

Report of Psychometric Results from Research Utilizing “The Values Conversation Assessment”

Tony Pizelo, Ph.D.
Professor of Business
Northwest University
April 21, 2023

As part of a research project examining the Person-Organization (P-O) fit of the values important to healthcare employees relative to the organization that they work for, a psychometric analysis was performed on the “The Values Conversation Assessment”. Person-Organization (P-O) fit is defined as the “extent to which the values of an employee are consistent with the values held by ... the organization” (Landy & Conte, 2016; p. 389). This assessment was developed by Jeff Arthur and has an application in the employee selection and evaluation environments. The assessment has 62 items that utilize a seven-scale Likert type of approach (“Completely Important”, “Mostly Important”, “Somewhat Important”, “Neither Important or Unimportant”, “Somewhat Unimportant”, “Mostly Unimportant”, or “Completely Unimportant”).

The psychometric analysis included a reliability analysis and a validity examination.

Reliability Analysis

Reliability is a continuum measure of consistency among the parts of an assessment (Furr & Bacharach, 2014). If the items of the assessment are more consistent with each other, they perform better in reflecting the values profile of the participants. It should be noted that longer assessments tend to have higher reliability scores, all else equal (Furr & Bacharach, 2014). The reliability measures will also depend upon the characteristics of the research study and the participants involved. The results of the reliability analysis are summarized in the table below. These results indicate that “The Values Conversation Assessment” is a highly reliable instrument.

Validity Examination

Validity is generally the ability of an assessment to measure what it claims to be measuring (Furr & Bacharach, 2014). “The Values Conversation Assessment” was compared to other assessments claiming to measure values. The measure was evaluated from a construct validity (the all-encompassing validity) perspective as well as content validity. For content validity, item analysis was conducted with both item-level and total-scale measures with performance indicators and correlations with other indicators. Results showed that removing items did not significantly alter performance measures. When compared with another assessment (Cable & DeRue, 2002) the results were consistent and had slightly better measures. Convergent and discriminant validity were assessed using a correlation matrix.

Reliability Coefficient Results

Type of Reliability Measure	Reliability Measure	Reliability Coefficient
Internal Consistency Reliability	Cronbach’s Alpha	.951
Split-Half Estimate (Top versus Bottom)	Spearman-Brown	.928
Split-Half Estimate (Even versus Odd)	Spearman-Brown	.972
Split-Half Estimate (Groups of 5/6)	Spearman-Brown	.964

References

- Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective fit perceptions. *Journal of Applied Psychology, 87*(5), 875–884.
<https://doi.org/10.1037/0021-9010.87.5.875>
- Furr, R. M., & Bacharach, V. R. (2014). *Psychometrics: An introduction, Second Edition*. Sage Publications, Inc.
- Landy, F. J., & Conte, J. M. (2016). *Work in the 21st century: An introduction to industrial and organizational psychology, 4th ed.* John Wiley & Sons, Inc.