

Adapting and Validating AIAS-4 for Croatia: Insights into Young Adults' Attitudes toward AI

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Abstract

Despite the growing application of artificial intelligence in business and social contexts, research on young people's attitudes toward its widespread use remains limited. Therefore, this study employs the Artificial Intelligence Attitude Scale (AIAS-4) to assess attitudes toward artificial intelligence among young adults in Croatia aged 18 to 29 years ($n = 206$). A confirmatory factor analysis (CFA) was conducted using the Weighted Least Squares Means and Variance adjusted (WLSMV) estimator. The standardized factor loadings ranged from 0.753 to 0.927, indicating good convergent validity of the AIAS-4 scale. Furthermore, reliability analyses demonstrated very high levels of internal consistency, as measured by Cronbach's alpha ($\alpha = 0.918$) and McDonald's omega ($\omega = 0.911$). The CFA results supported a single-factor structure ($\chi^2(5) = 2.097$, $p = 0.836$; CFI = 1.000; TLI = 1.000; RMSEA = 0.000). The findings suggest that young adults perceive artificial intelligence primarily as a supportive tool rather than a substitute for human work, offering valuable insights for researchers, managers, policymakers, and HR professionals in decision-making and organizational policy development.

Keywords: artificial intelligence, attitude scale, AIAS-4, Croatian youth, technology, decision-making

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