DO THE MOTIVATIONAL REGULATION PREDICT WORK ENGAGEMENT? A STUDY ON CHILEAN ENTREPRENEURS

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SUMMARY

Entrepreneurs' intrapersonal abilities are essential to address the inherent challenges involved in initiating and developing a business. Motivation and motivational regulation are highly relevant intrapersonal skills due to their influence on sustaining effort and maintaining focus when facing complex challenges and problems. The aim of the present study was to examine the predictive value of Motivational Regulation Strategies and the level of Motivational Regulation in relation to Work Engagement and its subfactors. In addition, the psychometric properties of the instruments were assessed using a sample of Chilean entrepreneurs. The study followed a quantitative-predictive approach and employed a convenience sample of 408 Chilean entrepreneurs. Participants completed a self-report instrument composed of the Brief Regulation of Motivation Scale, the Motivational Regulation Strategies Scale, and the Utrecht Work Engagement Scale, all adapted to the Chilean entrepreneurial context. The instruments demonstrated adequate psychometric properties. The results indicated that the level of Motivational Regulation significantly predicts Work Engagement. However, only some Motivational Regulation Strategies were found to predict Work Engagement, and similar findings emerged when analyzing its subfactors. These results highlight the importance of differentiating between types of strategies when analyzing the relationship between Motivational Regulation and Work Engagement. Consistent with findings in educational contexts, the effectiveness of specific strategies appears to depend on the characteristics of both the population and the task.

Introduction

Currently, the field of entrepreneurship has gained significant prominence in both public and scientific discussions due to its contribution to job creation and national economic development. In Chile, various funding and support mechanisms are available for entrepreneurs at different stages, including incubation and development programs aimed at fostering diverse entrepreneurial initiatives (SERCOTEC, 2024; CORFO, 2021).

There is a strong emphasis on training entrepreneurs and their teams, recognizing the need to strengthen knowledge and skills in both technical domains (e.g., finance, legal frameworks, management) and areas related to human development (e.g., leadership and teamwork). This focus stems

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from the established relationship between the enhancement of human capital and the potential for venture success (Altukhov, 2019).

Despite the available support, it is estimated that 97.5% of ventures close within five years, with 80% of small and medium-sized enterprises failing before their third year (Durney, 2018). While financial difficulties are among the leading causes of entrepreneurial failure (USS, 2024), challenges also arise in sustaining resilience and achieving progress amid complex and diverse obstacles. Several studies emphasize that learning from failure is essential for future success in entrepreneurship (Lattacher, 2020).

Furthermore, without sufficient conviction and motivation, overcoming the high volume of challenges inherent in entrepreneurship becomes difficult. This underscores the importance of self-discipline, determination, commitment, and perseverance—qualities closely associated with the motivational dimension (Montoya-Rendón *et al*., 2019). Entrepreneurs must maintain commitment to their goals despite setbacks, regulate negative emotions such as frustration and fear, and cultivate positive emotional states and attitudes (Hernández-Vargas, 2022). In this context, motivational factors such as Work Engagement and Motivational Regulation emerge as key elements in the entrepreneurial domain.

Work Engagement (WE)

Work Engagement (WE) is conceptualized as a cognitive-affective construct that reflects a high motivational state, expressed as a positive, fulfilling, work-related state of mind characterized by vigor, dedication, and absorption (Schaufeli *et al*., 2002). Vigor refers to high energy levels, mental resilience, and the willingness to invest effort in work, even when faced with difficulties. Dedication denotes a strong involvement in work tasks, accompanied by enthusiasm and a sense of significance. Absorption describes the state of being fully immersed and deeply concentrated in work-related activities (Schaufeli, 2013; Taris *et al*., 2020).

WE is commonly explained through the Job Demands–Resources Model (JD-R), which posits that engagement arises from the balance between job demands and the resources available to address them (Bakker and Demerouti, 2014; Maluenda-Albornoz *et al*., 2019). When resources are adequate to meet job demands, work motivation tends to increase. In contrast, when demands exceed available resources, negative consequences for motivation and health are likely to occur (Bakker and Demerouti, 2014). However, when demands are sufficiently challenging and resources are adequate, a motivational state of engagement emerges (Guzmán-Arellano *et al*., 2024).

