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# Development of the methodological tool for study positive organizational behavior in organization

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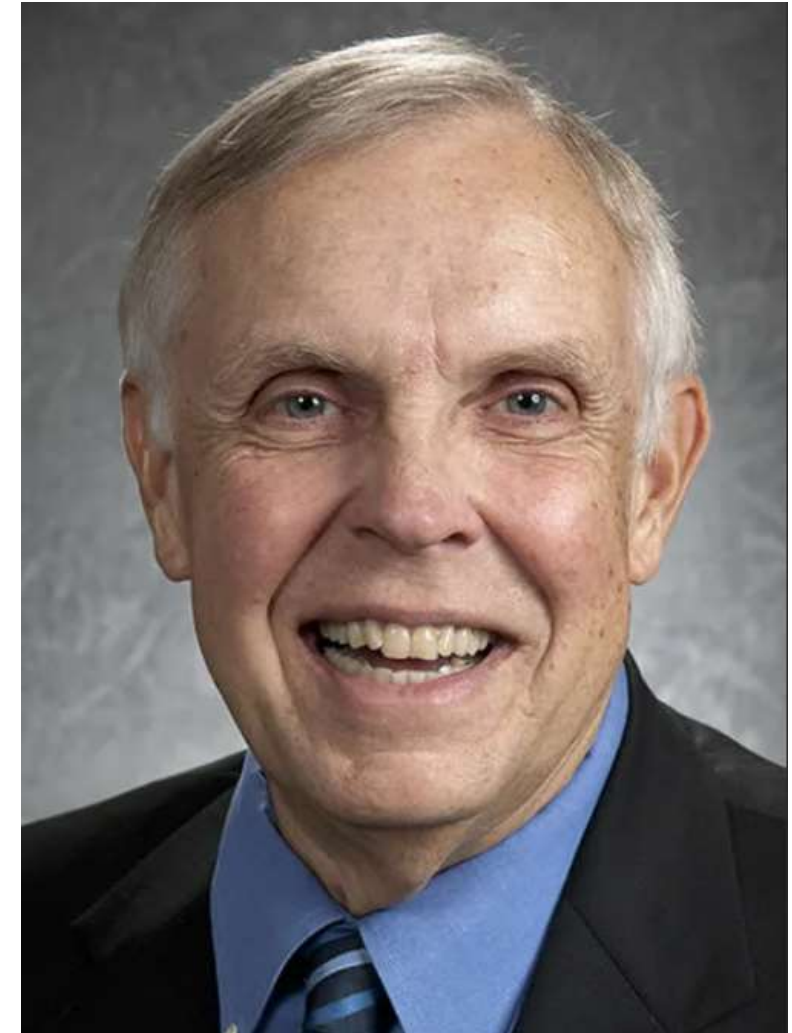
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## Purpose of the study

