

An aberrant abundance of Cronbach's alpha values at .70

*Supplementary Materials*

**Table 1S. List of journals included in the psychology dataset (all APA journals 1985-2013)**

<b>Journal name</b>
American Journal of Orthopsychiatry
American Psychologist
Behavioral Neuroscience
Canadian Journal of Behavioural Science
Canadian Journal of Experimental Psychology
Canadian Journal of Psychology
Canadian Psychology
Clinical Practice in Pediatric Psychology
Consulting Psychology Journal: Practice and Research
Couple and Family Psychology: Research and Practice
Cultural Diversity and Ethnic Minority Psychology
Cultural Diversity and Mental Health
Decision
Developmental Psychology
Dreaming
Emotion
Evolutionary Behavioral Sciences
Experimental and Clinical Psychopharmacology
Group Dynamics: Theory, Research, and Practice
Health Psychology
Health: the Journal of Collaborative Family Healthcare
History of Psychology
International Journal of Play Therapy
International Journal of Stress Management
International Perspectives in Psychology: Research, Practice, Consultation
Journal of Abnormal Psychology**
Journal of Applied Psychology*
Journal of Comparative Psychology
Journal of Consulting and Clinical Psychology
Journal of Counseling Psychology
Journal of Diversity in Higher Education
Journal of Educational Psychology
Journal of Experimental Psychology: Applied
Journal of Experimental Psychology: General
Journal of Experimental Psychology: Human Perception and Performance
Journal of Experimental Psychology: Learning, Memory, and Cognition
Journal of Family Psychology
Journal of Neuroscience, Psychology, and Economics
Journal of Occupational Health Psychology*
Journal of Personality and Social Psychology
Journal of Psychotherapy Integration
Journal of Rural Mental Health
Journal of Social, Evolutionary, and Cultural Psychology
Journal of Theoretical and Philosophical Psychology
Journal of Threat Assessment and Management
Law and Human Behavior
Military Psychology
Motivation Science
Neuropsychology
Peace and Conflict: Journal of Peace Psychology
Personality Disorders: Theory, Research, and Treatment
Psychiatric Rehabilitation Journal
Psychoanalytic Psychology
Psychological Assessment

Psychological Bulletin  
 Psychological Methods  
 Psychological Review  
 Psychological Services  
 Psychological Trauma: Theory, Research, Practice, and Policy  
 Psychology of Addictive Behaviors  
 Psychology of Aesthetics, Creativity, and the Arts  
 Psychology of Consciousness: Theory, Research, and Practice  
 Psychology of Men & Masculinities  
 Psychology of Popular Media Culture  
 Psychology of Religion and Spirituality  
 Psychology of Sexual Orientation and Gender Diversity  
 Psychology of Violence  
 Psychology, Public Policy, and Law  
 Psychomusicology: a Journal of Research in Music Cognition  
 Psychomusicology: Music, Mind and Brain  
 Psychomusicology: Music, Mind, and Brain  
 Psychosocial Rehabilitation Journal  
 Psychotherapy  
 Psychotherapy: Theory, Research, Practice, Training  
 Qualitative Psychology  
 Rehabilitation Psychology  
 Review of General Psychology  
 School Psychology  
 School Psychology Quarterly  
 Spirituality in Clinical Practice  
 Sport, Exercise, and Performance Psychology  
 Stigma and Health  
 Training and Education in Professional Psychology

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\* *Journal was included in both psychology and I/O datasets*