Job resources refer to functional aspects that help achieve work goals (e.g., performance feedback, autonomy, social support), while personal resources involve self-related traits linked to success (e.g., resilience, self-efficacy, optimism) (Schaufeli, 2013). Job demands involve physical, psychological, and organizational aspects that require sustained effort and may result in psychological or physiological strain.

Research indicates that higher levels of WE are associated with increased creativity, learning, and proactive behavior (Parker *et al*., 2010), as well as greater empowerment and leadership capabilities. WE is also positively linked to workers' health (Schaufeli, 2004), well-being (Guzmán-Arellano *et al*., 2024), and performance at both individual and organizational levels (Schaufeli and Bakker, 2020). Elevated motivation and positive attitudes at work enhance performance, adaptability, and openness to change (Vásquez-Pailaqueo *et al*., 2021; Varas *et al*., 2023).

Motivational Regulation (MR)

Most research in the field of Self-Regulation has focused on cognitive and metacognitive strategies, leaving open the question of how to maintain high levels of motivation and what factors influence it (Schwinger *et al*., 2009), particularly considering that different types of strategies can be used to successfully regulate motivation (Schwinger *et al*., 2017).

Based on models of self-regulated learning, Wolters (1998) introduced the concept of Motivational Regulation (MR) to refer to the deliberate guidance of one's own motivation with the intention of improving, sustaining, or complementing it through specific strategies (Wolters and Benzon, 2013). Research has categorized MR strategies into three broad groups: a) strategies aimed at increasing interest in the task, b) goal-oriented strategies, and c) strategies focused on environmental control (Schwinger *et al*., 2009).

The first group involves efforts to make the task more engaging or personally meaningful, including identifying reasons that add value to the task and setting self-promises or rewards to maintain motivation. The second group refers to strategies such as breaking tasks into smaller units, reminding oneself of the task's usefulness for personal development, and reinforcing achievement-oriented goals in comparison with peers (Schwinger *et al*., 2017). The third group involves controlling or modifying the learning environment to facilitate sustained motivation (Kryshko *et al*., 2020).

The relevance of studying MR lies in the hypothesis that individuals who use MR strategies are more likely to succeed in their goals by initiating action, protecting the process from interruptions, and maintaining effort to build necessary skills (Grunschel *et al*., 2016). This line of research has been primarily developed in educational contexts and shows that MR reduces procrastination (Bäulke, Daumiller and Dresel, 2021), enhances metacognitive control, and improves performance outcomes (Daumiller and Dresel, 2019; Eckerlein *et al*., 2019; Schnettler *et al*., 2020; Gehle *et al*., 2023). Furthermore, MR has been linked to greater engagement and lower levels of burnout (Allen *et al*., 2023; Wolters *et al*., 2023), and is considered a significant predictor of academic achievement (Pérez *et al*., 2023).

Despite these findings, research on MR is still scarce in the Spanish-speaking world and virtually absent in the Latin American context, with the exception of some psychometric advancements (Sánchez-Rosas *et al*., 2019; García-Ripa *et al*., 2015). Moreover, no studies have explored the role of MR in the workplace, where it could serve as a promising variable in understanding both motivational dynamics and performance, given its demonstrated effects in educational settings.

The present study pursued two main objectives. First, to evaluate the psychometric properties of the Brief Regulation of Motivation Scale (BroMS) and the Motivational Regulation Strategies Scale (MRSS) in their Latin American Spanish adaptation using a sample of entrepreneurs (Study 1). Second, to analyze the predictive value of MR strategies and MR level in relation to engagement and its subdimensions (Study 2).

Methods

Participants

Study 1 was conducted using a convenience sample of 204 Chilean entrepreneurs, including 80 men (39.2%) and 124 women (60.8%), with ages ranging from 22 to 69 years (M = 37.01, SD = 9.3). Study 2 used a similar sampling strategy, also with 204 Chilean entrepreneurs—68 men (33.3%) and 136

women (66.7%)—with ages ranging from 20 to 72 years (M= 39.08, SD= 11.02).

