

**DIRECTORY OF
UNPUBLISHED EXPERIMENTAL
MENTAL MEASURES**

Volume 4

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Purpose: To measure role conflict and ambiguity.

Number of items: 14

Format: Role conflict included three dimensions: person-role, intersender, and resource-related. Role ambiguity consisted of uncertainty about behavioral expectations and uncertainty about the outcomes of behavior. A seven-point Likert response format was used.

Reliability: Spearman-Brown estimates of internal consistency ranged from .65 to .77. ($N = 262$).

Validity: Correlations with other variables ranged from = -.38 to .59 ($N = 262$)

Author: Morris, J.H. and Snyder, R.A.

Article: A second look at need for achievement and need for autonomy as moderators of role perception-outcome relationships.

Journal: *Journal of Applied Psychology*, April 1979, Vol. 64, No. 2: 173-178.

Related research: Rizzo, J. *et al.* Role conflict and ambiguity in complex organizations. *Administrative Science Quarterly*, 1970, 15: 150-163.

2123

Test name: ROLE PERCEPTION SCALE

Purpose: To measure the individual's

impression that personal behavior is due to personal values and ideas rather than external factors.

Number of items: 12

Format: Items are personality-type traits that the respondent ranks in order of importance.

Reliability: Inner directedness scale: test-retest (3-week interval) Spearman rho = .75 ($n = 15$). Other directedness scale: test-retest (3-week interval) Spearman rho = .74 ($n = 15$).

Author: Morrison, R.F.

Article: Career adaptivity: The effective adaptation of managers to changing role demands.

Journal: *Journal of Applied Psychology*, October 1977, Vol. 62, No. 5: 549-558.

Related research: Porter, L.W. and Lawler, E.E. *Managerial attitudes and performance*. Homewood, Ill.: Irwin, 1968.

2124

Test name: ROSENBERG SELF-ESTEEM SCALE

Purpose: To measure self-esteem.

Number of items: 10

Format: Subjects indicate their agreement with statements about their own perceived worth and competence.

Reliability: Coefficient alpha reliability was .75.

Validity: Correlations with value similarity ranged from -.34 to .40.

Author: Weiss, H.M.

Article: Social learning of work values in organizations.

Journal: *Journal of Applied Psychology*, December 1978, Vol. 63, No. 6: 711-718.

Related research: Keller, R.T. and Holland, W.E. Individual characteristics of innovativeness and communication in research and development organizations. *Journal of Applied Psychology*, 1978, Vol. 63, No. 6: 759-762. Kernaleguen, A. and Conrad, Sister G. Analysis of five measures of self-concept. *Perceptual and Motor Skills*, December 1980, 51, 3, Part 1: 855-861.

Rosenberg, M. *Society and the adolescent self image*. Princeton, N.J.: Princeton University Press, 1965.

Whiteman, V.L. and Shorkey, C.T. Validation testing of the Rational Behavior Inventory. *Educational and Psychological Measurement*, Winter 1978, 38, 4: 1143-1149.

2125

Test name: SELF-ACCEPTANCE SCALE

Purpose: To measure self-acceptance.

Number of items: 36

Format: Likert-type items.

Respondents rate the applicability to themselves of each self-descriptive statement on a 5-point scale ranging from "not at all true of myself" to "true of myself."

Reliability: Berger (1952) found split-half reliability coefficients of .894 or greater with groups of college students, prisoners and stutterers.

Author: Karmos, A.H. and Karmos, J.S.

Article: Construct validity analysis of a "nonverbal" measure of self-esteem: The Sliding Person Test.

Journal: *Psychological Reports*, June 1979, Vol. 44, No. 3: 895-910.

Related research: Berger, E.M. The relation between expressed acceptance of self and expressed acceptance of others. *Journal of Abnormal and Social Psychology*, 1952, 47: 778-782. Chiappone, D.I. and Kroes, W.H. Fatalism in coal miners. *Psychological Reports*, 1979, 44 (3): 1175-1180.

2126

Test name: SELF-CATHEXIS SCALE