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Data Article

Survey data on the social, personal, and work resources associated with work engagement among knowledge workers in Malaysia amid the COVID-19 pandemic

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Abstract

A regression analysis was conducted to assess the link between resilience, supervisor support, family and friend support, psychological empowerment, and facilitating conditions with work engagement using the Statistical Package of Social Sciences (SPSS) 26. This data was obtained from a cross-sectional survey of 259 knowledge workers in Malaysia. Specifically, this article provides data about the participants’ demographic characteristics and the descriptive data of participants’ responses. Further, the mean, standard deviation, reliability of the measured constructs, and regression analysis model summary are provided. This dataset offers suggestions to the top management in deducing ways to increase employees’ work engagement during the COVID-19 pandemic.

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1 Specifications Table

| Subject                          | Organizational Behavior and Human Resource Management |
|---------------------------------|------------------------------------------------------|
| Specific subject area           | Work Engagement                                     |
| Type of data                    | Table                                                |
| How data were acquired          | Data was gathered using an online survey platform (Google forms). |
| Data format                     | Raw, Analyzed, Filtered                              |
| Parameters for data collection  | The participants had to be identified as knowledge workers in the higher educational, engineering / IT services sector to be included in the sample. |
| Description of data collection  | The online survey was purposefully distributed from April 1 to May 30, 2020, during Malaysia’s first movement control order to curb the spread of the COVID-19 pandemic. The data was collected using Google form, and the survey link was shared with the potential respondents via email and social media platforms like Facebook and LinkedIn. |
| Data source location            | Country: Malaysia                                    |
|                                 | 2° 30’ N and 112° 30’                                |
| Data accessibility              | Samples/data: Knowledge workers.                    |
| Related research article        | Data are included in this article.                   |
|                                 | Ojo, A. O., Fawehinmi, O., & Yusliza, M. Y. (2021). Examining the predictors of resilience and work engagement during the COVID-19 pandemic. Sustainability, 13(5), 2902.[1] |

2 Value of the Data

- This data provides essential information on capturing employees’ work engagement during the COVID-19 pandemic through employees’ resilience, supervisor support, family and friend support, psychological empowerment, and facilitating conditions.
- The data may be used by top management in developing ways to boost their employees’ work engagement, primarily through WFH arrangements during the COVID-19 pandemic. This may be through devising ways to increase and encourage employees’ resilience, supervisor support, family and friend support, psychological empowerment, and facilitating conditions to heighten employees’ work engagement.
- This data may be reused when investigating the moderating influence of supervisor support on the links between employees’ resilience, psychological empowerment, facilitating conditions, and work engagement.
- This data can be reused in studies investigating the moderating influence of family and friend support on the links between the employees’ resilience, psychological empowerment, facilitating conditions, and employees’ work engagement.

1. Data Description

The data is represented in six tables. Table 1 exhibits participants’ demographics, portraying participants’ demographic characteristics, such as gender and age, educational level, job position, job sector. Next, Table 2 presents the descriptive Statistics of knowledge workers perceptions of their work engagement, resilience, supervisor support, family and friend support, psychological empowerment, and facilitating conditions during the COVID-19 pandemic. The data shows the mean and standard deviation of the items. Further, Table 3 depicts the mean, standard deviation, and reliability of measured constructs. Table 4 displays the model summary, such as the coefficient of the determination (R$^2$) of the model. Table 5 demonstrates the ANOVA regression of the model. The data shows the F value of the model. Lastly, Table 6 shows the model’s coefficient, such as the Beta and standard error of the measured constructs, $T$ value and the significance of the exogenous variables.

