

Exploring the efficacy of an enhanced weighting and scoring structure for the Negative Acts Questionnaire-Revised (NAQ-R)

Author

Murray, Jane, Branch, Sara Elizabeth Ellen

Published

2012

Conference Title

Book of Proceedings

Rights statement

© The Author(s) 2012. The attached file is reproduced here in accordance with the copyright policy of the publisher. For information about this conference please refer to the conference's website or contact the authors.

Downloaded from

<http://hdl.handle.net/10072/53863>

Link to published version

<http://bullying2012.com/>

Griffith Research Online

<https://research-repository.griffith.edu.au>

Exploring the efficacy of an enhanced weighting and scoring structure for the Negative Acts Questionnaire-Revised (NAQ-R)

Jane Murray¹, Sara Branch²

¹Bond University, GOLD COAST, Australia

²Griffith University, BRISBANE, Australia

Currently the Revised Negative Acts Questionnaire (NAQ-R: Einarsen et al, 2009) viewed by many academic researchers to be the measurement tool of choice for understanding the phenomenon of workplace bullying (Caponeccia, 2011). Although the psychometric properties of this measure are well established, at present all 22 behavioural items are currently weighted equally in terms of severity. Additionally, the measure also employs a strict scoring system which may lead to issues in adequately identifying workplace bullying. Therefore, the aim of this paper is to present results of an in-progress research project being undertaken to explore a more complex weighting and scoring system for the NAQ-R and answer the following research questions:

1. Do working individuals perceive each of the 22 items contained within the NAQ-R to be of equal severity and if not, how severe do they perceive each of the behaviours to be in relation to workplace bullying?
2. Can a pattern in the progression of behaviours contained within the NAQ-R be identified and scored which may help researchers and organisations to successfully diagnose the occurrence and impacts of workplace bullying on individuals?

To provide answers to the above questions, this research program is being undertaken in 4 phases. Phase 1 entails adapting the NAQ-R to enable the temporal and progressive aspects of workplace bullying to be collected and analysed. In phase 2 a series of focus groups will be conducted with the aim of exploring the weighting structure of behavioural items contained within the current NAQ-R. Phase 3 will then focus on incorporating the findings from both the initial on-line survey and the focus groups to create a revised version of the NAQ-R which is capable of capturing the complex elements of time, progression and severity of behaviours not yet possible with the existing measure. Finally, phase 4 will focus on incorporating the new NAQ-R weighting and scoring system into an existing survey constructed as part of a wider program of research. Data collected using the newly enhanced scale will then be compared with this initial sample and can be used to determine the efficacy of the enhancements made to the existing measure.

In conclusion, this research will determine whether the NAQ-R's current weighting and scoring system can be enhanced to more fully capture the complex perceptions and impacts of this phenomenon for individuals in organisations. In-progress results and conclusions will be communicated in full during the conference.