

## VALIDITY AND RELIABILITY STUDY OF CYNICISM SCALE

<sup>1</sup>Esra Aydin Goktepe,phd.,<sup>2</sup>Pervin Tunc, phd.,<sup>3</sup>Didem Tetik Kucukelci, phd.,<sup>4</sup>Osman Yildirim, phd.

Istanbul Arel University,  
Türkoba Mahallesi Erguvan, Tepekent, Büyükçekmece / İstanbul.  
E-mail: <sup>1</sup>[esraaydingoktepe@arel.edu.tr](mailto:esraaydingoktepe@arel.edu.tr), <sup>2</sup>[pervintunc@arel.edu.tr](mailto:pervintunc@arel.edu.tr)  
<sup>3</sup>[didemkucukelci@yahoo.com.tr](mailto:didemkucukelci@yahoo.com.tr), <sup>4</sup>[osmanyildirim@arel.edu.tr](mailto:osmanyildirim@arel.edu.tr)

### ABSTRACT

*The attitude of the individual who tends to be skeptical and negative approach, looking at and looking at the mistakes around him, is an unwanted situation for the business and is generally regarded as cynical attitudes. For this reason, organizations have to produce some solutions for their cynical attitudes. The purpose of this study is to carry out the validity and reliability study of the cynicism scale developed to determine cynic attitudes. As a result of the questionnaire study which was collected from 242 health personnel using sampling method easily, the analysis of the data was performed with the help of SPSS.22 and AMOS.22 packet programs. The sample of this study consisted of 400 health workers working in public and private hospitals in Istanbul. In the analysis of the data, it was found that the model formed by the Confirmatory Factor Analysis (CFA) was  $\chi^2 (66.749)$ ,  $\chi^2 / df (2.781)$ , and the fit index values were GFI (.942), CFI (.956), SRMR (.0430), RMSEA (.0860) in the range of acceptable value. In addition, Composite Reliability (CR) and Average Variance Extracted (AVE) values were calculated to determine the convergent and divergent validity of the cynic scale. According to findings, AVE values of all dimensions were found to be 0.50 and CR values were found to be higher than 0.70. At the end of the study, a 9-item 3-dimensional scale proved valid and reliable for the health sector employees. Reliability values in the subscales were in the 4-item cognitive cynicism dimension (0.840); In the dimension of behavioral cynicism (0.759), which was collected under 3 items; In the affective dimension composed of 2 items, it is calculated as (0.894).*

**Keywords:** Cynicism, Validity And Reliability Analysis and Factor Analysis

### 1.INTRODUCTION

In the management and organizational behavior literature, it is known that, with the contribution of the human factor to the achievement of the organizational goals, the determination of the attitudes and behaviors that negatively affect the performance of the organizations and the increase of the organizational performance are the priorities. It is necessary to identify the effects of cognitive behavior and cognitive behavior on organizational outcomes that affect cognitive and adverse outcomes, as studies describing the existence of cognitive behaviors affecting employees' performance in the negative are included in the literature. Because of this requirement, it is very important to accurately determine employees' cynical behavior. Based on the concept of cynicism, which emerged as a philosophy of life, Ancient Greek thinkers are based on the claim that human nature is not really honest and sincere and works for their own interests (Daft, 1993: 14).

The concept of cynicism seems to be conceptualized today as the tendency of disliked

individuals to look for mistakes in everything around them, to have a critical perspective, and to exhibit suspicious, pessimistic and negative attitudes (Dean, 2005: 46). The concept of cynicism seems to be conceptualized today as the tendency of disliked individuals to look for mistakes in everything around them, to have a critical perspective, and to exhibit suspicious, pessimistic and negative attitudes (Dean, 2005: 46).

From an organizational point of view, it has been determined that organizational cynicism has been shaped as a very focused approach (Cole, Bruch and Vogel, 2006), which is the four main focuses of personal characteristics, occupation, organizational and organizational change. Organizational cynicism (Abraham, 2000: 269), involving strong negative emotions and critical attitudes towards the knot, conceptualizes that the individual is devoid of honesty and that values such as justice, truthfulness, and sincerity are sacrificed for the sake of the organization (Bedian, 2007: 11).

