

Short Turkish Version of Proactive Scale: A Study of Validity and Reliability

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Proactivity is the most popular concept of positive psychology in industrial and psychological area. Thus the aim of this research is to adapt the Short Version of Proactive Personality Scale with 10-item (Claes, Beheydt, & Lemmens, 2005) into Turkish and to examine its psychometric properties. The research was conducted on 332 university students. Results of language equivalency showed that the correlations between Turkish and English forms were ranged from .74 to .90. The corrected item-total correlations ranged from .52 to .66. Results of confirmatory factor analysis demonstrated that the ten items loaded on one factor and the uni-dimensional model was well fit ($\chi^2= 47.91$, $df= 29$, $\chi^2/df= 1,65$, $RMSEA= .044$, $NFI= .99$, $CFI= .99$, $IFI= .99$, $RFI= .97$, $GFI= .97$, $AGFI= .95$, $SRMR= .033$). The internal consistency reliability coefficient of the scale was found as .86. Thus this scale is a valid and reliable instrument.

Introduction

In today's world rapidly improvements in technology, increasing ambiguity, confusions, and dynamism lead many organizations to prefer a person with having long and permanent goals (Crant, 2000; Friedman, 2005; Grant & Ashford, 2008). In parallel to these changes many employers in industry and researchers recently have focused on proactivity concept (Campbell, 2000; Van Dyne, Ang, & Botero, 2003). Moreover proactive personality is seen as necessary characteristic rather than luxury in today's changing and competitive world (Prabhu, 2007).

In literature the concept of proactive personality is mentioned in many theories. Existential theorist Bonner (1967) has defined proactivity as the interactions with the environment that an individual uses his/her potentials and creativity, gives importance on future orientation, makes choices and takes his/her responsibilities. And also Bonner (1967) has suggested that proactive personality characteristics reduces the uncertainty and possibilities by planned efforts, bold fantasy, and moral courage. In terms of the choice theory it is indicated that a person provides his/her 5 basic needs (*survival, love, belongings, power and freedom*) with

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choosing behaviors in freedom ways and following 10 axioms (Glasser, 1988). The examples of 10 axioms are stated that *a person is only creature to control his/her, the problematic relationship is a part of his/her life, a person only gives another person information*. The proactive personality characteristics are emphasized in all these axioms (Glasser, 1988). In parallel with two mentioned theories, the interdependence theory explains that people have two areas such as interest areas (humans, animals, hobbies) and effect areas. Effect areas that control the interest areas enable people to show their proactive personality (Covey, 1998). In all these above mentioned theories proactive personality is not operationally defined.

Positive psychology focuses on modern life opportunities for individuals, and well being of individuals rather than individuals' failure, pathologies, burnouts and helplessness behaviors (Caprara & Cervone, 2003). Positive psychology researchers examine procedures and conditions that contribute the functions and improvements of individuals and organizations (Gable & Haidt, 2005). Thus positive psychology proposes the proactive personality characteristic such as being responsible, hopeful, brave, perseverance and having work ethic (Crant, 2000).

Proactivity has been generally defined as one being relatively unconstrained by situational forces and changes the environment intentionally and directly (Bateman & Crant, 1993; Grant & Ashford, 2008; Griffin, Neal, & Parker, 2007). Proactivity includes proactive personality and proactive behaviors. Individuals with proactive personality are entrepreneurs, responsible, determined, make risk analysis, and take appropriate risk (Bateman & Crant, 1993; Grant & Ashford, 2008). Proactive behaviors contain intentional decisions, (Morrison & Phelps, 1999) and taking risk rather than accepting the conditions (Crant, 2000; Crant & Bateman 2000). As it is stated, proactive personality and behaviors are permanent characteristic that affect situations and activities (Seibert, Crant, & Kraimer, 1999; Seibert, Kraimer, & Crant, 2001). Furthermore there is a positive relationship among extraneous, successfulness, leadership and proactivity (Bateman & Crant, 1993; Crant, 1996; Crant & Bateman, 2000). Henceforth many researchers in career (Claes & Ruiz-Quintanilla, 1998; Sturges, Conway, Guest, & Liefoghe, 2005; Sturges, Guest, Conway, & Davey, 2002) and in business context (Campbell, 2000; Van Dyne, et al., 2003; Parker, Williams, & Turner, 2006) examined proactive personality features.

