

Standardization and Validation of Belbin Team Role Self-Perception Inventory in Employees of National Iranian Oil Refining and Distribution Company

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Abstract

The aim of this study was to standardize and validate The Belbin Team Role Self-Perception Inventory (BTRSPI-9Roles). Participants include 360 employees of National Iranian Oil Refining and Distribution Company, who were selected by classified random sampling method. The instrument consisted of BTRSPI-9R, Neo-FFI Personality Inventory and The Belbin Observer Assessment Sheet (OAS). Data were analyzed through Pearson correlation coefficient, test-retest, cronbach alpha and percentage rank methods. The range of validity coefficients, through different methods, determined between 0.28 to 0.63 and reliability coefficients from 0.59 to 0.88. Finally, results showed that BTRSPI-9R has an acceptable validity & reliability, and norms (cut off points) of the roles were computed using percentage ranks. Therefore, the BTRSPI-9R can be used as a reliable tool to help organizations and industries in the area of team working and improvement of team effectiveness.

Keywords: BTRSPI-9R, standardization, validity, reliability