\*\* *Subsequently renamed Journal of Psychopathology and Clinical Science*

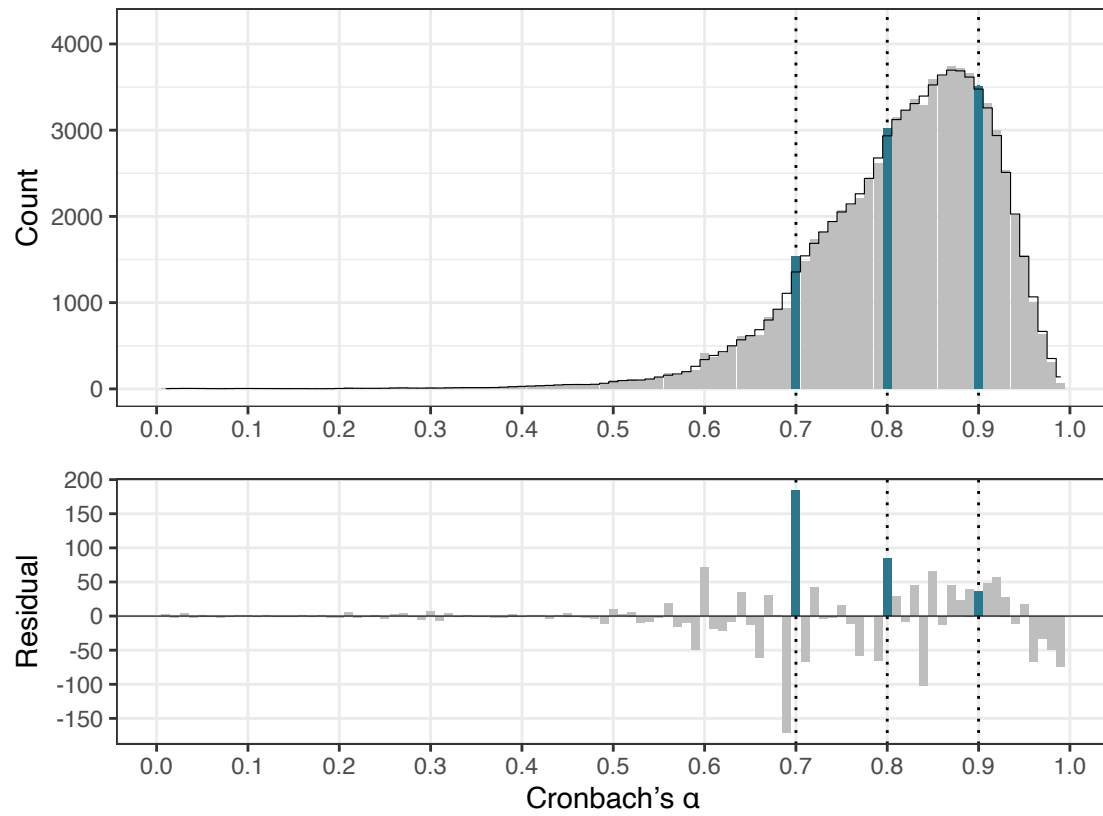
**Table 2S. List of journals included in the I/O dataset (metaBUS: 1980-2017)**

<b>Journal name</b>
Australasian Journal of Organisational Psychology
Academy of Management Journal
British Journal of Management
Employee Responsibilities and Rights Journal
European Journal of Work and Organizational Psychology
Group & Organization Management
Human Performance
Human Relations
Human Resource Management
Human Resource Management Journal
International Journal of Human Resource Management
International Journal of Selection and Assessment
Journal of Applied Psychology*
Journal of Applied Social Psychology
Journal of Business and Psychology
Journal of Management
Journal of Managerial Psychology
Journal of Organizational Behavior
Journal of Occupational Health Psychology*
Journal of Occupational and Organizational Psychology
Journal of Personnel Psychology
Journal of Vocational Behavior
The Leadership Quarterly
Organizational Behavior and Human Decision Processes
Personality and Individual Differences
Personnel Psychology
Work & Stress
* <i>Journal was included in both psychology and I/O datasets</i>

