

Adaptación y validación inicial de la versión española de la escala de pasión en el trabajo

Adaptation and Initial Validation of the Spanish Version of the Passion Scale in the Workplace

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ABSTRACT

Passion is defined as a strong inclination toward an activity that people like, that they find important and in which they invest time and energy, such as working or playing football. Since a specific measure to assess levels of passion in the workplace is lacking in Spain, the aim of this study was to adapt and validate the Passion scale (Vallerand et al., 2003) into Spanish. After translating it from English to Spanish using the forward-backward translation method, it was given to a sample of 548 Spanish workers. Exploratory factor analyses were conducted to test the replicability of the scale. The results confirmed the expected two-factor structure through internal replication using exploratory factor analysis. Criterion-related validity was tested by correlating both obsessive and harmonious passion to work engagement. With regard to internal consistency, adequate Alpha coefficients were obtained for both factors.

Keywords: passion, scale, Spanish, engagement, EFA.

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1.- Introduction

Adaptation and Initial Validation of the Spanish Version of the Passion Scale

Negative states are popular in psychology; however, during the early twenty-first century, developments in psychology have heightened the need for a new "positive psychology" (Seligman & Csikszentmihalyi, 2000). Compared with the focus on understanding mental illness, this new area focuses on understanding how people's lives can be worth living. According to Vallerand and colleagues, the concept of passion towards activities (e.g., sports, work) represents one answer to the above question (Vallerand et al., 2003; Vallerand, Paquet, Philippe, & Charest, 2010).

Passion has been defined as a strong inclination toward an activity that people like, find important and in which they spend time and energy (Vallerand et al., 2003). Passion can fuel motivation, enhance well-being, and provide meaning in everyday life. However, passion can also arouse negative emotions, lead to inflexible persistence and interfere with achieving a successful, balanced life. In the work context, harmonious passion occurs when individuals freely accept work as important for them without any contingencies attached to it. Obsessive passion, by contrast, can eventually take disproportionate space to the person's identity and cause conflict with other activities in the person's life (Vallerand et al., 2003, 2010).

In this sense, the Passion Scale (Vallerand et al., 2003) allows the measurement of this concept based on a dualistic conception of passion: harmonious passion and obsessive passion. As no adaptation of this instrument exists for the Portuguese language in the workplace, the aim of this study is to adapt and validate the Portuguese version of the Passion Scale (Vallerand et al., 2003).

A model of passion. In recent years, an increasing amount of research in psychology has been concerned with providing a better understanding of what makes peoples' lives more fulfilling. Although several concepts have been found useful for shedding light on what leads to a better life (i.e. engagement, optimism), contemporary research has shown that the concept of passion represents one important answer to this question (Snyder & López, 2009). People who wake up in the morning with a smile on their face "because today is football day" or people who work hard for a reason all have a passion that makes their lives worth living (Marsh et al., 2013).

Passion has been defined as a strong inclination toward an activity that people like, find important and in which they spend time and energy (Vallerand et al., 2003). Thus, for an activity to represent a passion for people, it has to be meaningful in their lives, something that they like, and something at which they spend time on a regular basis. The source of a passion could be oriented toward an activity (e.g., working, playing the piano), a person (e.g. one's romantic partner), or an object (e.g., a football card collection) (Marsh et al., 2013; Vallerand et al., 2003).

According to the dualistic model of passion, the quality dimension of passion (harmonious vs. obsessive) is captured through different bases of internalization. This theoretical approach is consistent with self-determination theory (Deci & Ryan, 2000). The self-determination theory states that humans have a natural tendency toward integration of valued activities into one's identity; this internalization may be regulated by either autonomous or controlled processes. Further, psychological well-being is upheld through the fulfillment of the basic needs of autonomy, competence, and relatedness. As a result, engagement in passionate activities may be understood as an effort to satisfy intrinsic needs for autonomy (Vallerand et al., 2003), thus promoting psychological well-being and effective functioning (Deci & Ryan, 2000).