In another definition, organizational cynicism refers to the negative feelings, criticisms, beliefs, etc. that individuals have nurtured towards their accustomed organizations, is defined as a multi-dimensional structure that expresses behavioral tendencies (Barefoot, 1989: 41). In order to compensate for the frustration of those employees who acquire cynical attitudes (Feldman 2000: 18-19), as individuals (Anderson and Bateman, 1997: 451) feel that individuals are not justly benefiting from organizational resources, individuals are reluctant to perform the performance they exhibit, (Fero, 2005: 41).

It has been determined that individuals who are in a cynical attitude are angry and that they are disgusted and resentful (Lambert, 1991: 12) and that cynical individuals have a higher incidence of heart disease, vascular disease, and shorter stages in individuals. (Lobnika and Pagon, 2004: 40). Similarly, organizational cynicism has been causing serious loss in terms of organization as a result of employees not coming to work, leaving work, falling in performance, decreasing organizational loyalty, job insecurity, alienating work, increasing emotional exhaustion, low motivation, low perceived manager support. (Mantere and Martinsuo, 2001: 78-79, Bakker, 2007: 46).

Organizational cynicism has three dimensions, cognitive, emotional and behavioral. At the cognitive dimension, employees believe that there is lack of justice, honesty and sincerity within the organization and that personal interests are front-line in decisions. Employees in the emotional dimension of organizational cynicism may be angry, hateful, and embarrassed against knitting. Nine basic emotions in emotional response individuals; joy, fear, shame, anger, excitement, distress, disgust, amazement and contempt (Culter, 2000: 42).

On the behavioral level, the individual tends to be in a disgusting, criticizing position on the organization (Dean, Brandes and Dharwadkar, 1998). Individuals are in expectation for the fact that individuals make more effort for their work and contribute. If individuals think that their efforts are not met by their organizations, they will tend to exhibit cynicism by experiencing frustration (Churcill, 1990: 75), so organizational, individual reasons leading to cynical attitudes must be identified and eliminated.

Typically, in order to measure cynicism, organizational cynicism scale consisting of a total of fourteen items developed by Brandes (1997) in three dimensions, cognitive, emotional and behavioral, is used. In the scale 1 means "never", 2 "rarely", 3 "sometimes", 4 "often" and "always". In this study, the validity and reliability analyzes of the 10-item, 3-dimensional scale obtained by Tokgöz (2011) as a

result of Turkish adaptation study of the scale that Brandes (1997) developed are aimed.

## 2. METHODOLOGY

### 2.1. Participants

A survey was conducted with 242 people for the research on cynicism scale. When the profiles of the participants were examined, 56.4% of the participants were women, 44.8% were between the ages of 25 and 29, 26.4% between the ages of 30-34, 10.9 between the ages lower than 25 and 84% 8,9 of them are university graduates, 7,2 of them are master / doctoral graduates and 41.5% are working experience between 1 and 5 years 26,3 have 6 to 10 years of working experience, 25% It has been determined that it has more than 10 years working experience.

### 2.2. Confirmatory Factor Analysis results

AMOS 22.0 package program and model confirmatory factor analysis (CFA) were used to measure the meaning of the cynicism scale. When the result is examined, it is seen that the measurement model is acceptable. The suitability of the full model was then assessed with the aid of good fit measures. The validity of the scale used for the research was evaluated in the confirmatory factor analysis and whether the general tested models were appropriate, the Chi-square ( $\chi^2$ ) value (Chi-square value / Degree of freedom) corrected with the degree of freedom, other goodness of fit indexes and the standardized residual, it was decided as a result of examining the values in the covariance matrix (Bollen, 1989). When the fitness of the model is measured through the fit indices, the following figure 1 is obtained;