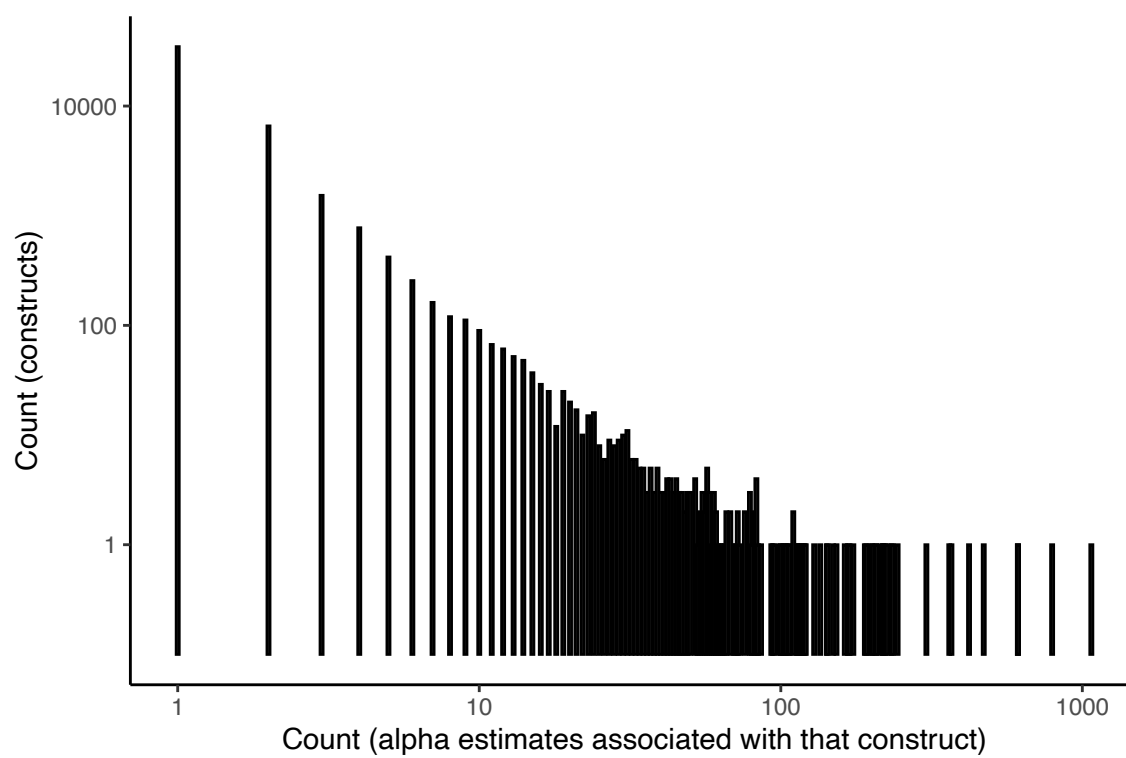
**Note 1S. Analyses of the I/O dataset after removing DOIs already present in the psychology dataset**

The test of the first hypothesis found a 14% excess of  $\alpha$  values of .70,  $Z = 4.84$ ,  $p < .00001$ . The test of the second hypothesis found excesses across the three bins,  $Z = 4.68$ ,  $p = .00007$ , with an excess at .80 = 3%, excess at .90 = 1%. We therefore rejected the null hypothesis that there was no evidence of no excesses of  $\alpha$  values at common rule-of-thumb thresholds.

**Figure 1S. Observed counts of  $\alpha$  values with kernel smoothing (upper panel) and residuals (lower panel) in the I/O dataset, when overlap with the psychology dataset was removed**



**Figure 2S. Frequency of use of constructs in the I/O dataset.**



## Note 2S. Caliper tests

We judged caliper tests to be less suitable for our current purposes than the kernel smoothing method on the basis that there are plausible distributional differences between adjacent bins (i.e., the distribution of  $\alpha$  values is non-uniform, see Figures 1 and 2). For example, assuming the general distribution of  $\alpha$  values observed in Figure 1 is roughly approximate to their true distribution, there are likely to be more observations of  $\alpha = .78$  than  $.77$  even in the absence of any distortions. Nonetheless, given the conceptual analogy between excesses of barely-significant  $p$  values and barely reliable  $\alpha$  values, it is useful to include caliper tests as a robustness test given that they were employed in studies examining the distribution of  $p$  values (Hartgerink et al., 2016; Masicampo & Lalande, 2012). Caliper tests were not preregistered and were therefore exploratory. We employed a caliper width of one bin (i.e.,  $\alpha = .01$ ) and therefore compare counts between each bin and the preceding bin (i.e.,  $.69$  vs.  $.70$ ,  $.79$  vs.  $.80$ , and  $.89$  vs.  $.90$ ). Caliper ratios were calculated for each comparison in each dataset (i.e., counts of  $.70$  divided by counts of  $.69$ ). See Figure 2S for a visual illustration of how the kernel smoothing and caliper tests differ.