Harmonious Passion (HP) is therefore the result of an autonomous internalization, consisting of the personal option to freely engage in an activity without

any contingencies attached. Such an internalization process occurs in contexts where the person willingly accepts his or her passion as important, instead of feeling internally or externally pressured to do so (Vallerand et al., 2003). The passionate activity is self-defining, elicits intrinsic joy, and allows individuals to feel they are in control of their passion (Marsh et al., 2013; Vallerand et al., 2003, 2010). People with a predominant, harmonious passion should thus experience positive outcomes not only during (e.g., positive affect, concentration) but also after tasks engagement (e.g., general positive affect, psychological adjustment) (Marsh et al., 2013).

Obsessive Passion (OP), by contrast, results from a controlled internalization of the passion into one's identity (Marsh et al., 2013; Vallerand et al., 2003). This process originates from interpersonal and/or intrapersonal pressure because particular contingencies are attached to the passion, such as feelings of social acceptance of self-esteem, or because the sense of excitement derived from activity engagement becomes uncontrollable. In spite of the fact that individuals like the activity, they feel compelled to engage in it because of these internal contingencies that come to control them. Because activity engagement is out of the person's control, it eventually takes disproportionate space in the person's identity and causes conflict with other activities in the person's life (Marsh et al., 2013; Vallerand et al., 2003, 2010).

Overall, empirical research has shown that harmonious passion comprises positive outcomes such as enhanced psychological well-being, positive emotions (Philippe, Vallerand, Houliort, Lavigne, & Donahue, 2010), higher levels of flow (Carpentier, Mageau, & Vallerand, 2012; Lavigne, Forest, & Crevier-Braud, 2012; Vallerand et al., 2003), positive affect over time (Froh et al., 2010; Vallerand et al., 2003), higher self-esteem (Froh et al., 2010), increased performance (Vallerand et al., 2010), and creativity (Liu, Chen, & Yao, 2011). On the other hand, obsessive passion leads to outcomes such as negative affect over time, rigid persistence, shame, anxiety (Vallerand et al., 2003, 2010), burnout (Vallerand et al., 2010), and higher conflict with other life contexts (Carbonneau, Vallerand, Fernet, & Guay, 2008; Vallerand et al., 2010).

Over the last few years, several streams of research have supported these findings in a variety of domains including sports (Vallerand et al., 2008), performing arts (Bonneville-Roussy, Lavigne, & Vallerand, 2011), studying (Stoeber, Childs, Hayward, & Feast, 2011), and work (Carbonneau et al., 2008; Forest, Mageau, Sarrazin, & Morin, 2011; Lavigne et al., 2012; Vallerand et al., 2010).

Among the aforesaid areas, work settings justify a closer look. Over the past years, efforts aimed at achieving peak performance have begun to underscore the importance of positive behavior concepts and emotions in the workplace (Bakker & Demerouti, 2008; Seligman & Csikszentmihalyi, 2000; Seligman, Steen, Park, & Peterson, 2005). In this context, passion at work is described as a strong inclination toward one's job (Ho, Wong, & Lee, 2011). Within this framework, recent research has shown evidence for construct validity of the dualistic model of passion applied to the work setting, suggesting that work can actually be valued and influence one's self-concept (Forest et al., 2011; Ho et al., 2011).

The two types of passion are differentially associated with various outcomes. Overall, empirical research has showed that harmonious passion comprises positive outcomes such as enhanced psychological well-being and positive emotions (Philippe et al., 2010), flow in the workplace (Lavigne et al., 2012), job satisfaction (Carbonneau et al., 2008), and affective commitment toward work (Forest et al., 2011). This form of passion can also prevent professional burnout (e.g., emotional exhaustion) and work-family conflict (Vallerand et al., 2010). On the other hand, obsessive passion has been

related to burnout (Vallerand et al., 2010) and workaholism (Aziz, Uhrich, Wuensch, & Swords, 2013).

Within the context of work, two concepts bear similarities to both forms of passion: workaholism and work engagement. The concept of workaholism is associated with OP, and it refers to excessive and compulsive working (Del Líbano, Llorens, Salanova, & Schaufeli, 2010). Work engagement is conceptually linked to harmonious passion, and it is defined as a positive and fulfilling state of mind that includes a sense of energy, absorption and affectivity towards work (Schaufeli & Bakker, 2004). Passion toward work is a more expansive concept because it entails internalization into one's identity; harmonious passion may lead to work engagement, whereas obsessive passion may lead to workaholism. It is anticipated that employees who experience positive emotions in the workplace tend to express higher levels of work engagement (Schaufeli & Bakker, 2004; Simpson, 2009). Positive relationships between HP and work engagement have been observed by Forest et al. (2011).

