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Article

Adaptation and Validation of The Satisfaction With Life Scale (SWLS)

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ABSTRACT

Life satisfaction is an individual's cognitive evaluation of their overall quality of life, which is becoming increasingly important to understand in the context of Generation Z working amidst the dynamics of rapid social and technological change. This study aims to adapt and test the psychometric quality of the Indonesian version of the Satisfaction With Life Scale (SWLS) in the working Generation Z population. The study population was Generation Z (born 1997–2012) who worked full- or part-time, with a sample of 301 subjects obtained through accidental sampling techniques. The adaptation process was carried out following the ITC Guidelines for Translating and Adapting Tests, including forward translation, back translation, expert review with an Aiken's V value of 0.70–0.85 for each item, and a readability test. Data analysis involved reliability testing and Confirmatory Factor Analysis (CFA). The results of the reliability test showed good internal consistency with a Cronbach's Alpha value of 0.805. The CFA results confirmed an excellent fit of the single factor OR unidimensional model, with all items loading significantly (Standardized Factor Loading 0.577–0.772), as well as strong model fit indices (CFI = 1.00; TLI = 1.01; RMSEA = 0.00).

1. Introduction

Life satisfaction is a cognitive evaluation of an individual's overall quality of life based on personal standards and expectations (Diener et al., 1985). As one of the main components of subjective well-being, life satisfaction reflects how individuals assess their lives as a whole rather than focusing on specific life domains. Individuals evaluate their life satisfaction by comparing their current life conditions with their personal aspirations, goals, and expectations. Therefore, life satisfaction is considered an important psychological indicator for understanding how people perceive their quality of life in various social contexts.

In the modern era, rapid technological advancement and social transformation have significantly changed the way individuals live and work. These changes are particularly experienced by Generation Z, a generation born roughly between 1997 and 2012 (Dimock, 2019). Generation Z grew up in a highly digitalized environment and has been exposed to rapid technological innovation, social media, and global connectivity since an early age. As a result, this generation tends to have different perspectives on career development, life priorities, and psychological well-being compared to previous generations.

In Indonesia, Generation Z represents a large proportion of the population and is gradually entering the workforce. According to data from the Central Statistics Agency (BPS), this generation will become one of the dominant groups in the labor market in the coming years. As young individuals transitioning from education to employment, Generation Z often faces various challenges in adapting to the professional world. These challenges include the need to balance work demands with personal life, the desire for flexible work arrangements, and expectations for meaningful and fulfilling careers. Consequently, understanding the level of life satisfaction among Generation Z workers has become increasingly important for both psychological research and organizational development.

Previous studies have shown that life satisfaction among young workers is influenced by various factors, including work-life balance, job flexibility, social support, and opportunities for personal growth (Jaharuddin & Zainol, 2019; Waworuntu et al., 2022). Generation Z tends to value a work environment that supports autonomy, flexibility, and psychological well-being. Unlike previous generations who often prioritized job stability and long-term career paths, Generation Z is more likely to seek meaningful work experiences and balance between professional and personal life. These characteristics suggest that work experiences may play a significant role in shaping their overall life satisfaction.

To measure life satisfaction, researchers commonly use standardized psychological instruments that allow for reliable and valid assessment. One of the most widely used instruments is the Satisfaction With Life Scale (SWLS) developed by Diener et al. (1985). The SWLS consists of five items designed to measure individuals' global cognitive judgments of their life satisfaction. The scale has been extensively used across different cultural contexts and has demonstrated strong reliability and validity in numerous studies (Pavot & Diener, 1993). Due to its brevity and strong psychometric properties, the SWLS has become one of the most frequently used instruments in research on subjective well-being.

However, despite its widespread use, several studies have suggested that psychological measurement instruments developed in one cultural context may not always function identically in other cultural or demographic contexts. Cross-cultural research has indicated that some items of the SWLS may show variations in meaning or interpretation across countries, age groups, and cultural backgrounds (Jovanović et al., 2024). Therefore, the adaptation and validation of psychological instruments are essential to ensure that they accurately capture the intended construct in a specific population.

In addition, most previous validation studies of the SWLS have focused primarily on general populations or university students. Research examining the psychometric properties of the SWLS among **Generation Z workers**, particularly within the Indonesian context, remains relatively limited. Considering the unique psychosocial characteristics of Generation Z and the rapidly evolving work environment, it is important to evaluate whether the SWLS remains a valid and reliable instrument for measuring life satisfaction in this

population.