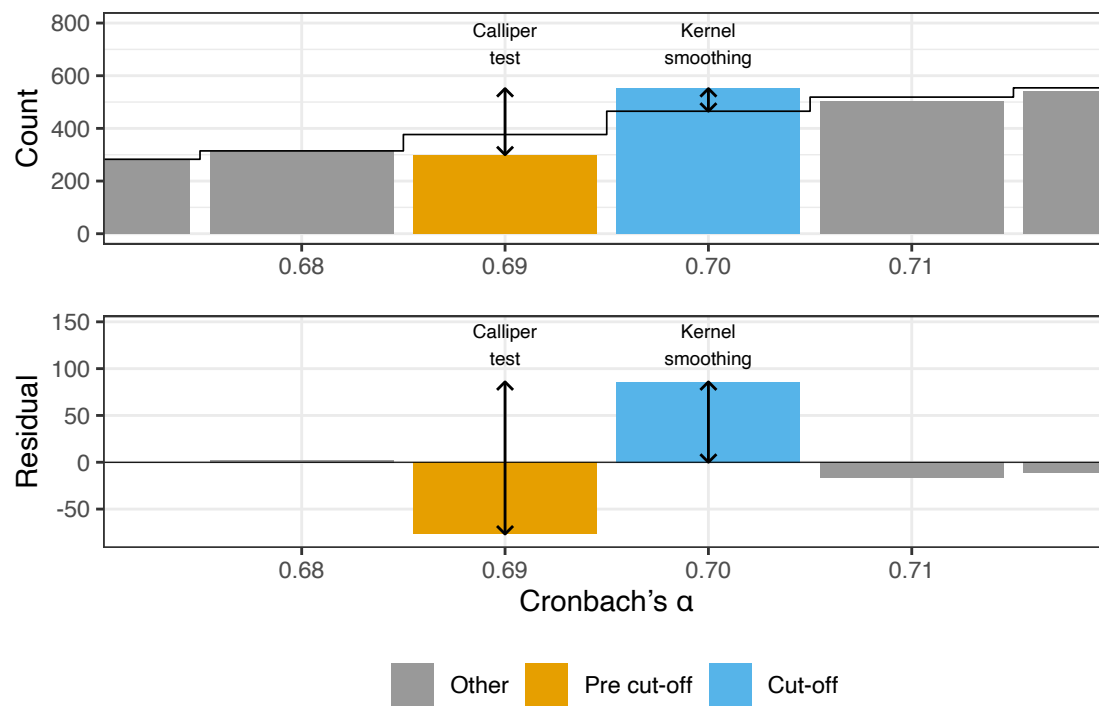
In the psychology dataset, the caliper ratio for the  $\alpha = .70$  threshold 1.84. That is, nearly twice as many values of  $.70$  were observed as  $.69$ . This larger over abundance relative to the kernel density approach can be attributed to the fact that the caliper tests also take the under-abundance of  $\alpha$  values in the pre-threshold bins (e.g.,  $.69$ ) as well as the over-abundance of values in the threshold bins (e.g.,  $.70$ ). Ratios for the other two thresholds were less extreme ( $\alpha = .80$ : ratio = 1.21;  $\alpha = .90$ : ratio = 1.04). See Figure 3S. Rather than compare these ratios against a null hypothesis of zero (due to the above distributional considerations), we instead then calculated a ratio for every bin and its preceding bin between  $\alpha = .50$  and  $.99$ . In order to test whether the caliper ratios at the thresholds were larger than other ratios, we then applied permutation tests to compare the threshold ratios against all non-threshold ratios.



