

Combined Scale for Measurement of Job Outcomes

Psychometric Properties and Validation

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Abstract

The present study attempts to develop, validate and measure the impact of different dimensions of Job Outcomes. The study was carried in IT sector with overall sample of 379. The initial scale refinement was done by removing the outliers and subsequently factor analysis (EFA) was carried for dimension reduction. Confirmatory factor analysis (CFA) was conducted to measure the Convergent Validity, Internal consistency and Discriminant validity of the scale. First and Second order measurement models for the scale were also developed with the help of AMOS 22.

Keywords: *Employees Job Outcomes, EFA, CFA*

INTRODUCTION

One of the main goals of creating a pool of talented employees is to increase the performance of organizations, Pfeffer (1998). With the advent of globalization from last few decades, organizations are at the cusp of a transformation point that requires new approaches in managing organizations and its employees, Parvez A. Mir (2009), Parvez A. Mir (2010),

tasks in effective and efficient manner (Simon, 1976; Martin and Hunt 1980). Research on employee workplace performance suggests that organizations should be vigilant in monitoring those measures that have significant impact on employee's job outcomes. Lunenburg (2012) emphasised that six significant measures of construct that can be assessed as employee job outcome are 1) Job Satisfaction