The Passion scale. This dualistic model of passion is the theoretical framework on which the Passion scale (Vallerand et al., 2003) is based. This questionnaire was intended to measure both obsessive and harmonious passion. Obsessive passion refers to a controlled internalization of an activity in one's identity that creates an internal pressure to engage in the activity that the person likes. Harmonious passion refers to an autonomous internalization that leads people to choose to engage in the activity that they like, and something at which they spend time on a regular basis.

Empirical findings support this conceptualization of passion. Exploratory and confirmatory factor analyses have supported the two-factor structure of the Passion scale (Carbonneau et al., 2008; Marsh et al., 2013; Schellenberg, Gaudreau, & Crocker, 2013; Vallerand et al., 2010). The Passion scale has shown high levels of internal consistency as well as predictive, discriminant construct, and external evidence in diverse activities (Marsh et al., 2013; Stenseng, 2008; Vallerand et al., 2003). Test-retest correlations over a 3-month period, revealed moderately high stability values (Stenseng, 2008).

Furthermore, results using this scale revealed that both HP and OP were positively correlated with each other and with measures of the perceived value of the passion, of the activity being perceived as a passion, and inclusion of the passion in the person's identity (Smith, 2008; Stenseng, 2008; Vallerand et al., 2003).

Passion appears to play a major role in people's well-being and, in the long run, on organizational success and competitive advantage (Carbonneau et al., 2008; Marsh et al., 2013; Snyder & López, 2009). Furthermore, there is no current scale adapted into Portuguese that measures passion (harmonious and obsessive) in the workplace, making it impossible to study in Portuguese-speaking countries and companies. In this sense, the aim of this study is to adapt and validate the Passion Scale into Portuguese.

2.- Method

2.1.- Participants

The sample consisted of 548 Spanish workers from companies and entrepreneurial organizations across southern Spain. Participants were required to have a minimum of one year's experience in their professional positions. As for the sample socio-demographic characteristics, 54.38% were women. The average age of the sample was 36.92 (SD = 10.89), ranging from 18 to 63 years old. 30.09% were unskilled or semiskilled manual workers, 23.18% were generally trained office workers or

secretaries, 20.56% were vocationally trained workers or technicians, 14.39% were academically trained professionals, and 11.78% were managers.

2.2.– Measures

Participants completed two psychological scales and some socio-demographic variables previously presented in the Participants. Specifically, they completed the following:

Passion. To measure passion in the workplace, we utilized the Passion scale (Vallerand et al., 2003). The Passion Scale consists of 14 items distributed into two subscales: harmonious passion (items 1-7) and obsessive passion (items 8-14). Responses are given on a Likert-type scale from 1 to 7, where 1 signifies "not agree at all" and 7 "very strongly agree". Scores of reliability on the Passion Scale have ranged from .78 to .88 (Marsh et al., 2013). In the process of adaptation, we solicited the authorization of the original questionnaire's author, which was properly granted.

Work engagement. Work engagement was measured with the Spanish version of the Utrecht Work Engagement questionnaire (UWES) (Schaufeli & Bakker, 2004). The seventeen items were distributed into three dimensions: vigor (6 items), dedication (5 items), and absorption (6 items). Responses to all items were made on a Likert-type scale ranging from 0 ("never") to 6 ("always"). High scores indicate high levels of engagement in the workplace. The Cronbach's Alpha coefficient for the scale was .94, in line with the coefficient obtained by Schaufeli and Bakker (2004) of .92.

2.3.- Procedure

The first step in conducting this study was to back-translate the items of the Passion scale into Spanish in accordance with Hambleton, Merenda and Spielberger's procedure (2006). We first sought the collaboration of two university professors in the field of psychology and motivation who did not participate in the study. They translated the questionnaire from English to Spanish independently of one another, focusing on the workplace. We subsequently compared the three translations and debated the differences between them until achieving a consensus about each item, thereby obtaining a single version of each in Spanish.

The next step was to translate the Spanish version obtained from the original questionnaire back into English. This process was done by a professional translator, whose first language is English and who had nothing to do with the first translation. We later compared the two English versions, the original and the translation of the Spanish version, analyzing the translation's quality by seeing what items coincided in the two questionnaires, making modifications when necessary (Carretero-Dios & Pérez, 2005; Hambleton et al., 2006).

