions. Thus the review of literature shows that there are a number of scales and efforts to measure the sense of belongingness but it is very clear that every scale has its limitation to particular age group and context. Most of the tools were developed to measure the sense of school belongingness or college belongingness. They were also limited to their particular age group. Many surveys were developed to measure community belongingness or belonging to particular region. There is a total lack of a scale which can measure the pattern of belongingness motive from intimate relations to formal relations with no limitation to age and gender. The purpose of this study was to construct a measure of belongingness motive scale. Although belongingness has been included in an abundance of studies, there is a dearth of instruments that assess general levels of achieved belongingness.

OBJECTIVES
The primary objectives included the following:
(1) To develop a reliable, valid, concise and easy to use instrument.
(2) To provide an instrument that would be a unique instrument of belongingness motive.

METHODS
Two studies were conducted to develop the Motivation Scale for Belongingness motive. Study 1 consisted with qualitative interview, conceptualization, item generation and item evaluation. In Study 2 data Collection and statistical analyses were done to form the final scale of Belongingness motive.

Study 1: Qualitative Interview
It was very important to find out the concept of belongingness among the Indians. What their sense of belongingness is.it was very clear from the literature review that all the studies regarding belongingness were done in other countries; there was a total lack of studies in Indian context. For that purpose a qualitative interview was conducted approaching 105 participants. Among them 50 respondent**s were** female and 55 were male from rural and urban settings. The age range was from 17 to 50 years. Two questions were asked to all the participants as follows;
1-What they mean by belongingness?
2- When they feel that they are belonging to someone or something?

Conceptualization
After the completion of interview, the content analysis was done to derive the themes. Total18 themes were emerged. Those themes were again clustered in sub-themes by checking the overlapping and redundancy in their meanings. Finally 7 sub themes were emerged by the analysis as1- Love and affection 2- intimacy 3- possession 4-responsebility 5- cohesion 6- identity and 7-satisfaction.Thus the concept of belongingness motive was operationally defined as;

"Motive to belong 'encompasses a person's striving to relate to and care for others, to feel that those others are relating authentically to one's self, and to feel a satisfying and coherent involvement with the social

world more generally'. The need for belongingness is satisfied by interpersonal bond marked by "stability, affective concern, and continuation into the foreseeable future."

Item generation and evaluation

Keeping in mind the above concept of belongingness 34 items were generated. 6 items for Love and affection, 4 items for possession, 5 items for intimacy, 4 items for responsibility, 5 items for identity, 5 items for cohesion and 5 items for satisfaction. The response type was Likerts' five point scale ranging from 1-strongly disagree to 5-strongly agree. The primary purposes of this phase were to ensure content validity, to identify any potential gaps in coverage, and to further generate the initial Belongingness scale. The basic objective of content validity is to ensure that the items reflect the content areas encompassed by the target construct, [18]. According to Netemeyer *et al* [18]development of a measure with content validity is enhanced during the early stages of scale development through the effective creation of an item pool and the subsequent evaluation of items by expert judges. The initial item pool was developed in the preliminary phase discussed previously. Evaluation of the item pool was conducted via a two-stage process. First, items were examined and refined by a panel of experts. Next, the items were classified by a small sample of students (*N* = 30) as a further check of the content validity of the items [19]. An eight-person panel of experts examined 34 items that were identified in the preliminary phase. The expert panel consisted of professors and Research students. The purpose of this stage was to reduce potentially redundant items into a representative item distinct from other items, to identify any new items, and to make item wording clear and unambiguous [20]. Hence, the expert panel thoroughly examined the 34 items. They identified redundant items and suggested some rewording of items. In response to the suggestions of the expert panel, 5 items due to vagueness and redundancy were dropped-out. The modified items were then analyzed to determine their ability to fully cover the construct of interest— Belongingness motive.

Study 2
Sample

A sample of 261 participants from rural and urban settings of Uttar Pradesh (India) participated for the final data collection. Among them 131 were male and 130 were female respondents from three age groups- teen age (14-19 years), young adults(25-31years)and middle aged (40-46years). The sample technique followed purposive sampling.