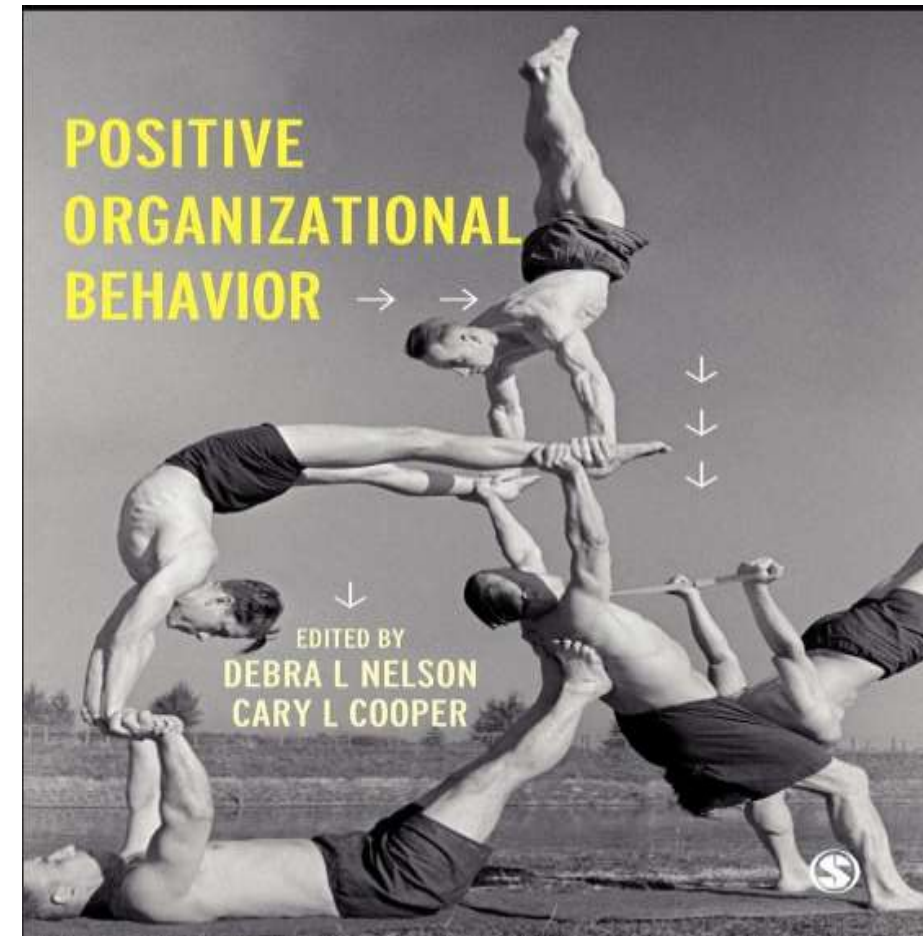
The purpose of the study was to design the questionnaire for the measuring positive organizational behavior (POB) of employees and further verification of psychometric indicators of validity and reliability. F. Luthans, the author of the concept of POB, have not offer diagnostic tools for assessing POB, that is why we decided to create it.



## Positive Organizational Behavior (POB)

**Positive Organizational Behavior (POB)** is defined as "the study and application of positively oriented human resource strengths and psychological capacities that can be measured, developed, and effectively managed for performance improvement in today's workplace" (Luthans, 2002a, p. 59).

POB origins developed from the Positive Psychology movement, initiated in 1998 by Martin Seligman and colleagues. Positive Psychology aims to shift the focus in psychology from dysfunctional mental illness to mental health, calling for an increased focus on the building of human strength.





## Components of Positive Organizational Behavior (POB)

F. Luthans described positive organizational behavior (POB) with 5 components:

- Confidence/self-efficacy;
- Hope;
- Optimism;
- Subjective well-being/ happiness;
- Emotional intelligence.

In later works, F. Luthans and co-authors described other elements of POB, including the resilience component in the structure (Luthans, Youssef, 2007). There are other views on the structure of POB. P. Khatri and S. Dutta on the basis of the theoretical concept of F. Luthans was proposed to consider six components as structural elements of POB - hope, optimism, subjective well-being, self-efficacy, emotional intelligence and resilience (Dutta, Khatri, 2017).



## Theoretical basis of the POB questionnaire

Subscale	Aspect of the subscale
<i>Self-efficacy</i>	Striving to set difficult goals
	Confidence in achieving goals
	Readiness to overcome emerging difficulties
	Readiness to learn new things

Subscale	Aspect of the subscale
<i>Hope</i>	Confidence in a favorable outcome of events in the future
	Willingness to search for ways to achieve the goals
	Willingness to perform an action (a certain behavior) in order to achieve a goal

## Theoretical basis of the POB questionnaire

Subscale	Aspect of the subscale
<i>Optimism</i>	Personal optimism
	Self-efficacy Optimism
	Social optimism

Subscale	Aspect of the subscale
<i>Subjective well-being</i>	Cognitive aspect
	Affective aspect

Subscale	Aspect of the subscale
<i>Emotional intelligence</i>	Perception and evaluation of emotions
	Understanding and analyzing emotions
	Using emotions to regulate thinking and actions
	The ability to manage your own and others' emotions



