

Development and Standardization of Organizational Procrastination Scale

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Abstract

The aim of this study was to develop and standardize Organizational Procrastination Scale. In this regard 503 employees from different organizations in Tehran were selected through multi-stage sampling method. The results of test-retest and internal consistency of this scale revealed that the test-retest and Cronbach's alpha reliability coefficients were 0.75 and 0.89, respectively. The positive correlation coefficient between Organizational Procrastination Scale and Scale of Society Procrastination confirmed the concurrent validity (0.63, $p \leq 0.01$). The results of exploratory factor analysis showed that more than %47 of variance of organizational procrastination was explained, indicating the good construct validity of the scale. Principal component analysis with oblimin rotation confirmed a three factors solution. Confirmatory factor analysis with acceptable goodness of fit indices confirmed the 3 factors solution. Regarding to the findings it is concluded that the organizational procrastination is a reliable and valid scale and can be used for measurement of procrastination.

Keywords: standardization, organizational procrastination

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