Tool

The initial 29 items belongingness motive scale was used to collect the data for analyses. This scale covered the six important domains of an individual's life 1- Husband-wife/ lover belongingness

2- parent/Children Belongingness 3- family belongingness 4- friends Belongingness 5- Work/ Educational place Belongingness 6- Religious Group Belongingness. The items were same only the contexts changes. Thus this scale comprised six sub-scales in it.

Data collection

Participants were explained the purpose of the study, eligibility criteria, the voluntary nature of participation and the procedure participants would be involved in, the time commitment required for participation, the potential risks and benefits of participation. After this information, the potential participants were asked to indicate whether they agree to participate in the study, individuals who did not want to participate in the study were thanked for their time.

The 34 items psychometric test of belongingness motive was administered to participants either individually or in small groups of 3 to 4 persons. Instructions were clearly explained to each participant and their queries (if any) were attended appropriately. In addition to it each participant was requested to ensure that they have responded to each and every item of the test booklet.

RESULTS

For the determination of the psychometric properties of the proposed scale a total item correlation, factor analysis and reliability test were computed with the help of SPSS software version 21. In order to generate the Final version of belongingness scale, data were subjected to a principal-components analysis with varimax rotations. Kaiser's eigenvalue-greater than-1 rule and a scree test were used .In addition; item-to-total correlations were examined as a means of deleting and retaining items to confirm the scale's structure [18]. Furthermore, in order to assess the internal consistency, we examined inter item correlations and Cronbach's alpha for each subscale. The factor analysis revealed the scale with 8 factors with loading from .409 to .814. Factor 1 was loaded with 9 items, item no.1, 3, 8, 15, 16, 18, 19, 23 and 25 this factor was named as Active belongingness, factor 2 was loaded with 4 items, item no.24, 27, 28 and 29. This factor was named as sense of possession. Factor 3 was loaded with 6 items, item no.2, 4, 5, 7, 11, 13 and this factor was named as the dimension of sense of satisfaction. Further in the table the factor 4 was loaded with 3 items, item no 6, 10 and 12, this factor was called as sense of intimacy. Factor 5 was loaded with 3 items as follows: item no. 14, 20 and 22. This factor was called as sense of responsibility. Factor 7 was loaded with 2 items, item no. 9 and 21 and this factor was named as sense of identity. Factor 6 and factor 8 was loaded with one item each item no. 17 and 29. These 2 factors were excluded because of a factor with only one item (see table 1).

Table 1: Factor analyses Result of Belongingness Motive scale

S.N.	Items	1	2	3	4	5	6	7	8
1	Item 1	**.501**	.160	.178	.359	.202	.276	-.163	.008
2	Item 3	**.583**	-.038	.413	.459	.004	.222	-.140	.122
3	Item 8	**.572**	.042	.083	-.035	.153	.129	.344	.339
4	Item 15	**.636**	.045	.157	.081	.365	-.045	.201	.364
5	Item 16	**.657**	.096	.016	.275	-.064	-.070	.119	.114
6	Item 18	**.659**	.659	-.008	.266	.133	.160	.199	-.100
7	Item 19	**.556**	.556	.274	.019	.140	.354	.169	.342
8	Item 23	**.741**	.177	.011	.161	.048	.029	.101	.055
9	Item 25	**.694**	.390	.207	.063	.103	-.224	-.006	.062
10	Item 24	.046	**.708**	.121	.207	.105	.062	.228	.095
11	Item 27	.180	**.740**	.065	.040	.143	.049	-.125	.004
12	Item 28	.213	**.708**	.195	.143	.001	.121	.141	-.072
13	Item 29	-.058	**.630**	.133	-.171	.145	-.040	.174	.528
14	Item 2	.206	.165	**.586**	.158	.205	.157	.088	.156
15	Item 4	.146	-.079	**.516**	.298	.108	-.092	-.102	.323
16	Item 5	.240	.345	**.518**	.352	.339	-.064	-.082	-.053
17	Item 7	-.036	.282	**.566**	-.116	-.029	.284	.204	.150
18	Item 11	.190	.192	**.669**	.098	.017	-.238	.388	.035
19	Item 13	.031	.158	**.593**	.128	.114	.288	.103	-.160
20	Item 6	.364	.182	.166	**.555**	-.100	.266	.263	.142
21	Item 10	.186	.065	.061	**.769**	.228	.189	.173	.129
22	Item 12	.248	.209	.208	**.695**	.116	-.181	.130	.034
23	Item 14	.211	.310	.191	.177	**.723**	-.109	.014	.063
24	Item 20	.097	.162	-.032	.231	**.609**	.154	.438	.136
25	Item 22	.079	-.073	.246	-.059	**.565**	.490	-.041	.105
26	Item 9	.146	.079	.300	.175	.068	.116	**.692**	-.014
27	Item 21	.397	.218	.087	.350	.244	.303	**.609**	-.098
28	Item 17	.111	.128	.132	.140	.035	**.814**	.178	.141
29	Item 26	.147	-.003	.073	.258	.062	.198	-.069	**.676**

