

## Conceptualization and Validation of Employee Experience as a Latent Construct

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### Abstract

The paper examines and verifies Employee Experience (EX) scale as one-dimensional as well as multidimensional construct with six dimensions namely Cohesiveness, Vigor, Wellbeing, Achievement, Inclusiveness and Physical Environment. Six dimensions were explored with focus group and open-ended survey and validated with closed ended survey of 299 employees working in Multinational Corporation across India. Structural Equation modeling (SEM) is used to validate proposed latest construct. Both, first and second order models gave compelling results. Establishing the EX scale would help researchers as well practitioners in empirically measuring EX and its relationship with various individual as well organizational constructs.

**Keywords** Employee Experience, Scale Development, Scale Validation, SEM, CFA, EFA, Second-order analysis.