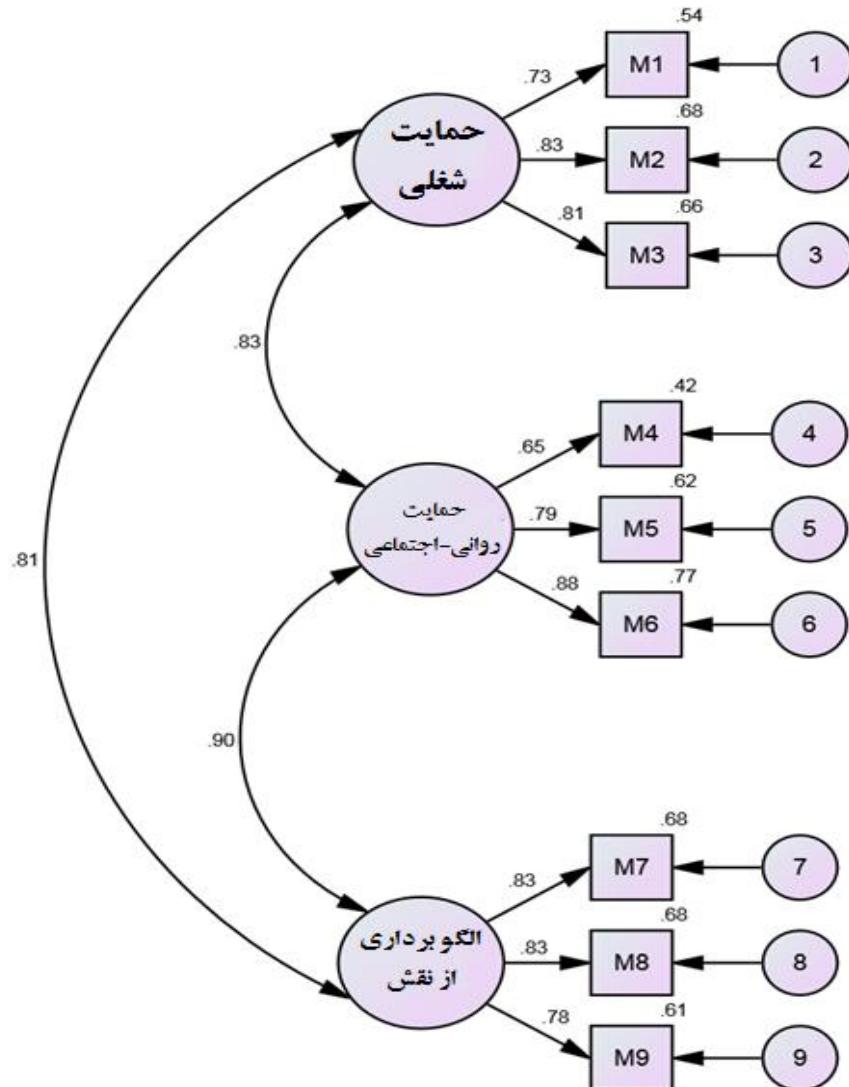


۵ شاخص گزارش شود (۳۹،۳۱). از آنجایی که شاخص‌های برازنده‌گی در سه گروه مطلق (Absolute)، تطبیقی (Comparative) و مقتضد (Parsimonious) قرار می‌گیرند و هر کدام از آن‌ها اطلاعات متفاوتی را در مورد برازنده‌گی و مناسب بودن مدل فراهم می‌کنند، پیشنهاد می‌شود حداقل یک شاخص از هر گروه بررسی و گزارش شود (۴۳،۳۱). نتایج تحلیل عاملی تاییدی مرتبه اول (first order) که در شکل شماره یک ترسیم شده است، با استفاده از روش برآورده بیشینه درستنمایی (ML) نشان داد که مدل اندازه‌گیری MFQ-9 مناسب بوده و کلیه پارامترهای مدل معنی‌دار است ($P < .0001$).

متغیر در تمام موارد مشیت بود. این یافته یادآور می‌سازد که کارکردهای مربیگری بالاتر با حس عدالت سازمانی بیشتر، تعهد بالاتر، رضایت شغلی بیشتر و کیفیت زندگی کاری بهتر همراه است و آن را پیش‌بینی می‌نماید.