## Descriptive statistics

Subscale	Minimum and maximum	Meridian	Mean	Standard deviation	Skewness	Kurtosis
<i>Self-efficacy</i>	1 – 5	3	2,283	0,731	0,772	0,433
<i>Hope</i>	1 – 5	3	2,244	0,755	0,600	0,241
<i>Optimism</i>	1 – 5	3	2,263	0,690	0,656	0,193
<i>Subjective well-being</i>	1 – 5	3	2,480	0,781	0,615	0,158
<i>Emotional intelligence</i>	1 – 5	3	2,553	0,655	0,632	0,437

## Confirmatory factor analysis

Goodness-of-fit	df	$\chi^2$	CFI	TLI	RMSEA	90% доверительный интервал для RMSEA	PCLOSE
1 factor model	434	1072,696	0,516	0,418	0,104	0,097-0,112	0,000
5 factor model	464	1010,653	0,610	0,584	0,093	0,086-0,101	0,000



## Confirmatory factor analysis

As part of the first option of improving the methodology, we excluded from the initial questionnaire a number of items with double or low factor loadings (8,9,11,14, 18,25,28). Item 20 was moved from the "Emotional Intelligence" scale to the "Self-efficacy" scale, since the item according to the results of the CFA showed significant correlation with the "Self-Efficacy" scale and the semantic meaning of the item corresponds more to the aspect of the "Self-Efficacy" subscale - readiness to overcome emerging difficulties.

In the second version of the model (a shortened version of the questionnaire) items 3,4,19,22 were additionally excluded.

## Confirmatory factor analysis

Goodness-of-fit	df	$\chi^2$	CFI	TLI	RMSEA	90% доверительный интервал для RMSEA	PCLOSE
5 factor model (1 option)	264	377,401	0,897	0,874	0,056	0,043-0,069	0,112
5 factor model (2 option)	177	230,101	0,939	0,928	0,047	0,027-0,063	0,596

## Reliability coefficients

Subscale	Reliability coefficients				
	Number of items	Cronbach's alpha	Item-total correlation	Gutman half-splitting coefficient	Spearman-Brown coefficient
POB scale	21	0,890	0,771	0,868	0,871
Self-efficacy	4	0,771	0,604	0,752	0,753
Hope	6	0,759	0,665	0,799	0,799
Optimism	4	0,671	0,609	0,700	0,705
Subjective well-being	4	0,711	0,624	0,690	0,694
Emotional intelligence	3	0,685	0,603	0,612	0,639

## Construct validity

POB subscales	Subjective well-being (SWB) E. Diener scale	Life orientation test
Self-efficacy	0,176*	0,260**
Hope	0,293**	0,372**
Optimism	0,244**	0,387**
Subjective well-being	0,312**	0,385**
Emotional intelligence	0,241**	0,358**

\* –  $p < 0,05$ , \*\* –  $p < 0,01$ .

## Results and discussion

After the confirmatory factor analysis, it was revealed that the five-factor model of the questionnaire has shown the best indicators of Goodness-of-fit, in contrast to the one-factor model. After model improvement the Goodness-of-fit indicators of the five-factor model are:  $\chi^2 = 230,101$ ;  $df = 177$ ;  $p < 0.01$ ; CFI = 0.939; RMSEA = 0.047; 90% confidence interval for RMSEA: 0.027 - 0.063, which comply with CFA standards.

The general scale of POB has shown high values of reliability and consistency of the questionnaire items ( $\alpha = 0.890$ , Gutman half-splitting coefficient = 0.868, Spearman-Brown coefficient = 0.871). Individual subscales also have shown acceptable reliability-consistency results: the value of  $\alpha$ -Kronbach lies in the range from 0.671 to 0.771. The values of the Gutman and Spearman-Brown coefficients are in an acceptable range.

As a result of the evaluation of the constructive validity of the POB questionnaire, significant relationships were revealed between individual subscales of the POB questionnaire and the Subjective well-being (SWB) E. Diener scale, as well as with Life orientation test.