Measures

The Spanish version of the Utrecht Work Engagement Scale – UWES-9 (Schaufeli and Bakker, 2003) was used. This instrument consists of 9 items assessing vigor, absorption, and dedication, which are rated according to the frequency of occurrence using a 7-point Likert scale (0= Never; 6= Every day). The scale has shown evidence of validity and reliability in Chilean worker samples (Guerra and Jorquera, 2021).

The Brief Regulation of Motivation Scale (BroMS; Kim *et al*., 2018) was also applied. This instrument includes 12 items measuring general beliefs about motivational regulation during task performance, using a 5-point Likert scale (1= Strongly disagree; 5= Strongly agree). In the original study, the scale showed good model fit for a two-factor structure: Motivational Regulation (e.g., "If I am stopping before finishing a task, I have strategies to keep myself studying") and Willpower (e.g., "If a task is difficult, I find a way to stay on it and finish the work").

Additionally, the newly developed Motivational Regulation Strategies Scale (MRSS) was included and will be described in detail later in the article. A sociodemographic questionnaire was also administered, collecting data on age, gender, academic program, and extracurricular work activity.

Design

Study 1 followed an instrumental, cross-sectional design. Construct validity for the UWES-9 and BroMS was evaluated using Confirmatory Factor Analysis (CFA), based on their original factor structures. Correlation matrices, factor loadings, and model fit indices were analyzed using the Unweighted Least Squares (ULS) method. Fit indices included RMSEA, NNFI, TLI, and CFI. Cutoff values followed standard recommendations: non-significant χ^2 ($p > 0.05$; Hu *et al*., 1999); RMSEA < 0.08; and CFI, TLI, NNFI > 0.90 (Hair *et al*., 2014). Reliability was assessed using Cronbach's alpha and McDonald's omega for each factor and for the total scale.

For the MRSS, content and construct validity were evaluated. Content validity was assessed by five expert judges through a questionnaire using a 5-point Likert scale to rate: (a) item redundancy, (b) clarity, (c) relevance, and (d) potential bias or discrimination. Results are presented in Table I.

Construct validity for the MRSS was evaluated using Exploratory Factor Analysis (EFA), with prior assessment of sampling adequacy through KMO and Bartlett's tests. The WLSMV (Weighted Least Squares Mean and Variance adjusted) method was used for factor extraction. Fit indices and reliability criteria were applied using the same standards described above.

Study 2 employed a cross-sectional, correlational-predictive design. The same instruments (BroMS, UWES-9, and MRSS) were administered. After verifying the assumptions for multiple regression analysis, the predictive value of motivational regulation strategies and total MR scores on work engagement was examined. All analyses for Studies 1 and 2 were conducted using MPLUS v.8.

Procedure

Participants were recruited through two channels. First, an open invitation was distributed among members of a regional entrepreneurship incubator, with prior approval and support from its CEO. Second, a public call was posted on social media inviting business leaders to participate. Before completing the questionnaires, participants reviewed and signed an informed consent form, which included all required ethical considerations for research in human sciences. No incentives were provided. Data collection was conducted during the first semester of 2023.

Results

Study 1

The Confirmatory Factor Analysis (CFA) for the BroMS revealed a two-factor structure composed of Willpower (WP) and Motivational Regulation (MR), consistent with previous findings. Factor loadings ranged from 0.582 to 0.856 and were all statistically significant. Fit indices indicated adequate model fit according to established criteria (Hu and Bentler, 1999): RMSEA = 0.054 (95% CI: 0.031–0.075), CFI= 0.992, TLI= 0.990, NNFI= 0.990, and NFI= 0.979. Reliability analysis yielded satisfactory values (see Table II).