Some studies indicated that proactive personality is seen as a most crucial factor in career performance (Crant, 1995; Fuller, Hester, & Cox, 2010; Gerhardt, Ashenbaum, & Newman, 2003; Pitt, Ewing, & Berthonc, 2002; Thompson, 2005), in work adjustment (Kammeyer-Mueller, & Wanberg, 2003), external and internal career success (Seibert et al., 1999; Seibert et al., 2001), transformational and charismatic leadership (Crant & Bateman, 2000), and successful job search (Brown, Cober, Kane, Levy, & Shalhoop, 2006). Moreover proactive personality encompasses not only an individual but also an organization achievement (Ashford & Black, 1996; Chan & Schmitt, 2000). With this regard, the person with proactive personality characteristic is beneficial in his/her organizations, cultures, community, and even global world (Covey, 1998).

All perspectives mentioned above explained proactive personality features and proactive behaviors in terms of individual differences. On the other hand the influences of recent cognitive and social perspectives lead researchers to examine proactive personality characteristic with individual and environmental factors (*work autonomy, trusting relationship among co-worker*). In this regard, to elicit which factors or antecedents lead an individual to show proactive personality with proactive behaviors it is necessary to measure proactive personality. The first proactive scale was developed by Bateman and Crant (1993).

The first original scale was 17 –item with 7 Likert type (1: definitely disagree, 7: definitely agree) and had one factor. The high score of the scale means that an individual has high level of proactive features. The internal consistency of the scale was found as between .87 and .89 but construct validity of the scale was not examined (Bateman & Crant, 1993). Moreover abbreviated forms of the PPS with 10 -tem (Claes, 2002; Kammeyer-Mueller & Wanberg, 2003; Seibert et al., 1999, 2001); 6 -item, (Parker, 1998), 5- item (Kickul & Grundy, 2002) and 4-item (Parker & Spring, 1998) were developed and especially 10 item version was found the highest average factor loading in the original PPS as provided by Bateman and Crant (1993). But all abbreviated forms were not tested beyond American and British culture.

Henceforth Claes and his colleagues (2005) used short version forms (10 -item, 6 -item, 5 -item and 4 –item) and applied 3 different countries (Belgium, N=882, Finland, N=100, Spanish, N=100) to increase their validity and reliability on different culture. All three short forms were 7 Likert type and had one factor as similar to original form. The internal consistency of 10-item version (Belgium .83; Finland .79; Spanish .85) and 6 item version (Belgium .79; Finland .78; Spanish .86) were found reliable.

As a result of the exploratory factor analysis, the amount of total variance of 10-item version form for Belgium sample explained 34.7 % (factor loadings ranged from .38 to .69); for Finland sample explained 30.2 % (factor loadings ranged from .32 to .76) and for Spain sample explained 41.2 % (factor loadings ranged from .24 to .84). The amount of total variance of 6 –item version form for Belgium sample explained 39% (factor loadings ranged from .52 to .71); for Finland sample explained 40.7 % (factor loadings ranged from .44 to .83) and for Spain sample explained 52.2 %, (factor loadings ranged from .54 to .84). Within this context the amount of total variance of 10-item version explained optimal level, the amount of total variance of 6-item version explained sufficiently. As the result of the validity and the reliability it was found that 10 item version and 6 –item version are reliable scales to use.

Furthermore 10 item version scale was used in many career and job performance studies. Kim, Hon and Crant (2009) examined the relationship between proactive personality, employee creativity, and newcomer outcomes with 146 Chinese employee and found that employee creativity fully mediated the relationships between proactive personality and career satisfaction and perceived insider status. With parallel to this study Joo and Lim (2009) investigated the effect of personal characteristics (proactive personality) and contextual characteristics (organizational learning culture and job complexity) on employees' intrinsic motivation and organizational commitment with 283 employees. And they found that employees were more intrinsically motivated when they showed higher proactive personality and perceived higher job complexity and proactive personality moderated the relationship between organizational learning culture and organizational commitment. Thompson (2005) examined the mediated model of the relationship between proactive personality and job performance with 126 employees and found that the relationship between proactive personality and job performance is mediated by network building and initiative taking on the part of the employee. With parallel to this research Fuller, Hoster and Cox (2010) found that proactive personality is positively correlated with job performance and job autonomy serves as a significant workplace constraint for people with proactive personalities. In Turkey there is not any study about the short version of Proactive Personality Scales with 6-item and 10-item and it was decided to make study with 10-item. Therefore aim of this research is to adapt Short Version of Proactive Personality with 10- item into Turkish and to examine its psychometric properties.