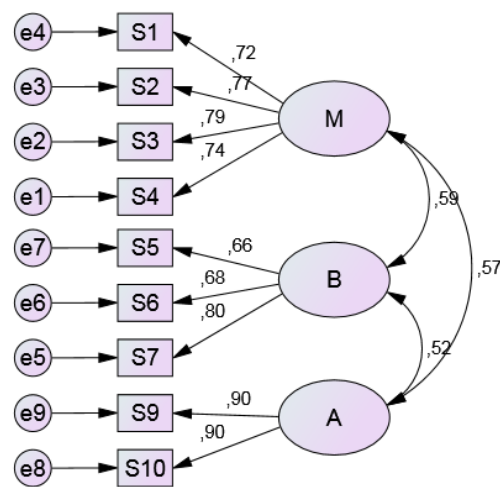


Figure 1 Confirmatory Factor Analysis of the Cynicism Scale

In the 10-item Cynic scale, the item "I feel constantly feeling anger at the institution I work with" has been eliminated because the item factor load is low. Substance factor weight values (0.66; 0.900) in the CFA made with the remaining 9 items are included. The remaining 9 items were realized in three dimensions as in the literature (Tokgöz, 2011, 363-387). As in the literature, the first dimension is called Cognitive Cynicism (M), the second dimension is Behavioral Cynicism (D), and the third dimension is Affective Cynicism (A). In the confirmatory factor analysis, model test values ( $p < .05$ ); Since the compliance index values are within the limits of "acceptable fit", GFI (.942), CFI (.956), SRMR (.0430) and RMSEA (.0860) (Stevens, 2001), which is also at acceptable levels in terms of good indices.

**2.3. Reliability and Internal Consistency Criterion Values**

In this study, Cronbach's Alpha model, which indicates the total reliability level of the questions under the factor, was used. When Cronbach's Alpha value is 0.70 or higher, it is accepted that the scale is reliable (Bollen, 1989).

*Table 1. Reliability values of Cynicism Scale*

Scale	Number of Items	Cronbach's Alpha
Cynicism Scale	9	0.859
Cognitive Cynicism -M	4	0.840
Behavioral Cynicism -B	3	0.759
Affective Cynicism -A	2	0.894

According to the results of the reliability analysis made in Table 1, the reliability value of Cynicism Scale (0.859) was found. The reliability scores in the subscales were cognitive (consisting of 4 items) (0.840); In the behavioral dimension (0.759), which was collected under 3 items; In the affective dimension composed of 2 items, it is calculated as (0.894). According to this, in terms of the total reliability value, it was determined that the cognitive and affective dimension was "highly reliable" and the behavioral dimension was "very reliable".

**Composite Reliability (CR) and Average Variance Extracted (AVE)**

Composite reliability; Cronbach's alpha coefficient is used as an alternative to Cronbach's alpha value when the number of items is large and it is determined that the scale is reliable when the CR value is greater than 0.7. Average Variance Extracted (AVE) is obtained by the ratio of the number of squares of the covariances of the factorial items to the number of items. This process is calculated for each factor structure obtained. According to this method, over 0.50 of Average Variance Extracted (AVE) values of the materials are used so that convergence validity of the scale can be achieved; the compound reliability values (CR) must be higher than 0.70 (Fornell and Larcker 1981, pp. 39-50).

*Table 2. CR and AVE values for Cynicism*

Dimension	Items	FL	AVE	CR
M		.814		
M	S1	.789	0.6106	0.8623
M	S2	.773	39	78
M	S3	.733		
M	S4	.338		
B	S5	.227	0.6113	0.8249
B	S6	.779	86	19
B	S7	.438		
A	S9	.998	0.7921	0.8840
A	S10	.881	81	31

*Scale*

The Composite Reliability (CR) and Average Variance Extracted (AVE) values of the Cynicism Scale are calculated for each dimension as shown in Table 2. According to this, the AVE values of all dimensions are higher than 0.50 and the CR values are higher than 0.70, and it is seen that the CR values are larger than the AVE values in all sizes. According to these values obtained, the Cynicism Scale has provided Convergence Validity and Convergence Validity condition. It has been found that it provides all the requirements of Reliability and Validity of the Scale.

**3. RESULTS**

It is necessary in order to increase the performance of the business, as a disadvantage to the business, to deal with the reasons of negative cognitive, emotional attitudes and behaviors against the critical viewpoint of the employees against the organization. Due to this necessity, it is aimed to perform validity and reliability studies in Turkish in

order to measure cynicism. In this study, the reliability and validity of the Turkish version of the original Cynicism Scale version in the literature were analyzed. According to the findings, The Composite Reliability and Average Variance Extracted values of the Cynicism Scale are statistical significant. On the other hand, the Cynicism Scale has provided the convergency and the condition of conergency validity. It has been found that it provides all the requirements of reliability and validity of the scale.

