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Likert's 4-Management System Instrument Psychometric Properties - University Management - Malaysia

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Abstract

This current study revitalizes the spirit of research in the field of **management**, especially an education setting, by using Rasch analysis and Confirmatory Factor Analysis (CFA) to determine the reliability of **Likert's management 4-system** to measure organizational leadership style. **Likert's instrument** was tested on academic staff at five public universities in **Malaysia** to determine their perceptions of the **management** style used by administrators at their institutions. The **instrument** was tested from 2014 to 2016, with 1114 faculty members in various disciplines participating. Results indicated that the item and person reliability were (0.99 & 0.87) and the item and person separation indexes were (12.08 & 2.62). All items for **management** styles yielded infit MNSQ values that ranged from 0.66 to 1.44, and outfit MNSQ values of 0.68 to 1.47 respectively. CFA was run and checked for four indexes for item goodness of fit through AMOS software. The results show good reliabilities, and the items fit the model. Therefore, it can be said that the **instrument in Likert's 4-system** scale can be used to measure trust and communication and to describe the characteristics of that organization, while also measuring productivity. The research also sheds new light on **Likert's management 4-system instrument** for use in an educational setting in nations with evolving knowledge-age economies to examine **university** leadership effectiveness and characteristics and to develop methods to align the objectives of leaders and managers with those of academics.

Keywords

Author Keywords: Higher education administration; Likert 4-management system; Malaysia public universities; organizational behavior; Rasch analysis

KeyWords Plus: STYLE; SATISFACTION; LEADERSHIP; MODEL

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