CFA for the UWES supported a three-factor structure comprising Vigor, Dedication, and Absorption, also in

TABLE I
SPECIALIST JUDGES' VALIDITY

Criteria	Mean	Standard. Deviation
Redundancy	5	0
Linguistic accuracy	4.8	0.45
Relevance	5	0
Bias and discrimination	1	0

TABLE II
RELIABILITY ANALYSIS FOR BROMS, UWES AND MRSS

	McDonald's ω	Cronbach's α
BroMS global	0.901	0.901
MR Factor	0.854	0.852
WP Factor	0.803	0.800
UWES Global	0.892	0.890
Vigor	0.764	0.763
Dedication	0.863	0.834
Absorption	0.762	0.760
RMSS Global	0.869	0.865
Enhancement of Task Value (ETV)	0.852	0.852
Enhancement of Purpose (EP)	0.834	0.822
Reinforcement (R)	0.837	0.824
Use of Social Pressure (USP)	0.767	0.762
Environmental Control (EC)	0.747	0.732

line with prior studies. Factor loadings ranged from 0.694 to 0.911 and were all statistically significant. The RMSEA was 0.026 (95% CI: 0.000–0.065), with CFI, TLI, and NNFI all at 0.999, and NFI at 0.995. Reliability coefficients were also adequate (see Table II).

The Exploratory Factor Analysis (EFA) for the MRSS identified a five-factor structure (see Table III): Enhancement of Task Value (ETV), Enhancement of Purpose (EP), Reinforcement, Use of Social Pressure, and Environmental Control. Factor loadings ranged from 0.357 to 0.909 and were statistically significant. Fit indices were within acceptable limits (Hu and Bentler, 1999): RMSEA= 0.064 (95% CI: 0.047–0.081), CFI= 0.959, TLI= 0.911, SRMR= 0.030. Although the Chi-square test was significant [$\chi^2(73)= 133.901$, $p <0.001$], this is expected in large samples. The χ^2/df ratio was 1.83, within the accepted threshold. Reliability analyses also indicated good internal consistency (Table II or Table III).

Study 2 – Results

Descriptive statistics (Table IV) indicated non-normal distributions across the three global factors. Overall, scores were skewed toward higher values on each scale.

The Multiple Linear Regression Model (MLRM) for the global engagement score (Table V) showed a significant model explaining 24.3% of the variance [$F(7,203)= 8.985$, $p < 0.001$; $R^2= 0.243$]. Four variables emerged as significant predictors of engagement: ETV, EP, MR, and WP, all with positive effects.

The MLRM for the Vigor dimension (Table VI) explained 23.4% of the variance [$F(7,203) = 8.543$, $p <0 .001$; $R^2 = 0.234$]. ETV, EP, MR, and WP were again positive predictors.

For the Absorption dimension (Table VII), the model explained 19.9% of the variance [$F(7,203)= 6.950$, $p < 0.001$; $R^2 = 0.199$], with ETV, EP, and MR as significant positive predictors.

The MLRM for the Dedication dimension (Table VIII) accounted for 16.7% of the variance [$F(7,203)= 5.605$, $p < 0.001$; $R^2= 0.167$], and the same three variables—ETV, EP, and MR—were again significant predictors.

Discussion and Conclusions

The main objective of this study was to evaluate the predictive value of Motivational Regulation (MR) and MR strategies on work engagement (WE) among Chilean entrepreneurs. Additionally, it aimed to assess the validity and reliability of the UWES-9, BroMS, and MRSS scales in this population. Both objectives were fully achieved, providing empirical evidence of the psychometric soundness of the instruments and confirming meaningful relationships between MR variables and WE.

Psychometric analyses supported the internal structure and reliability of all three scales, maintaining the same factorial configurations as the original versions. These findings support their applicability in entrepreneurial populations. In the case of the newly developed MRSS, results demonstrated strong content and construct validity, as well as good internal consistency. The MRSS revealed five distinct dimensions related to motivational control strategies: enhancement of task value, enhancement of

TABLE III
FACTOR LOADINGS FOR MRSS

	ETV	EP	R	USP	EC	Uniqueness
V1					0.833	0.317
V2					0.494	0.479
V3					0.521	0.558
V4		0.447				0.743
V5		0.761				0.371
V6		0.909				0.189
V7		0.533				0.579
V8			0.735			0.400
V9			0.975			0.087
V10			0.532			0.548
V11	0.810					0.366
V12	0.778					0.354
V13	0.668					0.413
V14	0.753					0.413
V15				0.412		0.652
V16				0.864		0.247
V17				0.899		0.201
V18				0.357		0.768

ETV: Enhancement of Task Value; EP: Enhancement of Purpose; R: Reinforcement; USP: Use of Social Pressure; EC: Environmental Control.