Table 2: Item-to-Total Correlations and Average Inter-item Correlation of Belongingness Motive Scale

S.N.	Factor	Items	Item to total Correlation	Mean inter-item Correlation
1	Active Belongingness	item1	0.608**	0.58
		item3	0.617**	
		item8	0.563**	
		item15	0.612**	
		item16	0.509**	
		item18	0.532**	
		item19	0.662**	
		item23	0.573**	
		item25	0.513**	
2	Sense of Possession	item24	0.558**	0.57
		item27	0.464**	
		item28	0.631**	
		item29	0.617**	
3	Sense of Satisfaction	item2	0.630**	0.53
		item4	0.443**	
		item5	0.627**	
		item7	0.421**	
		item11	0.559**	
		item13	0.482**	
4	Sense of Intimacy	Item 6	0.647**	0.63
		item10	0.615**	
		item12	0.607**	
5	Sense of Responsibility	item14	0.601**	0.52
		item20	0.547**	
		item22	0.402**	
6	Sense of Identity	item9	0.531**	0.60
		item21	0.677**	

Note -**. Correlation is significant at the 0.01 level (2-tailed)

Item loadings ranged from .501 to .769 on their respective factors. Furthermore, this scale showed very strong item-to-total correlations, ranging from .402 to .677 [21]. Average inter-item correlations ranged from .52 for Sense of Responsibility to .63 for Sense of Intimacy. Furthermore, KMO Bartlet Test of sphericity of this scale was found .85. Cronbach's alpha ranged from .81 to .87. Gutman Split-Half Coefficient was found to be .87. The 27-item, 6-dimension scale is a reliable measure of motivation for belongingness motive. Factor loadings are reported in Table 1. Item-to-total and inter-item correlations are reported in Table 2.

DISCUSSION

The belongingness Motive scale is a reliable and valid 6 factors measure to assess the motive to belong across genders and age groups in Indian culture. The 5 dimensions out of 6 (Possession, Intimacy, Responsibility, Identity and Satisfaction) are consisted with the concept of belongingness in Indians explored by Afroz S. and Tiwari P.S.N (2015).All the 6 factors of the scale are well expressing the concept of belongingness in Indian context. Active belongingness can be expressed as a motive that motivates a person to keep his belongingness maintain and he or she takes steps to make it continue. Sense of possession shows a person's sense of dominance over the relations. One feels a deep attachment to that particular belongingness that makes him possessed towards this. This kind of belongingness can easily be noticed between lovers and it can also been seen in children in their early ages. Sense of satisfaction can be defined as a person's sense of satisfaction which he feels when he does something for the person he belongs and wants to be belonged. This feeling of satisfaction is very important to any relations long forever. Next factor of the scale is Sense of intimacy. It is important to feel love and attached in any belongingness. When a person feels that he or she is well connected and can share his or her feelings to a particular person or a group, he feels intimate with that. Sense of Intimacy and sense of satisfaction leads a person to feel a sense of responsibilities for the relation also. A person belonging to a group or a person though feels intimate and unit, he on the other hand wants to maintain his identity also. So sense of identity is also one of the important dimensions of belongingness motive. This scale covers various domains of life i.e. Husband-wife/lover belongingness, Parent/children belongingness, Family belongingness, Friend belongingness, Work/educational place belongingness and Religious group belongingness. The scale can use either with all domains or any of them separately as needed. This scale showed good reliability and sphericity. It is also a multi- dimensional and multi-contextual test for Indian population

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