Furthermore, Generation Z demonstrates a growing awareness of mental health and psychological well-being. Surveys indicate that young individuals increasingly recognize the importance of emotional balance, personal meaning, and overall quality of life in their daily experiences (Deloitte Global, 2021). Compared to previous generations, Generation Z is more open to discussing mental health issues and actively seeking support for psychological well-being. This shift highlights the importance of reliable instruments that can measure life satisfaction accurately within this generational context.

Based on these considerations, the adaptation and validation of the Satisfaction With Life Scale (SWLS) in the Indonesian context is necessary to ensure that the instrument is culturally appropriate and psychometrically sound when used among Generation Z workers. Therefore, this study aims to adapt the SWLS into the Indonesian language and examine its psychometric properties using reliability analysis and Confirmatory Factor Analysis (CFA). The findings of this study are expected to contribute to the development of reliable measurement tools for assessing life satisfaction among Generation Z in Indonesia and to provide empirical insights for future research on subjective well-being in the context of the modern workforce.

2. Literature Review

Life satisfaction is a cognitive component of subjective well-being that refers to an individual's evaluation of their overall quality of life based on personal standards and expectations (Diener, 1984). This evaluation is global and not focused on a specific life domain, but rather reflects an individual's general assessment of their life. Life satisfaction is considered relatively stable and influenced by an individual's values, goals, and the context in which they live.

The Satisfaction With Life Scale (SWLS), developed by Diener (1985), is the most widely used instrument to measure life satisfaction globally. The SWLS consists of five items designed to capture an individual's cognitive evaluation of their life as a whole. Numerous studies have shown that the SWLS has good reliability and validity across diverse populations and cultural contexts. However, cross-cultural research has also found that some SWLS items do not always function equally across different cultural and age groups, making contextual adaptation essential to maintain construct validity.

Generation Z has distinct psychosocial characteristics compared to previous generations, particularly in their understanding of work, life balance, and psychological well-being. As a generation in the early stages of their careers, Generation Z's life satisfaction is influenced by work experience, flexibility, work-life balance, and social support in the workplace. These conditions have the potential to influence the standards of life evaluation that Generation Z uses to assess their life satisfaction globally.

Most SWLS adaptation and validation studies have focused on college students or the general public, while studies on Generation Z who have entered the workforce are still limited, particularly in the Indonesian context. Therefore, adaptation and psychometric testing of the SWLS in the working Generation Z population are needed to ensure that this instrument remains relevant, valid, and able to represent the construct of life satisfaction according to the generational and cultural contexts studied.

3. Research Methodology

This study uses a quantitative approach with a descriptive design because it aims to obtain an empirical picture of the level of life satisfaction among working Generation Z without manipulating the variables studied (Creswell & Creswell, 2018). This approach allows researchers to collect numerical data through a structured questionnaire to test the validity and reliability of the Satisfaction With Life Scale (SWLS). The subjects in this study were individuals included in the Generation Z category, namely those born between 1997 and 2012 (Dimock, 2019), and currently working either full-time or part-time. The selection of Generation Z was based on their unique characteristics in viewing life and career balance in the digital era. Sample characteristics include age and type of employment.

3.1 Instruments and Materials

The instrument used in this study is an

adaptation of the Satisfaction With Life Scale (SWLS) developed by Diener et al. (1985). This scale is used to measure an individual's level of life satisfaction through a series of statements rated based on the respondent's level of agreement on a Likert scale of 1 to 7, with responses ranging from "strongly disagree" to "strongly agree."

The instrument adaptation stages refer to the ITC (Guidelines for Translating and Adapting Tests) guidelines published by the International Test Commission in 2017. The adaptation process is carried out through seven steps, namely:

Stage 1: Pre-Condition

In this stage, the researchers reviewed the original source of the Satisfaction With Life Scale (SWLS) developed by Diener et al. (1985) to understand the concept and construct of life satisfaction that underpins the scale's development. They examined the measurement objectives, the theoretical definition of life satisfaction, and the characteristics of the items, both global and evaluative. This review was conducted to ensure that each statement on the Satisfaction With Life Scale (SWLS) could be transferred to the Indonesian cultural context without altering the psychological meaning intended to be measured. Furthermore, they evaluated the appropriateness of the language and context in which the scale would be used to ensure that the adaptation maintained the conceptual validity of the original instrument.

Stage 2: Forward Translation

All items in the original (English) version of the scale were translated into Indonesian by two bilingual translators with backgrounds in psychology. The translators worked separately to reduce the potential for subjective bias. The researchers then compared and combined the translations into an initial draft of the Indonesian version, ensuring that the psychological meaning remained consistent, the terminology used was clear, and it was appropriate for the social context of Generation Z workers.