TABLE IV
DESCRIPTIVE STATISTICS FOR GLOBAL MEASURES

	MRSS	BRoMS	UWES
Valid	204	204	204
Mean	72.480	48.863	39.598
Std. Deviation	10.345	7.853	5.310
Skewness	-0.273	-0.628	-2.180
Kurtosis	-0.203	0.504	8.205
Shapiro-Wilk	0.982	0.957	0.819
P-value of Shapiro-Wilk	0.011	< .001	< .001
Minimum	18.000	18.000	9.000
Maximum	90.000	60.000	45.000

BroMS: Brief Regulation of Motivation Scale; MRSS: Motivational Regulation Strategies Scale; UWES: Utrecht Work Engagement Scale.

TABLE V
LRM COEFFICIENTS FOR GLOBAL ENGAGEMENT MEASURE

Model		Unstandardized	Standard Error	Standardized	t	p
H_0	(Intercept)	39.598	0.372		106.518	< .001
H_1	(Intercept)	20.775	2.994		6.939	< .001
	ETV	0.601	0.208	0.246	2.893	0.004
	EP	0.511	0.179	0.212	2.864	0.005
	R	-0.145	0.142	-0.076	-1.020	0.309
	USP	0.026	0.084	0.022	0.311	0.756
	EC	-0.059	0.118	-0.035	-0.500	0.618

ETV: Enhancement of Task Value; EP: Enhancement of Purpose; R: Reinforcement; USP: Use of Social Pressure; EC: Environmental Control; LRM: Linear Regression Model.

TABLE VI
LRM COEFFICIENTS FOR VIGOR FACTOR

Model		Unstandardized	Standard Error	Standardized	t	p
H_0	(Intercept)	12.721	0.149		85.388	< .001
H_1	(Intercept)	5.108	1.207		4.232	< .001
	ETV	0.199	0.084	0.203	2.371	0.019
	EP	0.142	0.072	0.146	1.969	0.049
	R	0.013	0.057	0.017	0.230	0.818
	USP	0.037	0.034	0.078	1.085	0.279
	EC	0.020	0.047	0.030	0.428	0.669
	MR Factor	0.126	0.044	0.313	2.854	0.005
	WP Factor	0.152	0.071	0.213	2.151	0.033

ETV: Enhancement of Task Value; EP: Enhancement of Purpose; R: Reinforcement; USP: Use of Social Pressure; EC: Environmental Control; LRM: Linear Regression Model.

TABLE VII
LRM COEFFICIENTS FOR ABSORPTION FACTOR

Model		Unstandardized	Standard Error	Standardized	t	p
H_0	(Intercept)	12.951	0.150		86.167	< .001
H_1	(Intercept)	6.858	1.245		5.507	< .001
	ETV	0.243	0.086	0.246	2.815	0.005
	EP	0.222	0.074	0.227	2.984	0.003
	R	-0.096	0.059	-0.125	-1.634	0.104
	USP	0.017	0.035	0.037	0.500	0.618
	EC	-0.077	0.049	-0.112	-1.576	0.117
	MR Factor	0.102	0.045	0.252	2.248	0.026
	WP Factor	0.126	0.073	0.176	1.731	0.085

ETV: Enhancement of Task Value; EP: Enhancement of Purpose; R: Reinforcement; USP: Use of Social Pressure; EC: Environmental Control; LRM: Linear Regression Model.

purpose, reinforcement, use of social pressure, and environmental control. These dimensions are conceptually aligned with the categories proposed by Schwinger *et al*. (2017) and Kryshko *et al*. (2020), encompassing strategies aimed at increasing task relevance, personal meaning, and context-based adjustments.