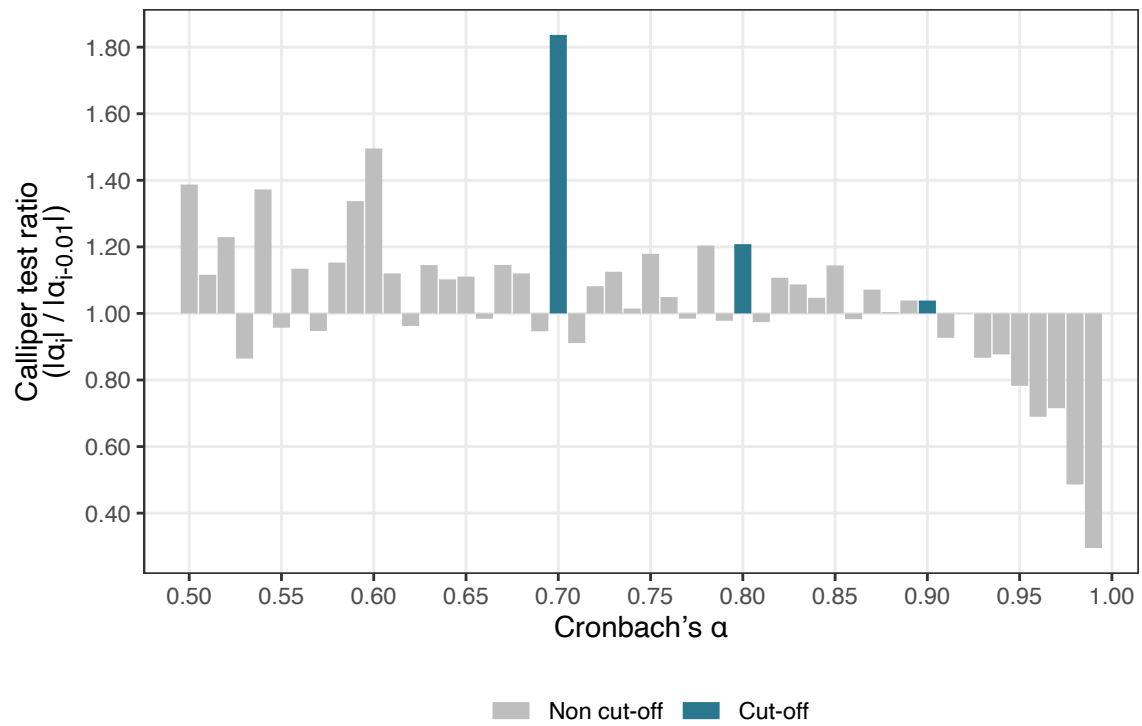
Results demonstrated that the  $\alpha = .70$  caliper ratio was larger than the other ratios,  $Z = 3.40$ ,  $p = .02$ ; and that the .70, .80, and .90 ratios were larger than the other ratios,  $Z = 2.40$ ,  $p = .014$ .

This pattern of results also generalized to the I/O dataset for two of the thresholds ( $\alpha = .70$ : ratio 1.64;  $\alpha = .80$ : ratio = 1.13;  $\alpha = .90$ : ratio = 0.96). See Figure 4S. The  $\alpha = .70$  caliper ratio was again found to be larger than the other ratios,  $Z = 2.34$ ,  $p = .04$ ; however the .70, .80, and .90 ratios were not found to be larger than the other ratios,  $Z = 1.40$ ,  $p = .092$ . The pattern of excesses at  $\alpha = .70$  were therefore robust to the choice of analytic method. The collective excesses at all three thresholds were not robust in the I/O dataset. This may be because of large ratios observed at other round values of  $\alpha$  which may have also been used as thresholds, but which we did not attempt to analyze (i.e., at .50 and .60; see Figure 4S).

