

PSYC 6327 Methods in Human Measurement

Assignment 4

****SPSS can also be quite dangerous, as it will let you click through a whole bunch of analyses without you having any idea of what you are doing. From that, you can make a lot of mistakes that you do not realize are mistakes.*

(1) **Prepare the data:** Download the data file on the Bb site ("PSYC 6327 Assignment 4 Data.xlsx"). It should look familiar to you as it is data from Assignment 2. This data has the following variables:

- Age: Numerical
- Sex: 1 = male; 2 = female
- Race: 1 = Asian American; 2 = Native American; 3 = African American; 4 = Pacific Islander; 5 = Caucasian; 6 = Other
- Hispanic/Latino ethnicity: 1 = Yes; 2 = No
- Hours worked per week: Numerical
- Job Performance: 3 items
- Competitive psychological climate: 4 items
- Work-role behaviors: 7 items
- Psychological bullying: 12 items
- Perceived incivility behaviors: 3 items
- Work incivility scale: 11 items
- Work stress: 8 items
- Turnover intentions: 4 items
- Missing data is coded -999

Get the data into SPSS and prepare it for proper use. This includes ensuring that the variable names are correct, identified correctly, missing data is coded, and that the data is just clean and easy for anyone else to look at and understand. Good data hygiene is critical.

(2) **Start working with the data:** Provide me with each of the following:

- Are any of the variables reversed scored? Run a 1-factor EFA on each of the factors to ascertain if they are or are not. Recode any that are not and then rerun the EFA to ensure that everything is aligned correctly.
- Calculate the internal consistency of each of the following variables: Job performance, competitive psychological climate, work-role behaviors, psychological bullying, perceived incivility behaviors, work incivility scale, work stress, turnover intentions
 - Do all of the scales demonstrate appropriate internal consistency?
 - Can any of the scales be improved?

****This should be submitted to me in a well formatted and professional manner via the submission link on Bb.*