

Title	The Job Characteristic Inventory An Examination
Author	Arthur P. Brief and Ramon J. Aldag
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Abstract	<p>Psychometric properties of the Sims, Szilagyi, and Keller (1976) Job Characteristic Inventory (JCI) were evaluated. In particular, internal consistency reliability of JCI subscales, convergent and discriminant validity as assessed by use of a multitrait-multirater (superior and subordinate) matrix, relationships of subscale scores to measures of social desirability of responses and of acquiescence tendencies, and substantive validity were considered. The JCI was seen to be largely independent of social desirability and acquiescence tendencies. However, the results suggest some overlap between subscales, little convergence between superior and subordinate ratings of the subordinate's job, and that substantive validity is in question.</p>