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Table 1
Demographics of participants (N = 259).

| Variables           | Categories        | Frequency | Percent |
|---------------------|-------------------|-----------|---------|
| Gender              | Female            | 107       | 41.3    |
|                     | Male              | 152       | 58.7    |
| Age                 | 26–35 years       | 56        | 21.6    |
|                     | 36–45 years       | 117       | 45.2    |
|                     | 46–55 years       | 61        | 23.6    |
|                     | Above 55 years    | 25        | 9.7     |
| Marital Status      | Single            | 43        | 16.6    |
|                     | Maried            | 208       | 80.3    |
|                     | Divorced / Widowed| 8         | 3.1     |
| Educational Level   | Diploma           | 19        | 7.3     |
|                     | Bachelor / Equivalent | 48   | 18.5    |
|                     | Masters           | 55        | 21.2    |
|                     | Doctorate         | 137       | 52.9    |
| Job Position        | Low Management    | 59        | 22.8    |
|                     | Middle Management | 112       | 43.2    |
|                     | Top Management    | 88        | 34.0    |
| Job Sector          | Engineering Services | 21  | 8.1     |
|                     | IT Services       | 52        | 20.1    |
|                     | Higher Education  | 186       | 71.8    |

The Questionnaire and raw data are attached to the article as supplemental files. The survey was purposefully distributed via Google Form to knowledge workers in the higher educational, engineering / IT services sector following cross-sectional design.

2. Experimental Design, Materials, and Methods

The online survey was conducted from April 1 to May 30, 2020, during Malaysia’s first movement control order to curb the spread of the COVID-19 pandemic. Except for the essential services, all other business premises were closed during this period, making the online platform the most suitable data collection method. The survey was deployed using the Google form, and the link was shared with the potential respondents via email and social media platforms like Facebook and LinkedIn. We included a cover letter in the survey stating the study’s objective and soliciting respondents’ voluntary participation with a promise to keep their responses anonymous. Due to the lack of a sampling frame, we employed the purposive sampling technique by selecting knowledge workers as respondents [1,2]. These respondents were recruited through the authors’ professional networks. Beside, the respondents were requested to assist in sharing the link with their colleagues. The questionnaire design was based on past research, and adaptations were made where necessary. A total of 259 responses were collected.

The survey consists of seven groups of variables, including: (1) demographic data, (2) nine items measurement scale for work engagement, (3) six items measurement scale for resilience, (4) four items measurement scale for supervisor support, (5) eight items measurement scale for family and friend support, (6) 12 items measurement scale for psychological empowerment, and (7) four items measurement scale for facilitating conditions.

Work engagement items were adapted from Schaufeli et al. [3] with Cronbach’s alpha, composite reliability and average variance extracted (AVE) values of 0.924, 0.938 and 0.631, respectively. The respondents were asked to respond to nine questions measuring their level of work engagement, based on a seven-point Likert scale ranging from “0” – never to “6” – always.

Resilience items were adapted from Smith et al. [4] with Cronbach’s alpha, composite reliability and AVE values of 0.757, 0.832 and 0.455, respectively. The level of respondents agreement to six questions on resilience was assessed using a seven-point Likert scale ranging from “1” - strongly disagree to “7” - strongly agree.

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Table 2
Descriptive statistics of knowledge workers perceptions of work engagement, resilience, supervisor support, family and friend support, psychological empowerment, and facilitating conditions during COVID-19 pandemic.