Method

Participants

This study was executed 332 university students from different programs of Sakarya University Educational Faculty in Turkey. Of the participants, 150 were male (45.1%) and 182 were female (54.9%) and the mean age of the participants was 20.8 years. The participants' age was ranged from 18 to 22 and the mean age of the participants was 20.8 year.

Procedure

Primarily Short Version of Proactive Personality Scale with 10-item was translated into Turkish by five academicians from English Language and Literature department. Before validity and reliability studies, to examine the language equivalency of the scale the correlations between Turkish and English forms were calculated.

In this study exploratory factor analysis (EFA) was performed to examine the factor structure of the scale according to the data obtained from the Turkish students and confirmatory factor analysis (CFA) was executed to confirm the original scale's structure in Turkish culture. As reliability analysis; internal consistency coefficients and the item-total correlations were calculated. Data were analyzed using LISREL 8.54 and SPSS 11.5 package programs.

Results

Language Equivalency

The results of language equivalency showed that the correlations between Turkish and English forms were ranged from .74 to .90. The correlations coefficient between items of Turkish and the original version were shown in Table 1.

Table 1
The Correlation Coefficient between Items of Turkish and the Original Version of Primarily Short Version of Proactive Personality Scale

Item No	<i>r</i>	Item No	<i>r</i>
1	.74	6	.88
2	.80	7	.86
3	.80	8	.78
4	.86	9	.87
5	.79	10	.90

Item Analysis and Reliability

To examine discrimination power of items item analysis was done. As a result of the item analysis the corrected item –total correlation coefficient ranged from .52 to .66. Cronbach alpha internal consistency reliability coefficient was found .86. The results were seen in Table 2.

Table 2
Item Total Correlation Coefficient of Primarily Short Version of Proactive

Personality Scale					
Item No	<i>r_{jx}</i>	α (if item deleted)	Item No	<i>r_{jx}</i>	α (if item deleted)
1	.518	.851	6	.526	.851
2	.587	.846	7	.527	.851
3	.590	.845	8	.551	.849
4	.497	.853	9	.641	.841
5	.662	.839	10	.589	.846

Construct Validity

Confirmatory Factor Analysis: Confirmatory factor analysis (CFA) of Primarily Short Version of Proactive Personality Scale was executed to confirm the original scale’s structure in Turkish culture As a result of DFA, the confirmatory factor analysis indicated that the model was well fit and Chi-Square value ($\chi^2= 47.91$, $N= 332$, $df= 29$, $\chi^2/df= 1,65$, $p= 0.01502$) which was calculated for the adaptation of the model was found to be significant. The goodness of fit index values of the model were RMSEA= .044, NFI= .99, CFI= .99, IFI= .99, RFI= .97, GFI= .97, AGFI= .95, SRMR= .033.

