عنوان مقاله:

Psychometric Properties of Persian Version of Organizational Diagnosis Questionnaire in Small-Scale Industries

نویسندگان:

Mohammad Khandan - *Occupational Health and Safety Department, Health School, Qom University of Medical Sciences, Qom, Iran.*

Somayeh Momenyan - *Paramedical Sciences School, Shahid Beheshti University of Medical Sciences*

Zhaleh Abbaspour - *Occupational Health and Safety Department, Health School, Qom University of Medical Sciences, Qom, Iran.*

Alireza Koohpaei - *Occupational Health and Safety Department, Health School, Qom University of Medical Sciences, Qom, Iran.*

خلاصه مقاله:

Background & Aims of the Study: Investigating and recognizing effective internal factors of organizations has always been one of the concerns in pursuit of organizational goals and to raise level of personnel's safety, welfare and job performance. This study was aimed to evaluate psychometric characteristics of Organizational Diagnosis Questionnaire (ODQ) in small-scale industries in Hamedan province in Iran, 2016. Materials and Methods: This analytical study was conducted among 397 employees who were selected by simple random sampling. The ODQ questionnaire contains 35 questions, which consists of seven factors. A demographic questionnaire and Patersonchr('39')s job performance questionnaire were used too. Confirmatory factor analysis (CFA), convergent, and face validity, internal reliability, and test-retest were used to analyze data through SPSS V20 and LISREL V8.5. Results: The mean of total questionnaire was 3.1±1.08. Cronbachchr('39')s alpha was 0.96. Results of CFA supported seven dimensions model. Pearsonchr('39')s analysis also showed a correlation between ODQ's factors and job performance (p<0.001). Rewards as a motivational factor was inferior to the other factors. However, relationships, supervisory and purposes were acceptable. Conclusion: The Persian version of ODQ is appropriate for assessing internal conditions in Persian language organizations and it was related to job performance.

کلمات کلیدی:

Macroergonomics, Occupational accidents, Safety, Organizational Diagnosis, Small-scale Industry, Iran

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