



ABSTRACT

THE EXAMINATION OF THE PSYCHOMETRIC QUALITIES OF THE SCALE DEVELOPED FOR THE PERFORMANCE EVALUATION IN THE MANAGEMENT OF HUMAN RESOURCES

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In this study, exerts have been made to determine the psychometric qualities of the performance evaluation scale which was developed by Graphic rating scale and whose psychometric qualities have not been examined before.

It has been made use of the current performance scale of an 'Institution' in the service sector and its 184 employees for the application for this study. The study was started with the first application of the performance evaluation scale consisting of thirty-six item in four dimensions. The relevant scale was sent to eight specialist persons within the suitable format to be searched for its scope validity. These eight scales were evaluated; it was decided as a result of the specialists' opinions that two item would be excluded from the scale. In the following step, mean and the standart deviations of each items were counted and the item total correlation results were examined, item- total point correlations were found significant. The method of internal consistency and the method of test retest were used for the reliability of performance evaluation scale ; another application was realized to the same persons within the six months for the test retest method. Test retest reliability coefficient of the scale was .87, Cronbach α reliability coefficient was .94. The factor analysis was carried out during the studies of construction reliabilities. As a result of the factor analysis, it was observed that the scale was four- factor structure. While the factor analysis was being made, four item, which included more than one factor and whose differences between item factor burdens were under .10 , were excluded from the scale. The nominalization of the factors were made upon the specialists' opinions according to the special combination of the variants organized relating to each factor. As a result of these studies, total six item were excluded from the scale and the other thirty-two item were reorganized. Lastly, the item- total correlations were examined again for these thirty-two item and the item total point correlations were found significant and the reliabilities of the sub-dimensions were examined by Cronbach α and test retest method.

The final performance evaluation scale determined by means of the results of this study has been evaluated as a means of evaluation having high validity and reliability.

Keywords

Performance Appraisal, Human resources, Psychometry, Scale