Stage 3: Synthesis and Back Translation

The translations from both translators were then combined and adjusted by the research team to create a consistent version. This version was then backtranslated into English by an independent translator not involved in the previous stage. This procedure was carried out to check for equivalence between the translated and original versions and to ensure that there were no changes or deviations in the meaning of the constructs being measured.

Stage 4: Expert Review

The draft of the item synthesis was then submitted for review through expert judgment by five psychology lecturers who assessed the appropriateness of the language, conceptual equivalence with the original version, cultural relevance, and clarity of each item. The feedback provided was used to refine the wording of the items while ensuring that the instrument had adequate content validity. After the review process, the Satisfaction With Life Scale (SWLS) was analyzed using Aiken's V coefficient based on expert assessment, with a scale of 1 (very irrelevant) to 5 (very relevant). Referring to the minimum limit of Aiken's V of 0.50 (Azwar, 2012), all items obtained scores between 0.70 and 0.85. Because all scores were above the required threshold, all items were declared to meet content validity and were suitable for use in research.

Stage 5: Readability Test

After the instrument was revised based on expert input, a readability test was conducted on 10 Generation Z workers. This test aimed to assess the extent to which each item was easily understood, had a clear sentence structure, and was relevant to the work experience of that generation. At this stage, the response format was also tested using a four-point Likert scale (1 = very inappropriate to 4 = very appropriate). The readability test results indicated that all items were well understood, so no further revision was necessary.

Stage 6: Scale Administration (Data Collection)

After the entire adaptation process was completed and the instrument was deemed suitable, the questionnaire was distributed online via Google Forms. Data collection was conducted in October 2025, targeting Generation Z workers. A total of 301 individuals participated in the questionnaire, and all provided voluntary consent through a digital informed consent form included at the

beginning of the questionnaire. The blueprint for the Satisfaction With Life Scale (SWLS) is as follows:

Table1. Blueprint Satisfaction With Life Scale (SWLS)

No.	Statement
1.	Most of my life is going according to what I expected.
2.	My life condition is going very well
3.	I am satisfied with my life
4.	I feel satisfied with what I have in this life
5.	If I could live my life over again, there is nothing I would change.

Stage 7: Data Analysis

After data collection, analysis began with reliability and validity testing to ensure that each item in the instrument performed consistently and accurately measured the intended construct. Initial analysis results indicated that all items met the required reliability and validity criteria, thus deeming the instrument suitable for further analysis. The next step was conducting Confirmatory Factor Analysis (CFA) to test the suitability of the measurement model and confirm the theoretically formulated factor structure.

3.2 Data Collection and Analysis

The subjects in this study were 301 working Generation Z members. A description of the research subjects can be seen in the following table:

Table 2. Subject Age Distribution

Age	Amount	Percentage (%)
18	2	0.7%
20	6	2.0%
21	2	0.7%
22	7	2.3%
23	16	5.3%
24	10	3.3%
25	3	1.0%
26	23	7.6%
27	48	15.9%
28	32	10.6%
29	50	16.6%
30	42	14.0%
31	30	10.0%
32	30	10.0%

The age distribution of respondents in this study covers the age range of 18 to 32 years. The age group with the largest number of respondents was 29 years old with 50 people (16.6%), followed by 27 years old with 48 people (15.9%), and 30 years old with 42 people (14.0%). 28 years old also had a fairly large representation, namely 32 people (10.6%), as did the 31 and 32 year old groups, each consisting of 30 people (10.0%). Meanwhile, the younger age group (18–22 years) had a relatively small number of respondents, namely 2 people aged 18 years old with 2 people (0.7%), 6 people aged 20 years old with 6 people (2.0%), 21 years old with 2 people (0.7%), and 7 people aged 22 years old with 2.3%. The 23–26 age group is in the middle category, for example, 16 respondents aged 23 (5.3%), 10 respondents aged 24 (3.3%), 3 respondents aged 25 (1.0%), and 23 respondents aged 26 (7.6%). Overall, this data pattern shows that the majority of respondents are in the 27–32 age range, which is the early adulthood phase, which generally has entered the workforce or is in the transition period towards full independence. The cumulative distribution reaches 100% at age 32, indicating an even distribution of data with a dominance of those in their late 20s.

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4. Results and Discussion

4.1 Results of Reliability and Validity Test of Items

Reliability is measured using Cronbach's Alpha, and the coefficient value is considered satisfactory if it reaches at least 0.900 (Azwar, 2012). Meanwhile, for the item discrimination index, a value of 0.30 is considered satisfactory, while items with a discrimination index less than 0.30 are interpreted as having low discrimination power (Azwar, 2021).