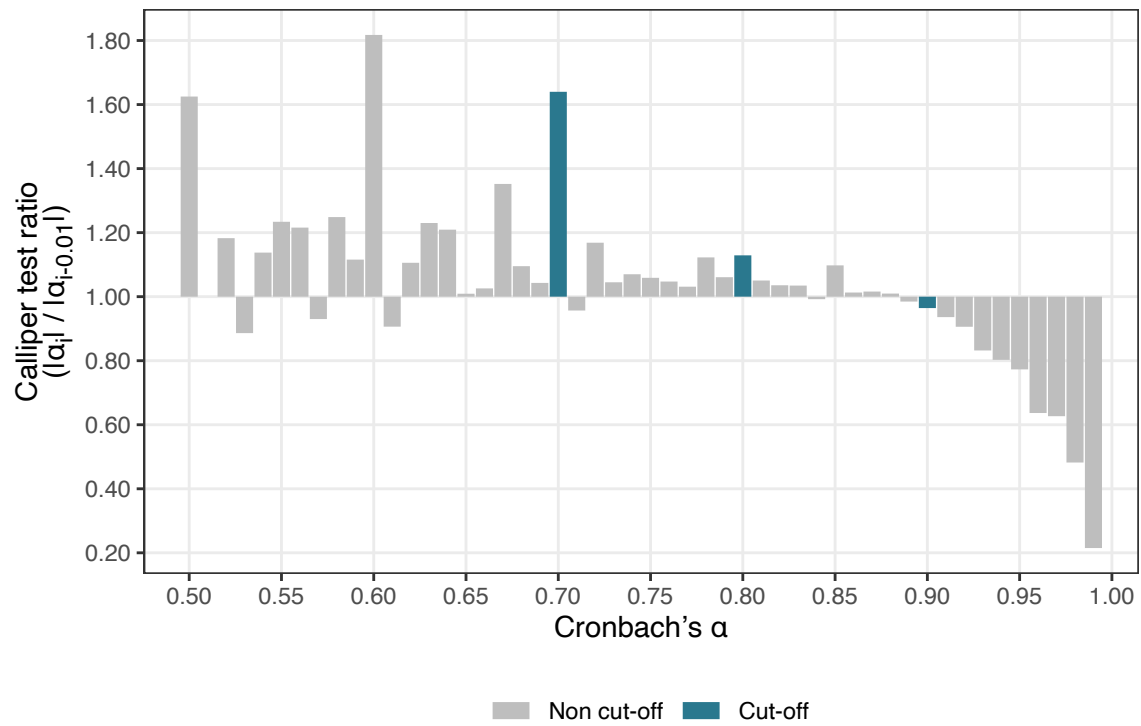
**Figure 3S. Comparison between the kernel smoothing and caliper test methods in the psychology dataset.**



