Compendium of Research Instruments

Instrument Title:

Organizational Climate Measure

Instrument Author:

Patterson, M.G.

Source title:

Journal of Organizational Behavior

Source:

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Abstract:

This paper describes the development and validation of a multidimensional measure of organizational climate, the Organizational Climate Measure (OCM), based upon Quinn and Rohrbaugh's Competing Values model. A sample of 6869 employees across 55 manufacturing organizations completed the questionnaire. The 17 scales contained within the measure had acceptable levels of reliability and were factorially distinct. Concurrent validity was measured by correlating employees' ratings with managers' and interviewers' descriptions of managerial practices and organizational characteristics. Predictive validity was established using measures of productivity and innovation. The OCM also discriminated effectively between organizations, demonstrating good discriminant validity. The measure offers researchers a relatively comprehensive and flexible approach to the assessment of organizational members' experience and promises applied and theoretical benefits. (PsycINFO Database Record (c) 2010 APA, all rights reserved) (journal abstract).

Descriptors:

Organizational climate

Organizational effectiveness

Organizational structure

Management

Number of questions:

82

Response Options:

4 point Likert scale: definitely false, mostly false, mostly true, and definitely true

Validity:

The authors describe this tool as having high face validity. Article describes concurrent, predictive, consensusal and discriminant validity in detail. Researcher should review article for full details of these psychometric properties estimates. Inter-item correlations are also described in this article.

Reliability:

The 17 scales included in this measure had acceptable levels of reliability with Cronbach's alpha ranging from .69 - .85 reflecting internal consistency reliability. Inter-rater Reliability (was converted to intra-class correlations) and ranged from .04 - .22.

Subscale/Factors:

17 scales, divided in to four quadrants: human relations, internal process, open systems, and rational goal.

Sample Descriptors:

Adult

Professional

United Kingdom

Sample Items:

"Management let people make their own decisions much of the time."

1='Definitely false', 2 ='Mostly false', 3 = 'Mostly true', 4 ='Definitely true'.

Measure Descriptors:

Organizational climate

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