

Table 4

Resume of the Factors Loading for the Solution with Five Factors and Varimax Rotation for the OA scale— Exploratory Factorial Analysis

Items	Rotated factor loadings					Alpha Cronbach*
	1	2	3	4	5	
Obsolescence						0.907
1	.899					0.834
2	.896					0.834
3	.730					0.926
Perceived time left						0.776
4		.774				0.661
5		.564				0.769
6		.600				0.739
7		.684				0.704
Disengagement stage						0.766
8			.779			0.695
9			.889			0.653
10			.442			0.778
11			.564			0.708
Perceived opportunities of development						0.815
12				.696		0.772
13				.734		0.749
14				.753		0.713
Age norms						0.787
15					.592	0.740
16					.861	0.664
17					.632	0.726
OAS						0.827
Eigenvalues	4.81	2.55	1.88	1.47	1.24	
% Variance	28.27%	14.98%	11.05%	8.66%	7.31%	

Note. To facilitate interpretation, only loadings above the threshold of 0.4 are displayed

Factor 1: obsolescence

Factor 2: Perceived time left

Factor 3: Disengagement stage

Factor 4: Perceived opportunities of development

Factor 5: Age norms.

*Value observed for each subscale if the item were extracted.