The correlational–predictive analyses indicated that both MR and Willpower (WP) are moderate predictors of all three WE dimensions, extending previous findings largely based on university student populations. For example, Allen *et al*. (2023) showed that higher MR levels predicted academic engagement. Additionally, recent studies have demonstrated that interventions

TABLE VIII
LRM COEFFICIENTS FOR DEDICATION FACTOR

Model		Unstandardized	Standard Error	Standardized	t	p
H_0	(Intercept)	13.926	0.124		112.741	< .001
H_1	(Intercept)	8.809	1.044		8.440	< .001
	ETV	0.159	0.072	0.196	2.198	0.029
	EP	0.148	0.062	0.184	2.380	0.018
	R	-0.061	0. 049	-0.097	-1.243	0.215
	USP	-0.028	0.029	-0.072	-0.960	0.338
	EC	-0.002	0.041	-0.003	-0.048	0.962
	MR Factor	0.097	0.038	0.291	2.538	0.012
	WP Factor	0.092	0.061	0.156	1.503	0.134

ETV: Enhancement of Task Value; EP: Enhancement of Purpose; R: Reinforcement; USP: Use of Social Pressure; EC: Environmental Control; LRM: Linear Regression Model.

designed to enhance MR lead to increased engagement and sense of belonging, and decreased burnout and procrastination (Wolters *et al*., 2023). Similarly, other research has linked self-determined motivational control to higher WE and lower burnout (Turner *et al*., 2022; De Francisco *et al*., 2020).

When the effects of specific MR strategies on WE were analyzed, only the Enhancement of Task Value (ETV) and Enhancement of Purpose (EP) dimensions significantly predicted global WE and its subcomponents. These findings are consistent with prior literature suggesting that not all MR strategies yield positive motivational outcomes (Daumiller and Dresel, 2019; Eckerlein *et al*., 2019; Schnettler *et al*., 2020; Gehle *et al*., 2023). For example, evidence shows that well-matched strategies reduce procrastination and enhance motivation (Engelschalk *et al*., 2016), and that task-specific strategies improve performance on knowledge-based assessments (Schnettler *et al*., 2020; Gehle *et al*., 2023). In entrepreneurial contexts, strategies aimed at enhancing task meaning and aligning tasks with personal goals appear to be especially influential. Entrepreneurs who actively identify positive, challenging, or personally significant aspects of their work experience higher levels of WE.

By contrast, strategies involving self-reward, social validation, or environmental manipulation—such as Reinforcement, Use of Social Pressure (USP), and Environmental Control (EC)—did not show statistically significant associations with WE. These results offer new insights into the contextual effectiveness of MR strategies, suggesting that those focusing on intrinsic task value and purpose are more effective in fostering WE among entrepreneurs.

Overall, this study contributes to the design of intervention strategies that promote WE in entrepreneurial settings. Higher MR levels are associated with increased WE, particularly when individuals employ MR strategies that reframe or enrich the task by connecting it with broader personal goals. This understanding is relevant for training, self-regulation practices, and personal development initiatives.

This research also represents a significant contribution to understanding motivational self-regulation in nontraditional work environments. While most MR studies focus on students or employees within structured organizations, this work explores entrepreneurial individuals, who often face high ambiguity, financial pressure, and solitary decision-making. In this context, the finding that strategies such as task value enhancement and purpose alignment significantly predict WE suggests that MR functions as a critical personal resource, not only for sustaining intrinsic motivation but also for buffering emotional strain. These results extend the explanatory potential of the Job Demands–Resources (JD-R) model by proposing MR as a standalone personal resource capable of fostering engagement in autonomous work settings.

From a practical standpoint, these findings offer a foundation for developing targeted interventions to strengthen WE among entrepreneurs. Business incubators, consulting services, and public programs could include training modules on MR strategies—especially those proven effective, such as enhancing task value and fostering alignment with personal goals. Such content could be delivered through workshops, mentoring, or digital platforms, directly supporting entrepreneurial perseverance, well-being, and productivity. Future research could evaluate the effectiveness of these interventions across various entrepreneurial contexts (e.g., technological, social, rural), contributing to a more practice-oriented and contextualized understanding of entrepreneurial motivation.

A key limitation of this study is its use of a non-probabilistic sampling method, which restricts the generalizability of findings beyond the entrepreneurial sample. Another limitation lies in the non-exhaustive exploration of MR strategy types. Future studies could examine whether the effectiveness of MR strategies varies according to task type, and identify other MR strategies not included in this study. Additionally, it would be important to investigate contextual or psychological variables—such as time pressure, task importance, or emotional cost—that may mediate the relationship between MR and WE.

