



Developing an Upward Feedback Instrument for Supervisor Development

By Douglas C. Patton

Biblioscholar Dez 2012, 2012. Taschenbuch. Book Condition: Neu. 246x189x7 mm. This item is printed on demand - Print on Demand Neuware - Recently, organizations have been modifying performance appraisal systems to collect data from multiple sources to guide the development of supervisors. Upward feedback programs focus on development rather than appraisal by supplementing traditional downward feedback with subordinate feedback. The upward feedback instrument developed in this study was designed to measure effective leadership behaviors utilizing an existing five-dimension leadership taxonomy and a new dimension that represents creating a fun workplace. The developed instrument and a proven commercial instrument utilizing the same theoretical framework were administered to samples of N = 391 and N = 417 respectively, and tested for reliability and validity. Scale reliability of both instruments was assessed utilizing internal reliability and test-retest analysis. The validity of the commercial instrument was assessed using factor analysis, and the developed instrument validity was assessed using nested model confirmatory factor analysis. 124 pp. Englisch.



[READ ONLINE](#)
[5.56 MB]

Reviews

Good electronic book and valuable one. It generally is not going to charge an excessive amount of. Its been developed in an remarkably straightforward way and is particularly simply following i finished reading this ebook through which really transformed me, change the way i think.

-- **Mr. Domenic Eichmann**

The book is straightforward in read safer to recognize. This really is for anyone who statte there had not been a worthy of looking at. You may like just how the blogger create this publication.

-- **Friedrich Nolan**