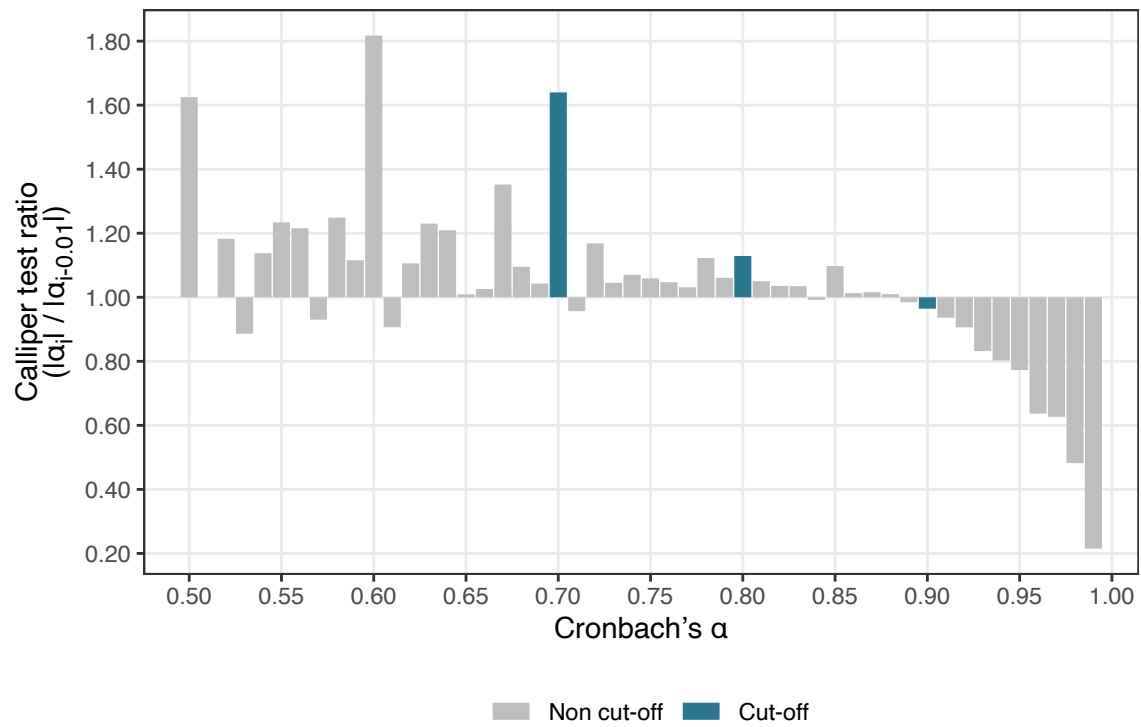
**Figure 4S. Caliper ratios for each bin and the preceding bin in the psychology dataset.**



**Figure 5S. Caliper ratios for each bin and the preceding bin in the I/O dataset**



**Figure 6S. Caliper ratios for each bin and the preceding bin in the I/O dataset, when overlap with the psychology dataset is removed**



**Table 3S. Standard errors associated with Cronbach's  $\alpha = .70$  for different sample sizes and numbers of items.**

Sample size ( $n$ )	Number of items ( $k$ )					
	3	5	10	25	50	100
50	0.076	0.069	0.064	0.062	0.061	0.061
100	0.053	0.048	0.045	0.043	0.043	0.043
250	0.033	0.030	0.028	0.027	0.027	0.027
500	0.023	0.021	0.020	0.019	0.019	0.019
1000	0.016	0.015	0.014	0.014	0.014	0.013
2000	0.012	0.011	0.010	0.010	0.010	0.010
5000	0.007	0.007	0.006	0.006	0.006	0.006

**Note 3S. Caliper tests**

Cronbach's  $\alpha$ 's variance is a function of (a) the value of  $\alpha$ , (b) the sample size ( $n$ ), and (c) the number of items or parcels ( $k$ ) from which it was calculated (van Zyl et al., 2000). In order to assess whether  $\alpha$  is sufficiently precisely estimated in common study designs that researchers could plausibly discriminate between scales whose population  $\alpha$  values were .69 versus .70, we calculated the standard error of  $\alpha = .70$  for a range of sample sizes and numbers of items. As can be seen in the table, standard errors  $\geq 0.006$  even when the number of participants and items are both very large (i.e.,  $n = 5000$ ,  $k = 100$ ). Differences in population reliabilities of just  $\alpha = .01$  would not be detectable in typical study designs, and therefore researchers could not genuinely calibrate their decisions on differences this small.

### References

- Hartgerink, C. H. J., van Aert, R. C. M., Nuijten, M. B., Wicherts, J. M., & van Assen, M. A. L. M. (2016). Distributions of p-values smaller than .05 in psychology: What is going on? *PeerJ*, 4, e1935. <https://doi.org/10.7717/peerj.1935>
- Masicampo, E. J., & Lalande, D. R. (2012). A peculiar prevalence of p values just below .05. *The Quarterly Journal of Experimental Psychology*, 65(11), 2271–2279. <https://doi.org/10.1080/17470218.2012.711335>
- van Zyl, J. M., Neudecker, H., & Nel, D. G. (2000). On the distribution of the maximum likelihood estimator of Cronbach's alpha. *Psychometrika*, 65(3), 271–280. <https://doi.org/10.1007/BF02296146>