| Variables | Mean | Std. Dev. |
|-----------|------|-----------|
| Work Engagement ($\alpha = 0.924$) | | |
| WKE1 | At my work, I feel bursting with energy. | 4.07 | 1.26 |
| WKE2 | At my job, I feel strong and vigorous. | 4.19 | 1.20 |
| WKE3 | I am enthusiastic about my job. | 4.55 | 1.08 |
| WKE4 | My job inspires me. | 4.59 | 1.05 |
| WKE5 | When I get up in the morning, I feel like doing my work. | 4.27 | 1.29 |
| WKE6 | I feel happy when I am working intensely. | 4.56 | 1.21 |
| WKE7 | I am proud of the work that I do. | 4.92 | 0.96 |
| WKE8 | I am immersed in my work. | 4.47 | 1.15 |
| WKE9 | I get carried away when I am working. | 4.36 | 1.18 |
| Resilience ($\alpha = 0.757$) | | |
| RES1 | I tend to bounce back quickly after hard times. | 4.99 | 1.36 |
| RES2 | I have a hard time making it through stressful events. | 3.39 | 1.90 |
| RES3 | It does not take me long to recover from a stressful event. | 3.72 | 2.15 |
| RES4 | It is hard for me to quickly return back to normal when something bad happens. | 5.10 | 1.33 |
| RES5 | I usually come through difficult times with little trouble. | 4.63 | 1.51 |
| RES6 | I tend to take a long time to get over set-backs in my life. | 3.76 | 2.14 |
| Supervisor Support ($\alpha = 0.636$) | | |
| SST1 | My supervisor cares about my opinions | 5.32 | 1.46 |
| SST2 | My work supervisor really cares about my well-being. | 5.25 | 1.49 |
| SST3 | My supervisor strongly considers my goals and values | 5.13 | 1.45 |
| SST4 | My supervisor shows very little concern for me | 3.39 | 1.87 |
| Friend and Family Support ($\alpha = 0.903$) | | |
| FSS1 | My family really tries to help me. | 5.66 | 1.36 |
| FSS2 | I get the emotional help and support I need from my family. | 5.75 | 1.35 |
| FSS3 | My friends really try to help me. | 5.24 | 1.41 |
| FSS4 | I can count on my friends when things go wrong. | 5.15 | 1.53 |
| FSS5 | I can talk about my problems with my family. | 5.58 | 1.41 |
| FSS6 | I have friends with whom I can share my joys and sorrows. | 5.49 | 1.41 |
| FSS7 | My family is willing to help me make decisions. | 5.55 | 1.45 |
| FSS8 | I can talk about my problems with my friends. | 5.29 | 1.39 |
| Psychological Empowerment ($\alpha = 0.916$) | | |
| PCE1 | The work I do is very important to me. | 6.02 | 0.95 |
| PCE2 | My job activities are personally meaningful to me. | 5.92 | 1.06 |
| PCE3 | The work I do is meaningful to me. | 5.92 | 1.00 |
| PCE4 | I am confident about my ability to do my job. | 5.98 | 1.00 |
| PCE5 | I am self-assured about my capabilities to perform my work activities. | 5.92 | 1.02 |
| PCE6 | I have mastered the skills necessary for my job. | 5.69 | 1.06 |
| PCE7 | I have significant autonomy in determining how I do my job. | 5.56 | 1.07 |
| PCE8 | I can decide on my own how to go about doing my work. | 5.65 | 1.15 |
| PCE9 | I have considerable opportunity for independence and freedom in how I do my job. | 5.61 | 1.10 |
| Facilitating Conditions ($\alpha = 0.858$) | | |
| FAC1 | I have the resources necessary to work from home effectively. | 5.43 | 1.38 |
| FAC2 | I have the knowledge necessary to work from home effectively. | 5.67 | 1.22 |
| FAC3 | The technology platform provided by the organization is compatible with the work I do from home. | 5.49 | 1.41 |
| FAC4 | A specific person (or group) is available for assistance when I experience difficulty when working from home. | 5.05 | 1.68 |

Note
* reversed coded item
Table 3
Mean, standard deviation, average variance extracted (AVE) and reliability of measured constructs.

|        | WKE   | PCE   | FSS   | RES   | FAC   | SST   |
|--------|-------|-------|-------|-------|-------|-------|
| Mean   | 4.442 | 5.539 | 5.464 | 4.267 | 5.409 | 4.772 |
| Std. Deviation | 0.910 | 0.852 | 1.098 | 1.186 | 1.200 | 1.026 |
| AVE    | 0.631 | 0.555 | 0.595 | 0.455 | 0.717 | 0.707 |
| Cronbach's Alpha | 0.924 | 0.916 | 0.903 | 0.757 | 0.858 | 0.636 |
| Composite Reliability | 0.938 | 0.936 | 0.922 | 0.832 | 0.910 | 0.838 |

Table 4
Model summary.

