Journal of Industrial and Organizational Psychology Studies Received: 18 February, 2017 2017, 4(1), 1-18 Accepted: 24 April, 2017

DOI: 10.22055/jiops.2018.23881.1065

## The Investigation of Psychometric Characteristics of Social Exchange Styles Scale in Iranian Population

## Majid Saffarinia

## **Abstract**

The aim of this research was to investigate psychometric characteristics of Social Exchange Styles Scale in Iranian population. Statistical population of this research included all women and men in Tehran. The participants were 470 of this population who were selected by multi-stage random sampling method. They responded to Social Exchange Styles Scale (Leybman et al.). For investigating the scale's reliability, Cronbach's alpha coefficient, and for valilidity, content validity and exploratory and confirmatory factor analysis were used. Cronbach's alpha coefficient (0.83) showed that this scale has high reliability, and results of exploratory factor analysis showed five factors including fairness, benefit-seeking, individualism, tracking and overinvestment with changing in some main items and removing items 5, 6, 11, 12, 26, 27, 30, 32, 36, 40, 44, 51, and 53. Also, results of confirmatory factor analysis showed that 41-items model had relatively good fitness. In addition, results of normalization showed that median scores of fairness, benefit-seeking, individualism, tracking and overinvestment in whole of Iranian sample respectively were 14, 32, 21, 27, and 13.

**Keywords:** psychometric characteristics, social exchange, fairness, benefit-seeking, individualism, tracking, overinvestment