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¿LA REGULACIÓN MOTIVACIONAL PREDICE EL *ENGAGEMENT* LABORAL? UN ESTUDIO EN EMPRENDEDORES CHILENOS

Jorge Maluenda-Albornoz, José Berríos-Riquelme, Pablo Fuica-Almonte y Matías Zamorano-Veragua

RESUMEN

Las habilidades intrapersonales de las personas emprendedoras son esenciales para enfrentar los desafíos inherentes al inicio y desarrollo de un negocio. La motivación y la autorregulación motivacional constituyen competencias intrapersonales altamente relevantes, debido a su influencia en la capacidad de sostener el esfuerzo y mantener el enfoque frente a desafíos y problemas complejos. El objetivo del presente estudio fue examinar el valor predictivo de las Estrategias de Regulación Motivacional y del nivel de Regulación Motivacional en relación con el Engagement Laboral y sus subfactores. Además, se evaluaron las propiedades psicométricas de los instrumentos utilizando una muestra de personas emprendedoras chilenas. El estudio siguió un enfoque cuantitativo-predictivo y utilizó una muestra por conveniencia compuesta por 408 emprendedores chilenos. Los participantes completaron un instrumento de autorreporte compuesto por la Escala Breve de Regulación de la Motivación, la Escala de Estrategias de Regulación Motivacional y la Escala de Engagement Laboral de Utrecht, todas adaptadas al contexto emprendedor chileno. Los instrumentos demostraron propiedades psicométricas adecuadas. Los resultados indicaron que el nivel de Regulación Motivacional predice significativamente el Engagement Laboral. No obstante, solo algunas Estrategias de Regulación Motivacional predijeron dicho engagement, y se observaron resultados similares al analizar sus subfactores. Estos hallazgos destacan la importancia de diferenciar entre tipos de estrategias al analizar la relación entre Regulación Motivacional y Engagement. De manera coherente con estudios previos en contextos educativos, la efectividad de estrategias específicas parece depender de las características tanto de la población como de la tarea.

A REGULAÇÃO MOTIVACIONAL PREDIZ O *ENGAGEMENT* NO TRABALHO? UM ESTUDO COM EMPREENDEDORES CHILENOS

Jorge Maluenda-Albornoz, José Berríos-Riquelme, Pablo Fuica-Almonte e Matías Zamorano-Veragua

RESUMO

As habilidades intrapessoais de pessoas empreendedoras são essenciais para enfrentar os desafios inerentes ao início e desenvolvimento de um negócio. A motivação e a autorregulação motivacional são competências intrapessoais altamente relevantes, devido à sua influência na sustentação do esforço e na manutenção do foco diante de desafios e problemas complexos. O objetivo do presente estudo foi examinar o valor preditivo das Estratégias de Regulação Motivacional e do nível de Regulação Motivacional em relação ao Engagement no Trabalho e seus subfatores. Além disso, foram avaliadas as propriedades psicométricas dos instrumentos utilizando uma amostra de empreendedores chilenos. O estudo seguiu uma abordagem quantitativa-preditiva e utilizou uma amostra por conveniência composta por 408 empreendedores chilenos. Os participantes responderam a um instrumento de autorrelato composto pela Escala Breve de Regulação da Motivação, pela Escala de Estratégias de Regulação Motivacional e pela Escala de Engagement no Trabalho de Utrecht, todas adaptadas ao contexto empreendedor chileno. Os instrumentos demonstraram propriedades psicométricas adequadas. Os resultados indicaram que o nível de Regulação Motivacional prediz significativamente o Engagement no Trabalho. No entanto, apenas algumas Estratégias de Regulação Motivacional foram preditoras desse engagement, e resultados semelhantes foram observados ao analisar seus subfatores. Esses achados destacam a importância de diferenciar os tipos de estratégias ao analisar a relação entre Regulação Motivacional e Engagement. De forma consistente com estudos anteriores em contextos educacionais, a eficácia de estratégias específicas parece depender das características tanto da população quanto da tarefa.