Abstract

The aim of the study was the construction and search for evidences of validity based on the analysis of the internal structure of a scale to assess the organizational climate, as well to analyze its internal consistency. 1412 workers participated, aged between 18 and 65 years, from institutions of higher education and midsize businesses. To analyze the results, an exploratory factor analysis was used which indicated the existence of five factors, ‘Communication, integration and satisfaction’, ‘Professional development and benefits’, ‘Ergonomics’, ‘Working conditions’ and ‘Decisionmaking process’. The internal consistency analysis indicated the alpha values appropriate. It is suggested that further studies of validity should be made, especially criterion validity, to provide more evidence about the instrument adequacy.

Keywords

Organizational psychology, measurements, psychometrics, psychological assessment, organizational climate.