Table 4. Scale Reliability Statistics

	Cronbach's α
Scale	0.805

The reliability test for the five items on this scale yielded a Cronbach's Alpha value of 0.805. It can be concluded that this research instrument is reliable and consistent.

Table 5. Item Reliability Statistics

	if item dropped	
	item-rest correlation	Cronbach's α
Item 1	0.649	0.750
Item 2	0.665	0.745
Item 3	0.647	0.751
Item 4	0.506	0.791
Item 5	0.539	0.799

4.2 Confirmatory Factory Analysis (CFA) Results

Confirmatory Factor Analysis(CFA) is conducted to test how well the hypothesized single factor model fits the actual data.

Table 6. Factor Loadings

Factor	Indicator	Estimate	p	Stand. Estimate
Life Satisfaction	Item 1	0.865	< .001	0.739
	Item 2	0.900	< .001	0.772
	Item 3	0.853	< .001	0.735
	Item 4	0.609	< .001	0.577
	Item 5	0.958	< .001	0.604

The results of the Confirmatory Factor Analysis (CFA) showed that all items loaded significantly on the measured latent factor. The standardized factor loading values ranged from 0.577 to 0.772. This finding indicates that each item has an adequate to strong contribution in representing the construct of life satisfaction. Item 2 showed the highest loading ($\lambda = 0.772$), followed by Item 1 ($\lambda = 0.739$) and Item 3 ($\lambda = 0.735$), reflecting the dominant role of these three items in forming the factor, while Item 4 ($\lambda = 0.577$) and Item 5 ($\lambda = 0.604$) remained above the recommended minimum limit and were therefore still considered constructively valid. Overall, this consistent and stable factor loading pattern supports good convergent validity, indicating that all indicators work uniformly in representing a single construct. No items were found to deviate from the theoretical construct, so the factor structure can be declared homogeneous and unidimensional. Thus, the Life Satisfaction measurement model

is considered valid, has adequate theoretical and statistical suitability, and is suitable for use without the need for item elimination or revision.

Table 7. Test for Exact Fit

χ^2	df	p
2.31	5	0.804

The results of the Test for Exact Fit show a χ^2 value of 2.31 with df = 5 and a significance value of p = 0.804. The low and insignificant chi-square value (p > 0.05) indicates that there is no significant difference between the theoretical model built and the empirical data obtained. In the context of Confirmatory Factor Analysis (CFA), this condition represents that the model has an excellent fit and is able to accurately describe the structure of the relationship between indicators. Thus, the estimated measurement model can be stated to be in accordance with the data, and the tested factor structure has been statistically confirmed.

Table 8. Fit Measures

				RMSEA 90% CI	
CFI	TLI	SRMR	RMSEA	Lower	Upper
1.00	1.01	0.0106	0.00	0.00	0.0505

The results of the model fit index test indicate that the Confirmatory Factor Analysis (CFA) model has excellent goodness of fit. A CFI value of 1.00 and a TLI of 1.01 indicate that the model is able to represent the data very well, even exceeding the minimum limit of 0.95 commonly used as an indicator of excellent fit. The SRMR value of 0.0106, which is far below the limit of 0.08, indicates that the residuals between the model's covariance matrix and the data are very small, so the model error rate can be said to be minimal. Furthermore, the RMSEA value of 0.00 with a 90% CI in the range of 0.00 - 0.0505 indicates that the model has a very high degree of fit and shows no indication of approximation error in the population.

The range of confidence intervals that are all below 0.08 further strengthens that the model is very appropriate and stable. Overall, all fit indices confirm that the Confirmatory Factor Analysis (CFA) model tested has an excellent level of fit and is suitable for use as a representation of latent factors in this study.

In general, the data analysis in this study focused on testing the psychometric quality of the instrument used to measure life satisfaction in working Generation Z. This testing was conducted to ensure that the instrument was able to represent the construct being measured accurately and consistently within the context of the study population. The results of the reliability analysis showed that the instrument had good internal consistency, with a Cronbach's Alpha value of 0.805 and adequate item-total correlations across all items. These findings indicate that the adapted version of the Satisfaction With Life Scale (SWLS) is able to consistently measure life satisfaction in the working Generation Z population. Furthermore, the results of the Confirmatory Factor Analysis (CFA) showed that all items loaded significantly on one latent factor, thus supporting the assumption of the construct's unidimensionality as proposed by Diener et al. (1985).

