

## **Investigation of Psychometric Properties of Sauley & Bedeian Equity Preference Questionnaire and Its Relationship with Prosocial Behaviors**

**By: M. Saffarinia, PhD  
F. Sidi, PhD Student  
F. Adabdoost, MA**

### **Abstract**

The aim of current research was to investigate psychometric properties of Sauley and Bedeian Equity Preference Questionnaire and its relationship with Penner prosocial behaviors. The research method was descriptive using explanatory and confirmatory factor analyses, Chronbach Alpha and correlation analysis. Participants include 300 employees of Tehran education organization who were selected by random sampling method. Data were collected by Sauley and Bedeian Equity Preference Questionnaire and Penner Prosocial behaviors Questionnaire. Explanatory factor analysis with varimax rotation showed that Sauley and Bedeian Equity Preference Questionnaire consisted of three factors. Results obtained from rotated factors confirmed three factors model. Confirmatory factor analysis showed that fit indices of three factors questionnaire are acceptable, contrary to original form of the scale that was unifactorial. Results of Pearson correlation coefficients between equity preference and prosocial behaviors showed a significant correlation between them. Finally, according to these findings it can be concluded that Sauley and Bedeian Equity Preference Questionnaire was valid and reliable in Tehran education organization employees. According to acceptable measures of validity and reliability for Sauley and Bedeian Equity Preference Questionnaire and its significant correlation with prosocial behaviors, using this questionnaire is recommended to researchers and specialists.

**Keywords:** equity preference questionnaire, penner prosocial behavior questionnaire, explanatory factor analysis, confirmatory factor analysis