The confirmatory factor analysis was used to measure the meaning of the cynicism scale. When the result is examined, it is seen that the measurement

model is acceptable. The suitability of the full model was then assessed with the aid of good fit measures.

In this context, confirmatory factor analysis study, validity and reliability analysis, convergent and divergent validity of the resulting analyzes are performed, one-dimensional and consists of three propositions Cynicism Scale, cynical attitude they display towards the organization of healthcare workers in health institutions in Turkey have been concluded can be used to identify. The results of the analysis revealed that the validity reliability study was consistent with the original version of the Cynicism Scale and the result reached for the purpose of the study.

## REFERENCES

1. Abraham, R. (2000). Organizational Cynicism: Bases and Consequences. Generic, Social, and General. Psychology Monographs, Vol.126, No.3, pp.269-292.
2. Anderson, L. M. ve Bateman, T. S. (1997). "Cynicism in the Workplace: Some Causes and Effects", Journal of Organizational Behavior, 18, pp.449-469
3. Bakker, E. D. (2007). Integrity and Cynicism: Possibilities and Constraints of Moral Communication. Journal of Agricultural and Environmental Ethics.
4. Barefoot, J.C. (1989). The Cook-Medley Hostility Scale. Item Content and Ability to Predict Survival. Psychosomatic Medicine, No.51.
5. Bedian, A. (2007). "Even if the Tower is 'Ivory', It isn't White: Understanding the Consequences of Faculty Cynicism", Academy Of Management Learning & Education, Vol. 6, pp. 9-32
6. Bollen, K.A. (1989), Structural Equations with Latent Variables, Wiley: New York.
7. Churchill, P. (1990). All Change: It's Only Human. Accountancy, Vol: 105, p.1157.
8. Cole, M. S., Brunch, H., ve Vogel, B. (2006). Emotion as Mediators of the Relations between Perceived Supervision Support and Psychological Hardiness on Employee Cynicism. Journal of Organizational Behavior, p. 463.
9. Culter, I. (2000). The Cynical Manager. Management Learning, 31, p. 266
10. Daft, L. R. (1993). Management. The Dryden Press, Third Edition Harcourt Bface College Publishers, Orlando.
11. Dean, J. W. (2005). Employee Cynicism and Resistance to Organizational Change. Journal of Business and Psychology, Vol.19, No. 4.
12. Dean, J. W., Brandes, P. ve Dharwadkar, R. (1998). "Organizational Cynicism", Academy Of Management Review, Vol. 23, No.2, pp.341-352.
13. Feldman, D.C. (2000). The Dilbert Syndrome: How Employee Cynicism about Ineffective Management is Changing the Nature of Careers in Organizations. American Behavioral Scientist, 43(48), pp.1286-1300.
14. Fero, H.C. (2005). Flow and Cynicism in the Workplace. (Dissertation of Doctor of Philosophy), Claremont Graduate University, Claremont, California.
15. Fornell, Claes and D.F. Larcker (1981), "Evaluation Structural Equations Models with Unobservable Variables and Measurement Error," Journal of Marketing Research, Vol.18, No.1, Feb., 1981, pp.39-50.
16. Lambert, S.J. (1991). The Combined Effects of Job and Family Characteristics on the Job Satisfaction, Job Involvement and Intrinsic Motivation of Men and Women Workers. Journal of Organizational Behavior.

17. Lobnika, B. Ve Pagon, M. (2004). The Prevalence and Nature of Police Cynicism in Slovenia (From Policing in Central and Eastern Europe: Dilemmas of Contemporary Criminal Justice), (Edt. Gorazd Mesko, Milan Pagon, and Bojan Dobovsek), The Faculty of Criminal Justice, University of Maribor, 103-111, Slovenia.
18. Stevens, J.P. (2001), Applied Multivariate Statistics for the Social Sciences, Taylor&Francis.