

**Table 4** Items scaling tests: convergent validity for the Persian version of the job content questionnaire scales

Scale	Convergent validity (range of correlation)	Scaling success <sup>a</sup>	Scaling success rate (%)
<i>Decision latitude (n = 9)</i>	0.13–0.64	4/9	44.4
Skill discretion (n = 6)	0.25–0.68	5/6	83.3
Decision authority (n = 3)	0.32–0.66	2/3	66.7
<i>Psychological job demands (n=9)</i>	0.27–0.61	8/9	88.9
<i>Social support (n = 8)</i>	0.40–0.84	7/8	87.5
Supervisor support (n = 4)	0.78–0.92	4/4	100.0
Coworker support (n = 4)	0.59–0.83	4/4	100.0
<i>Physical exertion (n = 3)</i>	0.62–0.85	3/3	100.0
<i>Physical isometric loads (n = 2)</i>	0.92–0.93	2/2	100.0
<i>Total physical hazards (n = 8)</i>	0.45–0.82	8/8	100.0
Hazardous conditions (n = 5)	0.64–0.82	5/5	100.0
Toxic exposures (n = 3)	0.46–0.90	3/3	100.0

<sup>a</sup>Number of correlations between items and hypothesized scale corrected for overlap > 0.4/total number of convergent validity tests.  
n = number of items.