The Helping and Voice Behaviour Scale addresses Extra-Role Organizational Citizenship Behaviour of workers. Although it can be used in any organizational context, this study focuses on workers from industrial enterprises.

- This study INTENDS to establish the best fit model for the Portuguese industrial workers population in an effort to adapt and validate the Helping and Voice Behaviours Scale (Van Dyne & LePine, 1998) for the population in question.

  - The items are presented in a seven point Likert type scale, where subjects respond indicating their level of agreement with each statement. The answers can vary from 1 - 'I totally disagree' and 7 – 'I totally agree'.

  - This scale allows researchers to avoid the discussion between what employees could consider in-role or extra-role. Helping Behavior is defined as the proactive behavior that emphasizes small acts of consideration towards other co-workers, and Voice Behaviors are the proactive behaviors that challenge the status quo in order to improve Organizational Performance. Both are seen as extra role behaviors that the employees may undertake at their own time (Fields, 2002).

  - This study INTENDS to establish the best fit model for the referred population in an effort to adapt and validate the referred Scales to the Population in question.

PROCEEDURES

- A confirmatory factor analysis (CFA) was conducted with LISREL 8.80 software (Jöreskog & Sörbom, 1993) using Weighted Least Squares (WLS) estimation. For inputting the data we used asymptotic covariances and polychoric correlation matrices.

- It was decided in the present sample to test the original model of the authors of the scale and the factorial solution that emerged from the study by Martins (2008).

- This scale is more parsimonious than most (13 items) and has reported coefficient alpha values by other researchers of 85 < .95 for helping behaviors and .82 < .96 for voice behaviors (Fields, 2002).

DATA ANALYSIS

- Internal consistency was estimated using Cronbach’s alpha. The two factors that we found showed a good internal consistency, with alpha values above 0.70 (Nunnally, 1978): α = .88 for factor 1 (Helping Behaviours, 7 items), α = .83 for factor 2 (Voice Behaviours, 6 items).

REFERENCES