To analyze the validity of the newly created Spanish scale, each item was evaluated by expert judges (Balluerka, Gorostiaga, Alonso-Arbiol, & Haranburu, 2007). We sought the participation of two experts, one on the construct being assessed and one on constructing scales. In order to effectively conduct the assessment, they were provided with the concept of passion, along with the dimensions that comprise it. They were subsequently given a list of all the items and the judges' task was to classify each into the dimensions to which they thought it belonged. They were asked to give their opinions on whether the number of items was sufficient to measure each dimension. Finally, they were asked to evaluate if the items were written clearly (Balluerka et al., 2007). The resulting expert judgement yielded very favorable results in that all the three judges correctly classified all items. They also decided that the dimensions could be perfectly measured by seven items.

The outcome of the steps described above was the Spanish version of the Passion Scale, consisting of 14 items and including 7 for each component of passion: harmonious passion and obsessive passion. As in the original questionnaire, responses were given on a Likert-type scale from 1 to 7, with 1 corresponding to "not agree at all" and 7 "very strongly agree". Table 1 presents the English version as well as the Spanish version.

<i>English version</i>	<i>Spanish version</i>
Harmonious passion	Pasión armoniosa
1. This activity allows me to live a variety of experiences	1. Este trabajo me permite vivir una gran variedad de experiencias
2. The new things that I discover with this activity allow me to appreciate it even more	2. Las cosas nuevas que aprendo con este trabajo hacen que lo valore todavía más
3. This activity allows me to live memorable experiences	3. Este trabajo me permite vivir experiencias memorables
4. This activity reflects the qualities I like about myself.	4. Este trabajo refleja las cualidades que valoro en mí
5. This activity is in harmony with the other activities in my life	5. Este trabajo está en armonía con otras actividades de mi vida
6. For me it is a passion, that I still manage to control	6. Para mí es una pasión que todavía logro controlar
7. I am completely taken with this activity	7. Estoy completamente implicado con este trabajo
Obsessive passion	Pasión obsesiva
8. I cannot live without it	8. No puedo vivir sin este trabajo
9. The urge is so strong. I can't help myself from doing this activity	9. El impulso es tan fuerte, que no puedo dejar de hacer este trabajo
10. I have difficulty imagining my life without this activity	10. No puedo concebir mi vida sin este trabajo
11. I am emotionally dependent on this activity	11. Dependo emocionalmente de este trabajo
12. I have a tough time controlling my need to do this activity	12. Me cuesta controlar la necesidad de realizar este trabajo
13. I have almost an obsessive feeling for this activity	13. Tengo un sentimiento casi obsesivo por este trabajo
14. My mood depends on me being able to do this activity	14. Mi estado de ánimo depende de mi capacidad para realizar este trabajo

Table 1. English and Spanish version of the Passion Scale

Once the Passion scale was translated into Spanish, we proceed to data collection. The Passion Scale was administered between February and June 2013. Two answer modalities were offered: written and electronic format (online survey). Both modalities explained the aim and the conditions of the study. All the participants took part voluntarily and gave informed consent. 321 (59.66%) paper-and-pencil questionnaires and 227 (40.34%) online questionnaires were collected. No significant differences were observed between paper-and-pencil questionnaires and online questionnaires.

2.4.- Data analysis

The statistical package STATA 12.0 was used to carry out data analyses. The scale's psychometric properties were explored through item analysis, exploratory factor analysis, internal consistency and criterion-related validity.

Item analysis. Means, standard deviations, and skewness were calculated for each of the items used to assess passion in the workplace, as well as for the sub-scales scores.

Exploratory factor analysis. Exploratory factor analysis (EFA) was utilized to examine the dimensionality of the scale. EFA allows us to know whether a solution (or evident factor structure) within a particular data set is likely to be observed within another, similar data set. Stronger replicability gives more confidence that a particular scale will behave as expected in data subsets or a different sample (Osborne & Fitzpatrick, 2011). In this study, we utilized internal replication, in which the single data set was split into two samples random assignment.