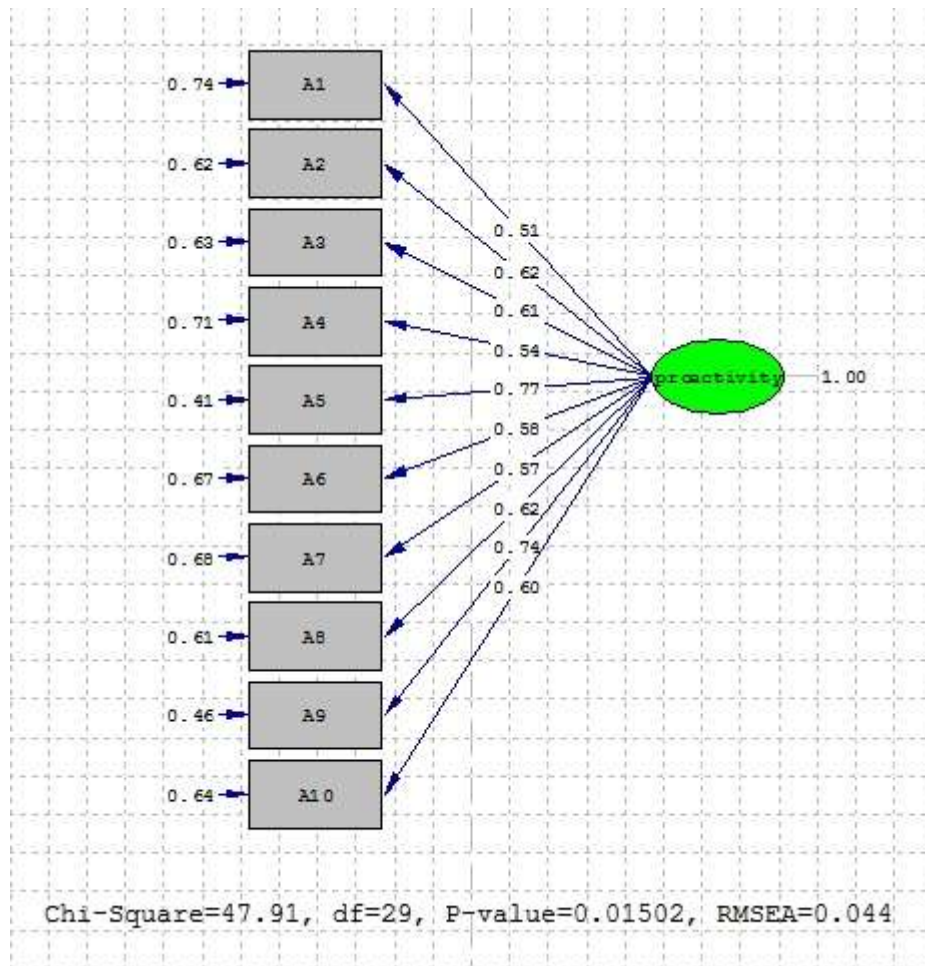


Figure 1: Path Diagram for Short Version of Proactive Personality Scale

Discussion

This study is aim to adapt to The Short Version of Proactive Personality with 10- item into Turkish and to examine its psychometric properties. The participant's number is enough to examine validity and reliability of the test (Tabachnick & Fidell, 2007). The language equivalency of the correlations between Turkish and English forms were calculated and found high level consistency. This result showed that the translation of original form into Turkish was successful process. To examine the construct validity of the Short Version of Proactive Personality with 10- item CFA were done. The results of confirmatory factor analysis demonstrated that the 10-item loaded on one factor and the factor structure was well harmonized with the factor structure of the original scale. Similarly, confirmatory factor analysis indicated that the model was well fit and the structural model of Short Turkish Version of Proactive Personality Scale with 10-item which consists of one factor was well fit to the Turkish culture. The reliability coefficients were found high. This result indicated that the reliability level in terms of reference of .70 level (Sipahi, Yurtkoru, & Çinko, 2008). Item-total correlation coefficients satisfied .30 criteria. When taking the consideration of the 30 and above .30 criteria for item total correlation coefficients that are enough to differentiate individuals about measured features (Özdamar, 2004), item-total correlation coefficients of the Short Version of Proactive Personality with 10- item are high. Overall findings demonstrated that this scale had high validity and reliability scores and that it may be used as a valid and reliable instrument in order to assess proactive personality in career and job related studies. Last not but least with this scale may be used in any organization to assign the personnel to appropriate position.

Conclusions

According to the results of the study of validity and reliability of Short Turkish Version of Proactive with 10-item, this scale is used as a valid and reliable instrument in order to assess proactive personality. When the results of the scale are considered there are some suggestions. Primarily to designate the convergent validity of the Short Turkish Version of Proactive with 10-item the correlation between the Short Turkish Version of Proactive with 10-item and valid/ reliable scales might be examined. The participant of this study was university students. Also it is vital to the different samples might be taken for the validity and reliability of this scale. Furthermore to compare Short Turkish Version of Proactive with 10-item with Short Turkish Version of Proactive with 6-item, the adaptation of Short Turkish Version of Proactive with 6-item might be taken. Last but not least, further studies which will use this scale will make significant contributions.

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