Research Instruments

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Feedback for Week 8

**Good work, clear and succinct with enough details to provide an understanding of the validity. Often it is an advantage if a student can build research around an already validated tool rather than developing a new tool.**

**Topic One**

Improving job satisfaction for special education teachers and its effects on the level of burnout experienced by those teachers.

**Annotated Reference on Quantitative Instrument**

Lester P. E. (1987). Development and factor analysis of the Teacher Job Satisfaction Questionnaire (TJSQ). Educational and Psychological Measurement, 47(1), 223–233. 10.1177/0013164487471031

The LJSQ is a tool that was developed in 1987 by Lester to assess teacher job satisfaction based on nine different items of job satisfaction. These are colleagues, pay, working conditions, the work itself, job security, recognition, career advancement, and supervision. The six-point scale rate statements on these items where 1- strongly agree and 6=strongly disagree. The instrument was used in the European journal of psychology to assess differences in teacher job satisfaction across six countries.

The instrument validity and reliability has been well established in repeated studies. Generally, the nine dimensions have a moderate relationship between each other, with a minimum score of 0.60 for and 091 for total internal consistency scores. On average, the instrument had an internal consistency of 0.71 from a sample of over 3000 individuals. Different scales established the validity for job satisfaction, such as the job description index for the same employees.

**Annotated Reference on the qualitative instrument**

Welter, C. (2017). Job Satisfaction in the Digital Age: A Qualitative Study of Social Responsibility and Burnout in Local Television News Reporters.

The study applied in-depth qualitative semi-structured interviews as a tool for assessing job satisfaction and burnout among news reporters. The method is relevant in gathering detailed and accurate sensitive information from study participants. It is also appropriate in developing rapport with study respondents, thus making it easier to collect sensitive and confidential information. The researcher is also able to ask probing questions based on the answers given by the respondent. Validity was established through expert opinion, whereas reliability was confirmed through test and retest.

**Topic 2:**

What is the Correlation and Regression among Different Variables of Job Satisfaction?

**Annotated Reference on Quantitative Instrument**

Spector, P. E. (1985). Measurement of human service staff satisfaction: Development of the Job Satisfaction Survey. American Journal of Community Psychology, 13, 693-713

Spector’s job satisfaction survey or JSS is a 36 item tool for assessing attitudes of employees and various job aspects. Each of the nine dimensions has four items each, from which the total scores are calculated. The nine facets include a promotion, pay, contingent rewards, and fringe benefits, operating procedures, nature of work, coworkers, and communication. Each item statement is rated on a six-point scale, ranging from strongly disagree to the strongly agree, which spread in opposite directions. JSS was applied occupational medicine journal (2003) 53: 191-2000 to assess job satisfaction instruments of social work employees.

In assessing the validity through confirmatory factor analysis (CFA), it was established that cross-loadings for all items did not exceed the intended construct. Several studies based on different job satisfaction scales on a single worker supported the validity of this instrument. For reliability test, except for operating procedures face which had .48, the Chronbach alpha for the remaining items ranged from 0.62-0.87. The average Chronbach alpha for 36 items 0.70 for internal consistency, indicating a highly reliable tool.

**Annotated Reference on the qualitative instrument**

Batura, N., Skordis-Worrall, J., Thapa, R., Basnyat, R., & Morrison, J. (2016). Is the Job Satisfaction Survey an excellent tool to measure job satisfaction amongst health workers in Nepal? Results of a validation analysis. *BMC health services research*, *16*(1), 308.

The study applied qualitative content analysis to assess the rate of job satisfaction among employees in health care in Nepal. The content qualitative analysis was combined with Spector's Job satisfaction survey. The use of mixed methods was fundamental in ensuring reliability and validity measurement for job satisfaction in health care employees. Job satisfaction indices from quantitative data were compared with qualitative content analysis. The validity of this tool was established through content validity and construct validity. The internal consistency test results offered encouraging evidence of a reliable, valid, and sensitive instrument. The results suggest that a combination of these tools can be applied in a similar setting, including job satisfaction among teachers but with the additional statement that reflects their nature of work environment and structure of education system.

References

Batura, N., Skordis-Worrall, J., Thapa, R., Basnyat, R., & Morrison, J. (2016). Is the Job Satisfaction Survey a good tool to measure job satisfaction amongst health workers in Nepal? Results of a validation analysis. *BMC health services research*, *16*(1), 308.

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