For EFA replication, it is necessary to consider: (a) whether items are assigned to the same factors in two analyses; and (b) whether the individual item factor loadings are roughly equivalent in magnitude. To check if the factor loadings are approximately equivalent, Osborne and Fitzpatrick (2011) advocate for simply subtracting the two standardized (rotated) factor loadings for congruent items, and squaring the difference. These authors suggest that once the squared differences achieve a magnitude of .04, indicating a difference of $|\pm .20|$, factor loadings and the item should be considered as volatile.

For the EFA analyses, Principal Factors Analysis using an *Oblimin* rotation was carried out on the two random samples. We utilized oblique rotation because (a) factors intercorrelations are the norm in social sciences and (b) both approaches, oblique and orthogonal, yield the same result if the factors happen to be uncorrelated (Cabrera-Nguyen, 2010; Costello & Osborne, 2005). To determine the numbers of factors to retain, the analysis of eigenvalues (Kaiser, 1961) and the Cattell's scree test were employed (Cattell & Vogelmann, 1977).

Internal consistency. The internal consistency of the scale was further investigated by Cronbach's Alpha coefficients and corrected item-total correlations.

Criterion-Related validity. Criterion-Related validity was established by correlating both harmonious and obsessive passions with work engagement, using Pearson and partial correlations.

3.- Results

Item analysis

Descriptive statistics are provided in Table 2. The mean score of the items used to measure harmonious and obsessive passions in the workplace ranged from 4.92 to 4.11, and from 3.70 to 3.00, respectively. All item standard deviations were greater than 1.0. None of the items had absolute skewness greater than 1. Items from harmonious passion were slightly skewed toward the negative, while items from obsessive passion were slightly toward the positive.

	<i>Skewness (SE = 0.11)</i>	<i>Corrected item-total</i>	<i>α if item deleted</i>	<i>Mean (SD)</i>
Harmonious ($\alpha = .93$)				
Item 1	-.43	.84	.92	4.64 (1.75)
Item 2	-.55	.87	.91	4.77 (1.66)
Item 3	-.33	.88	.91	4.44 (1.71)
Item 4	-.56	.87	.91	4.74 (1.60)
Item 5	-.39	.81	.92	4.47 (1.63)
Item 6	-.20	.82	.92	4.11 (1.71)
Item 7	-.55	.75	.93	4.92 (1.58)
Obsessive ($\alpha = .94$)				
Item 8	.01	.84	.94	3.70 (1.85)
Item 9	.11	.89	.93	3.60 (1.78)
Item 10	.12	.92	.92	3.43 (1.86)
Item 11	.20	.89	.93	3.40 (1.89)
Item 12	.21	.88	.93	3.25 (1.74)
Item 13	.50	.86	.93	3.00 (1.80)
Item 14	.06	.76	.95	3.54 (1.87)

Table 2. Skewness, corrected item-total and mean for the Passion Scale

Exploratory Factor Analysis

Using Sample 1 ($n = 262$), we submitted the Passion scale items to an EFA with Principal Factors estimation and *Oblimin* rotation. Prior to the analysis, the *Kaiser-Meyer-Olkin* (*KMO*) measure of sampling adequacy and the *Bartlett sphericity* test were calculated. The *KMO* index showed a value of .94, which may be considered excellent, and the *Bartlett* test proved to be statistically significant, $X^2(91) = 3379.01$, $p < .001$. Therefore, the factor analysis was considered appropriate.

The first eigenvalues of the correlation matrix were 8.07, 1.88, 0.25, 0.14, and 0.08. The scree test and the eigenvalues suggest a two-factor solution. The first factor (obsessive passion) accounted for 54.61% of the variance, and the second factor (harmonious factor) accounted for 15.50% of the variance. Table 3 shows that F2 (harmonious passion) saturates the first seven items as expected, and F1 (obsessive passion) saturates the last seven items. All the items showed a factor loading higher than .40, ranging from .65 to .96.