From a subject-specific perspective, the results of this study indicate that working Generation Z evaluate life satisfaction globally and holistically, rather than solely based on a single aspect of life, such as work or financial well-being. This finding aligns with the concept of subjective well-being, which emphasizes an individual's cognitive assessment of their life as a whole (Diener, 1984). In the context of Generation Z, this evaluation is closely related to work experiences that provide a balance between professional and personal demands, work flexibility, opportunities for self-development, and attention to mental health. Therefore, the Satisfaction With Life Scale (SWLS) is considered relevant for capturing how Generation Z interprets quality of life amidst the ever-changing dynamics of the working world. These results are consistent with previous findings showing that the Satisfaction With Life Scale (SWLS) is a reliable and valid measurement tool across various cultural contexts and populations (Espejo et al., 2022).

However, this study offers an additional contribution because it specifically involves Generation Z who have entered the workforce, unlike many previous studies that focused on college students or the general population. Given that Generation Z has different values, life expectations, and work orientations than previous generations, these findings extend the empirical evidence that the single-factor structure of the Satisfaction With Life Scale (SWLS) remains stable when applied to different life contexts and age groups.

Compared with cross-cultural research that reported functional variations in the Satisfaction With Life Scale (SWLS) items across countries (Jovanović et al., 2024), the results of this study indicate that the adaptations were able to maintain the construct's meaningfulness in the Indonesian Generation Z context. All items had standardized factor loadings above the recommended minimum limit, and no items needed to be eliminated. This indicates that although Generation Z's ideal standard of living is influenced by contemporary values, such as work flexibility and psychological well-being, the concept of global life satisfaction can still be adequately represented through the unidimensional structure of the Satisfaction With Life Scale (SWLS). Practically, the findings of this study have important implications for organizations and human resource practitioners. The adapted version of the Satisfaction With Life Scale (SWLS) can be used as an assessment tool to monitor the level of life satisfaction of Generation Z employees, who currently dominate the workforce. This information can form the basis for designing work policies that are more responsive to the psychological needs of young employees, such as employee welfare programs, flexible work arrangements, and employee well-being-based retention strategies. In addition, for industrial psychologists and career counselors, this instrument can help identify individuals who experience life dissatisfaction in the early stages of their careers so that interventions can be carried out earlier and more precisely.

However, this study has several limitations that should be considered when interpreting the results. The use of a single instrument, the Satisfaction with Life Scale, consisting of only five items, limits the depth and breadth of cognitive evaluations of life satisfaction. By design, this scale only measures an individual's global assessment of their overall quality of life. However, this instrument does not capture affective dimensions such as positive and negative emotions, which are crucial components of subjective well-being. Furthermore, the limited number of respondents from diverse occupations without any specific characteristics grouped together means that differences in workload, role demands, and work environment conditions could potentially influence individuals' cognitive evaluations of their lives overall. This situation allows variations in life satisfaction scores to not fully reflect generational characteristics but rather be influenced by heterogeneous work contexts. Furthermore, the use of a self-report instrument opens up the possibility of subjective bias, such as a tendency to provide more socially acceptable answers. Online data collection also potentially limits the generalizability of the findings, so the results of this study may not fully represent the entire working Generation Z population in Indonesia.

Based on these limitations, further research is recommended to use more comprehensive instruments to measure subjective well-being, such as the Positive and Negative Affect Schedule or Diener's Multicomponent Measure of Subjective Well-Being, which integrate the cognitive dimension of life satisfaction and the affective dimension of positive and negative emotions. This will provide a more holistic understanding of Generation Z's well-being. Furthermore, further research is recommended to group types of jobs based on specific characteristics so that the influence of work context on life satisfaction can be analyzed more specifically. Furthermore, the use of more diverse data collection methods, as well as further testing such as measurement invariance and longitudinal designs, is expected to provide a more comprehensive understanding of the dynamics of Generation Z's life satisfaction over time.

5. Conclusion

This study shows that the Indonesian adaptation of the Satisfaction With Life Scale (SWLS) has adequate reliability and validity to measure life satisfaction in working Generation Z.

The results of the reliability analysis and Confirmatory Factor Analysis (CFA) support the single-factor structure of the SWLS and indicate that all items are able to consistently represent the construct of life satisfaction.

These findings indicate that life satisfaction among Generation Z can still be understood as a global cognitive evaluation of life as a whole, despite being influenced by modern work-life values such as balance and flexibility. Therefore, the adapted SWLS can be used as a relevant and practical measurement tool in organizational contexts and psychological research, particularly for assessing the subjective well-being of Generation Z workers in Indonesia.

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