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |
|-------|---|----------|-------------------|-----------------------------|-------------------|
|       |   |          |                    |                             | R Square | F Change | df1 | df2 | Sig. F Change |
| 1     | .681* | .464 | .453 | .67288 | .464 | 43.799 | 5  | 253 | 0.001 |

* Predictors: (Constant), SST, RES, FSS, FAC, PCE

Table 5
ANOVA.*

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|-------|----------------|----|-------------|---|------|
| 1     | Regression     | 99.153 | 5 | 19.831 | 43.799 | 0.001 |
|       | Residual       | 114.549 | 253 | .453 |       |      |
|       | Total          | 213.702 | 258 |       |       |      |

* Dependent Variable: WKE

Table 6
Coefficients.

| Model | Unstandardized Coefficients | Standardized Coefficients |
|-------|-----------------------------|---------------------------|
|       | Beta | Std. Error | Beta | t | Sig. |
| 1     | (Constant) | .264 | .300 | .879 | .380 |
|       | PCE  | .510 | .064 | .478 | 8.003 | 0.001 |
|       | FSS  | .075 | .046 | .091 | 1.631 | 0.104 |
|       | RES  | .160 | .040 | .208 | 3.986 | 0.001 |
|       | FAC  | .101 | .043 | .133 | 2.328 | 0.021 |
|       | SST  | -.060 | .054 | -.068 | -1.119 | 0.264 |

* Dependent Variable: WKE

Four items were adapted from Rhoades et al. [5] to measure supervisor support. The respondents were asked to respond to six questions measuring their perception of supervisor support based on a seven-point Likert scale ranging from "1" - strongly disagree to "7" - strongly agree. The Cronbach's alpha, composite reliability and AVE values were 0.636, 0.838 and 0.707, respectively.

Family and friend support items were adapted from Zimet et al. [6] with Cronbach's alpha, composite reliability and AVE values were 0.903, 0.922 and 0.595, respectively. Respondents were asked to assess their level of agreement to questions on Family and friend support, based on a seven-point Likert scale ranging from "1" - strongly disagree to "7" - strongly agree.

Psychological empowerment items were adapted from Spreitzer [7], with Cronbach's alpha, composite reliability and AVE values of 0.916, 0.936 and 0.555, respectively. Respondents were required to respond to 12 questions measuring their level of perceived psychological empow-
Table 7
Result of discriminant validity (Fornell and Larcker Criterion).

| Variables | PCE  | FAC  | FSS  | RES  | SST  | WKE  |
|-----------|------|------|------|------|------|------|
| PCE       | 0.754|      |      |      |      |      |
| FAC       | 0.431| 0.847|      |      |      |      |
| FSS       | 0.417| 0.439| 0.771|      |      |      |
| RES       | 0.500| 0.319| 0.528| 0.674|      |      |
| SST       | 0.484| 0.561| 0.445| 0.227| 0.841|      |
| WKE       | 0.648| 0.412| 0.386| 0.507| 0.364| 0.794|

erment using a seven-point Likert scale ranging from “1” - strongly disagree to “7” - strongly agree.

Facilitating conditions items were adapted from Venkatesh et al. [8] with Cronbach’s alpha, composite reliability and AVE values of 0.858, 0.910 and 0.717, respectively. Four items were used in assessing respondents’ level of arrangement to questions on facilitating, based on a seven-point Likert scale ranging from “1” - strongly disagree to “7” - strongly agree.

The Cronbach alpha values and composite reliability for some of the variables are considered high (i.e., > 0.90), but studies have suggested that values below 0.95 are desirable [9,10]. Thus, the reported values ranging from 0.636 to 0.938 are considered acceptable. Moreover, Table 7 summarises the results of discriminant validity.

Ethics Statement
Since this was a non-experimental, voluntary survey, no ethical approval was required. Informed consent was obtained from participants.

Declaration of Competing Interest
The authors declare that they have no known competing financial interests or personal relationships, which have, or could be perceived to have, influenced the work reported in this article.

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Supplementary Materials
Supplementary material associated with this article can be found in the online version at doi:10.1016/j.dib.2021.107690.

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