	Sample 1 (n = 262)			Sample 2 (n = 286)			
	Comm- unality	Factor Load		Comm- unality	Factor Load		Squared Diff
	Extract	1	2	Extract	1	2	
PS1	.669	-.105	.872	.686	-.127	.883	0.0001
PS2	.745	-.089	.910	.732	-.095	.898	0.0001
PS3	.733	.029	.838	.779	.057	.852	0.0001
PS4	.741	.060	.825	.712	.073	.805	0.0004
PS5	.613	.147	.690	.596	.171	.672	0.0003
PS6	.678	.313	.604	.649	.223	.671	0.0044
PS7	.514	.097	.657	.472	.073	.647	0.0001
PS8	.740	.774	.138	.664	.707	.186	0.0044
PS9	.814	.832	.114	.778	.776	.184	0.0031
PS10	.859	.938	-.021	.738	.863	.077	0.0056
PS11	.822	.900	.011	.786	.902	-.033	0.0001
PS12	.764	.859	.025	.741	.877	-.034	0.0003
PS13	.790	.955	-.131	.720	.913	-.156	0.0017
PS14	.478	.651	.065	.468	.644	.074	0.0001
<i>Eigen value</i>		8.071	1.883		7.466	2.129	
<i>Min</i>	.478			.468			
<i>Max</i>	.859			.786			

Table 3. 2 Factor Passion Scale Replicability Analyses, Principal Factors Extraction, Oblimin Rotation with 25 max iterations

A second EFA was conducted with Sample 2 ($n = 286$). *KMO* and the *Bartlett sphericity* test were calculated. The *KMO* index showed a value of .93 and the *Bartlett* test proved to be statistically significant, $X^2(91) = 3401.78$, $p < .001$. Thus, the factor analysis was considered appropriate.

The first eigenvalues of the correlation matrix were 7.47, 2.13, 0.35, 0.21 and 0.06. As above, the scree test and the eigenvalues suggest a two-factor solution. The first factor (obsessive factor) accounted for 53.03% of the variance, and the second factor (harmonious passion) accounted for 14.82% of the variance. Table 3 shows that, as above, F2 (harmonious passion) saturates the first seven items, and F1 (obsessive passion) saturates the remaining seven items. All the items showed a factor loading higher than .40, ranging from .64 to .91.

With regard to structural replication, all the items have their strongest loading on congruent factor, meeting the basic level of replication. As expected, the first seven items (PS1-PS7) loaded on harmonious passion, and the last seven items (PS8-PS14) loaded on obsessive passion. Results showed that the factor loadings were equivalent in magnitude. These ranged from 0.0001 to 0.0056, indicating that the largest difference between the standardized factor loading is |.08|, corresponding to item PS10, which may be considered as adequate ($< |.20|$).

Internal consistency

Internal consistency of the 14-item Passion scale was evaluated by calculating Cronbach's Alpha for the harmonious and obsessive passion factors. Alpha values of .93 and .94, respectively, indicated good reliability. All the corrected correlation coefficients between item score and dimension exceeded .30 (Nunnally & Bernstein,

1995). Overall, the internal consistency of the scale and its items may be considered adequate.

Criterion-Related validity

Criterion-Related validity was established by correlating passion in the workplace with constructs theoretically linked to passion in the literature. Specifically, passion was linked to work engagement, as detailed in the Method section. Preliminary analyses were conducted to ensure no violation of the assumptions of normality, linearity, and homoscedasticity. There was a strong relationship between harmonious and obsessive passion ($r = .57, p < .001$). Work engagement was related to harmonious passion ($r = .62, p < .001$) and to obsessive passion ($r = .38, p < .01$).

Partial correlations were used to explore the relationship between harmonious and obsessive passions and work engagement. There was a strong positive correlation between harmonious passion and work engagement ($.53, p < .001$) when the influence of OP was controlled. In contrast, there was no significant relationship between obsessive passion and work engagement when the influence of HP was controlled ($.03, n.s.$).

4.- Discussion

Appreciation of the importance of positive emotions and passion is rising within the community of researchers. Passion represents one important element that may contribute to understand what leads to a better life. Consequently, valid and reliable assessment instruments to evaluate passion are required. In this sense, the purpose of this study was to examine the psychometric properties (validity and reliability) of the Spanish version of the Passion Scale. This scale showed adequate psychometric properties; factor analyses and Cronbach's coefficients supported the internal validity and the reliability of the instrument. Also, internal replication of this scale succeeded in meeting the criteria of structural replication and factor loadings.

