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## USING PRISM TO TEST AMOTIVATION AS A MEDIATOR BETWEEN WORK-HOME AND TURNOVER

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This study aims to provide evidence of the suitability of the pictorial representation of illness and self measure (PRISM) for research on industrial and organizational psychology. The authors tested the mediating role of amotivation in the relationship between work boundaries and turnover intentions. Data provided by 221 Colombian participants from 11 companies were analyzed using the structural equation modeling approach. The results suggest that the PRISM can be used as a measure of different psychosocial aspects at the workplace. As the relationships between work boundaries, amotivation, and turnover have not been simultaneously tested and research on these topics in Latin America is scarce, the findings of the study also contribute to literature on work boundaries and work motivation.

**Keywords:** PRISM; Job attitudes and engagement; Work and family; Withdrawal/absenteeism/turnover.

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For more than a century, grasping psychological variables has been the interest of psychologists. In past times, Fechner showed that it is possible to measure non-tangible psychological processes (as cited in Sireci, Wainer, & Braun, 1998). Intelligence tests developed in World War I became a landmark of psychological measurement (Craig, 2017). Generally speaking, measurement can be defined as the assignment of numbers to objects following certain criteria (Stevens, 1946). In psychology, such objects are attitudes, for instance, and can be rated using ordered scales (Likert, 1932). Likert scales are widely used in fields such as industrial and organizational psychology (I/O psychology). However, scales and, in general, measurement in the different fields of psychology are not free from controversy. Traditional nomothetic methods like generic questionnaires pose problems when trying to grasp attitudes (Sensky & Büchi, 2016). Similarly, controversy has involved the use of Likert scales. The problem arises when researchers use parametric analyses to unveil the structure of data collected using Likert scales. Likert scales produce ordinal data for which nonparametric tests would be more suitable. Still, many authors use parametric analyses to examine this type of data. Although some authors on the opposite side of the discussion advocate for the use of Likert scales, they recognize that analyses derivative of correlations (e.g., regressions and factor analysis) are too sensitive to ordinal data (Carifio & Perla, 2007).

Given the limitations of verbal items and Likert scales mentioned so far, some scholars have opted for the use of alternative operationalizations of psychological concepts. Visual analogue scales (VASs) are an example of this alternative method of psychological measurement. VASs have been used to measure pain, anxiety, and other subjective phenomena in patients with different conditions (Gift, 1989). The typical VAS