به منظور بررسی ساختار سه-عاملی-9 MFQ از روش تحلیل عاملی تاییدی مبتنی بر مدل معادلات ساختاری یا تحلیل چندمتغیری با متغیرهای مکنون (latent) استفاده شد زیرا عامل‌های این ابزار پیشتر توسط محققین دیگر اکتشاف و تایید شده است (۱۱،۱۲،۱۵،۱۶،۴۲). برای تعیین اینکه کدامیک از شاخص‌های برازنده‌گی برآورد بهتری از مدل فراهم می‌کند، توافق عمومی و کلی میان متخصصین معادلات ساختاری وجود ندارد؛ از این‌رو پیشنهاد می‌شود ترکیبی از ۴ تا



شکل ۱-الگوی ساختاری سه-عاملی پرسشنامه ۹ سوالی کارکردهای مربیگری (MFQ-9) در کارکنان بیمارستانی

همبستگی میان عامل‌ها را نشان می‌دهند. پیکان‌های یکسویه از دوایر بزرگ به مربع‌ها نشان می‌دهد که گویه‌ها روی کدام

دوایر بزرگ دربرگیرنده‌ی متغیرهای مکنون یا عامل‌ها و مربع‌ها (M1 تا M9) گویه‌های MFQ-9 و پیکان‌های دو سویه

سازمانی-بیمارستانی گوناگون فراهم آورد. افزون بر آن، یافته‌های ما نشان داد تقویت کارکردهای مربیگری به‌طور بالقوه می‌تواند به بهبود درک کارکنان از عدالت سازمانی، تعهد سازمانی، رضایت شغلی و کیفیت زندگی کاری آنان منجر گردد.

می‌شود اثر تفاوت‌های جنسیتی هم در سطح مریبان و هم در سطح افراد تحت حمایت مورد توجه قرار گیرد. در مجموع مشخص شد، MFQ-9 دارای ویژگی‌های روان‌سنجی مناسبی است و این پژوهش حمایت قابل قبولی برای کاربرد ساختار سه‌عاملی این ابزار در موقعیت‌های

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Validation and Confirmatory Factor Analysis for Mentoring Functions Questionnaire (MFQ-9) in Hospital Personnel

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Abstract

Introduction: Mentoring Functions Questionnaire(MFQ-9)is one of the prominent tools for assessing vocational support, psychosocial support and role modeling from mentor/manager /supervisor in the organizations. The aim of present study was to evaluate the psychometric properties and confirmatory factor analysis for MFQ-9 in hospital personnel.

Methods:Methodology of this study was descriptive and validation. Statistical population included all of physicians, nurses, radiology and administrative staff and service workers of Poursina State Hospital in Rasht. 403 employees were selected by quota sampling in 2013. Three-factor solution structure of MFQ-9 and also its internal consistency reliability, construct validity and concurrent validity were examined. All statistical analyses performed by SPSS-20 and AMOS-21 softwares. Construct validity of MFQ-9 was evaluated by other measures that theoretically expected to have relations with them, such as organizational justice, organizational commitment, job satisfaction and quality of work life. Finally, the concurrent criterion validity of MFQ-9 was evaluated by multivariate regression analysis.

Results:Confirmatory factor analysis demonstrated that the ratio χ^2/df is 3.75 for MFQ-9 three-factor structure and fit indexes are satisfactory for this structural model (RMSEA=0.083 ,CFI=0.970,TLI=0.954, NFI=0.959,GFI=0.953). Internal consistency of MFQ-9 were considerable (vocational support=0.84, psychosocial support=0.82, Role modeling=0.85 and total questionnaire=0.92). The item-total correlation coefficients after deleting item obtained very strong in the range of 0.60 to 0.80 for each of the items. Total scores of MFQ-9 predicts a significant proportion of the scores variance in tests of organizational justice, organizational commitment, job satisfaction and quality of work life and it was correlated with them in expected directions.

Conclusion: MFQ-9 has appropriate psychometric properties and a good fit with three-factor structure and can be used in managerial-hospital situation.

Keywords: Psychometrics, factor analysis, Mentoring.

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