Our results indicated that the dimensions of harmonious and obsessive passions are internally consistent, with all items correlating moderately to highly with the total score, with coefficients higher than .30 (Nunnally & Bersntein, 1995). Minor decreased values for Cronbach's alpha coefficient were identified if any of the items were deleted. Furthermore, as indicated by the item analysis, all the items followed a normal distribution. With regard to the Cronbach's Alpha estimates, Alpha coefficients of both harmonious and obsessive passion were above .70, coherent with the values found in the studies conducted by Stenseng (2008), Vallerand et al. (2010) and Vallerand et al. (2003).

The results revealed that the bidimensionality of the scale was also observed in the Spanish context, similar to the one found by Vallerand et al. (2003). The standardized factor loadings were all above .60 ($> .40$) for both dimensions, indicating a good fit as suggested by Cabrera-Nguyen (2010). Criteria for internal replication were met in our study. The two passion dimensions were congruent across the two analyses, indicating structural replicability. Also, the factor loadings in the EFAs were roughly equivalent in magnitude, with the largest difference between the standardized factor loadings being 0.0056 ($< .04$), as indicated by Osborne and Fitzpatrick (2011).

The two-factor structure of the Passion Scale has been confirmed by other studies (Marsh et al., 2013; Stenseng, 2008; Vallerand et al., 2003, 2010), supporting this dualistic model of passion. Harmonious passion and obsessive passion can be differentiated in terms of how passion for any kind of activity, including work, has been

internalized into one's identity. Harmonious passion refers to a strong desire to freely engage in the work and results from an autonomous internalization of the passion into the person's identity (Marsh et al., 2013). HP is related to intrinsic motivation and engagement in the workplace. While this phenomenon leads to passion for becoming part of the person's identity, individuals with an obsessive passion come to develop ego-invested self-structures toward the source of their passion. OP overwhelms other aspects of the person's life, as demonstrated in workaholism. Obsessive passion for work and workaholism include obsessive-compulsive tendencies, associated with excessive working and the incapacity to acquire satisfaction from other areas of life (e.g., health, leisure activities, relationships) (Aziz et al., 2013).

The criterion-related validity was supported by the relationship between passion in the workplace and work engagement. Both harmonious and obsessive passions correlated with each other and with work engagement, but the relationship between obsessive passion and work engagement disappeared when harmonious passion was controlled. The relationship between HP and OP was to be expected since both factors share mutual elements. Both harmonious and obsessive passions refer to a unique relationship with an activity that an individual has internalized in his or her own self-concept (autonomous vs. controlled). The correlation observed in this study was similar to the one found in previous research (Carbonneau et al., 2008; Carpentier et al., 2012).

Our findings also indicated that only HP showed a significant and strong with work engagement. Harmonious passion is positively related with positive emotions and flow during activity engagement. Employees who experience positive emotions in the workplace tend to express higher levels of work engagement (Schaufeli & Bakker, 2004; Simpson, 2009). On the other hand, obsessive passion is positively related with the experience of conflict with other life contexts, as demonstrated in work addiction (Aziz et al., 2013; Vallerand et al., 2010). These findings provide encouraging evidence for the role of passion in predicting workers' motivation through work engagement.

In summary, the Spanish version of the Passion scale allows the assessment of passion levels in the workplace. Nevertheless, it is important to warn of the study's limitations. The exploratory factors analyses carried out allow us to explore the structure of the Spanish version of the Passion Scale, so we cannot confirm the structure. However, EFA can be used as a replication test for exploring the nature of the scale and the items inter-relationships. Another limitation is the size of the sample. Sample size benefits the robustness of an EFA (Osborne & Fitzpatrick, 2011), so future research should be focused on obtaining more data from more specific and diverse professional groups and organizations (e.g., public versus private).

Moreover, the results of the present study have implications for future research. Confirmatory factor analyses should be implemented in order to validate the underlying structure resulting from the replication study, specifically items' loadings in HP and OP. It would be necessary to conduct additional studies analyzing the relationships between passion and other workplace variables (i.e., workaholism, humor). In upcoming studies, temporal stability should be explored in Spanish samples. Finally, additional research is also necessary to explore the psychological processes that connect harmonious passion and work engagement.

The Spanish version of the Passion scale seems to be an accurate instrument for assessing passion for work levels in organizational contexts, analyzing it in relation to other variables in companies. It is an easy-to-apply tool requiring minimal time to complete, and it could be useful in designing models and strategies for increasing employees' passion for work levels.

5.- References

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