Oral Defense Announcement
University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctor of Philosophy in Psychology with an emphasis in Industrial and Organizational

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M.A. in Psychology, May, 2012, University of Missouri-St. Louis
B.A. in Psychology, May, 2010, Missouri University of Science & Technology

Development and Validation of a Multidimensional Political Behavior Scale

Date: October 19, 2018
Time: 9:00 a.m. – 11:00 a.m.
Place: 339 Stadler Hall

Abstract
Years of research conducted into organizational politics has resulted in an expanded understanding of what politics “do” through the investigation of antecedents and outcomes (Lepisto & Pratt, 2012). The literature is somewhat deficient, however, in explaining and measuring what politics “are”. While there are numerous existing measures of organizational politics, the measurement and methodology in this area remains complex due to several issues. The existing literature notes design and measurement (Ferris, Adams, Kolodinsky, Hochwarter, & Ammeter, 2002; Nye & Witt, 1993), definitional (Gunn & Chen, 2006; Lepisto & Pratt, 2012), and level of analysis (Dipboye & Foster, 2006; Fedor & Maslyn, 2002) issues. This research expands the existing literature by identifying areas for improvement within the organizational politics field. Through three studies new items were created and a combination of new and existing items were reviewed and narrowed to create a twenty-six-item, behaviorally based measure of organizational politics. Analyses were conducted to establish and validate the factor structure of the new measure and nomological network relationships were reviewed. Findings show the final measure relates to known correlates of organizational politics as expected, while also providing an opportunity to examine known relationships more broadly at the dimension level due to the expanded construct coverage.

Defense of Dissertation Committee
John P. Meriac, Ph.D. - Chairperson
Bettina J. Casad, Ph.D.
Jeffrey G. Noel, Ph.D.
Mark E. Tubbs, Ph.D.