



Validating a Picture-Based Values Measure Across Three Studies

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RESEARCH QUESTION

Can a picture-based values measure be used in the selection context to (a) address existing values measures' limitations and (b) determine individual-organizational value congruence?

RATIONALE

The Picture-Based Values Measure (PBVM) was developed to measure Schwartz's 19 refined basic individual values, resist faking, avoid construct contamination, and show cross-cultural relevance. We intend to establish the psychometric properties of the PBVM across three studies.

INTRODUCTION

Value congruence is an important element of Person-Environment (P-E) fit, which has been shown to have strong associations with several organizational outcomes such as job attitudes, job performance, and turnover. However, several observations on the use of values measures in employment settings are: (1) subjective perceptions of value congruence are used, (2) values measures are seldom based on well-established value theories, (3) only a limited set of values is assessed, and (4) applicant faking issues have been ignored. We conclude that there is a strong need for values measures that are based on well-established value theories, easy to administer, cross-culturally transportable, and may yield value congruence indices. In our measure, test-takers are presented with 57 images that represent Schwartz's 19 refined basic individual values, with each value captured by three images. Test-takers are instructed to rank order these 57 images based on how characteristic each image is of themselves into nine total categories, ranging from *extremely uncharacteristic* to *extremely characteristic*, using a Q-sort method.

FLOWCHART

1. Start with a value:

Humility: "Recognizing one's insignificance in the larger scheme of things" (Schwartz, 2012, p. 669)

2. Create image-description:

Main character is standing in front of a high mountain/tall building, looking up at the top of it with a humble expression. Main character's hands are crossed on the chest.

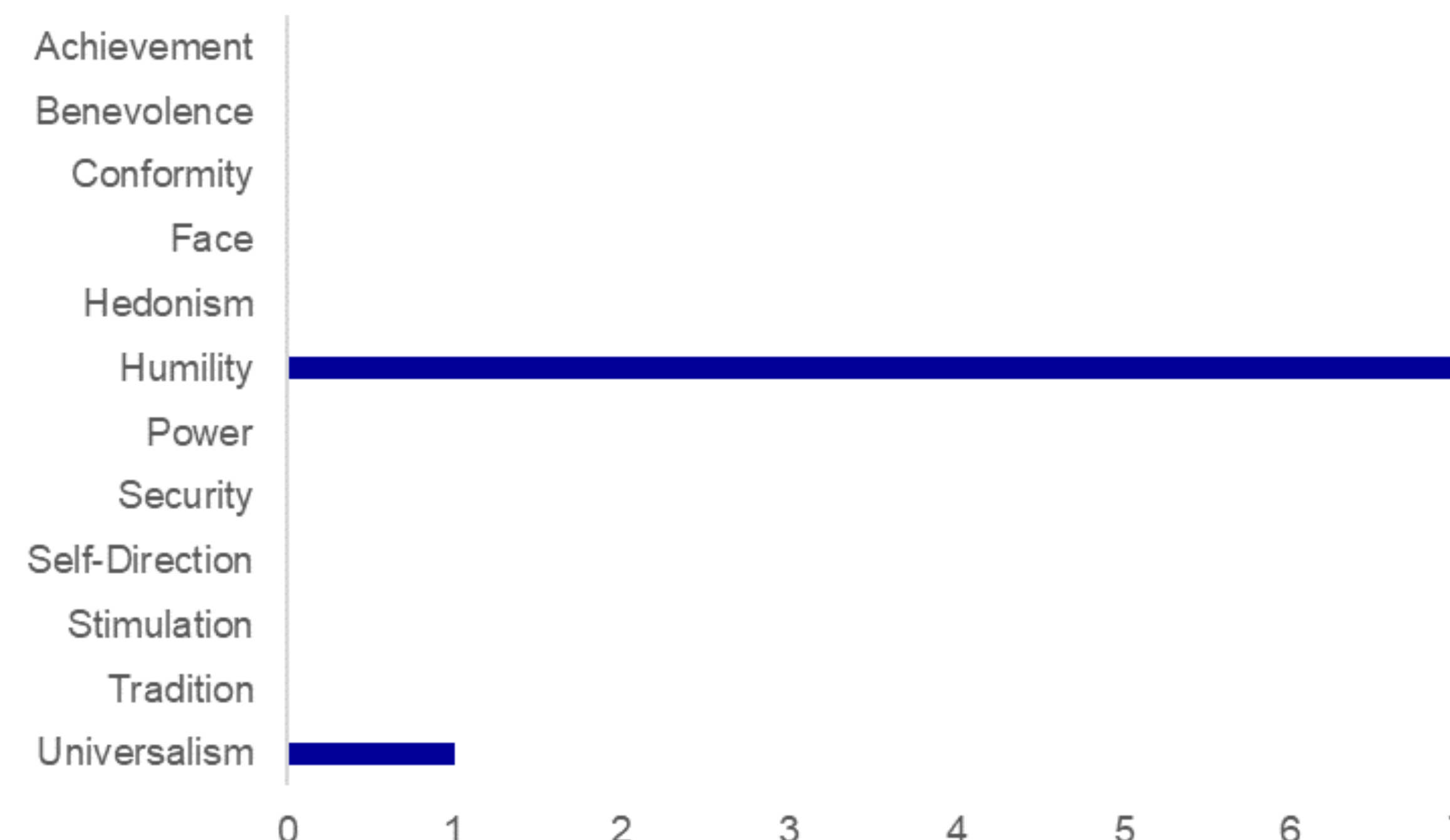
3. SMEs approve/edit description:

The main character is standing in front of a high mountain, above which is a sky full of stars. The main character is looking up at it all with a humble expression. The main character's hands are crossed on their chest/over their heart.

4. Artist drafts image; team approves/edits:



5. SME's blind rate which value they perceive:



STUDY 1

Sample: 300 Working Adults via Prolific

Validities Examined (Variables Measured):

- Convergent (Revised Portrait Value Questionnaire (PVQ-RR)),
- Discriminant (Cognitive Ability and Social Skills),
- Nomological (Personality, Age, Education, gender, race, religiosity, and political orientation), and
- Test-Retest (PBVM 1 month later)

Analyses: Correlation and Multiple regression

STUDY 2

Sample: Study 1 Participants + 150 of their Managers

Purpose:

- Measure Congruence Between Employee and Supervisor Values

Variables Measured:

- PBVM, Job Satisfaction, Organizational Commitment, Leader-Member Exchange, Employee Performance, Organizational Citizenship Behaviors (OCBs), and Counterproductive Work Behaviors (CWBs)

Analyses: Correlation and Multiple Regression

STUDY 3

Sample: 100 applicants to nursing positions at a partner hospital in China and their supervisors

Validities Examined (Variables Measured):

- Predictive & Criterion-Related (Turnover Status, Job Satisfaction, and Organizational Commitment 1 year after hire)
- Incremental (PBVM & PVQ-RR)

Reliability Examined:

- Resistance to faking (PBVM at pre- and post-hire)

Analyses: Correlation and Multiple Regression

REFERENCES

