Abstract:

Past few years have seen increasing amount of usage of the word Individual accountability - an important aspect of the broad area of beneficial non-task employee behaviors. Broadly defined, individual accountability is defined as a state in which an individual feels a sense of obligation to a situation or event (Cummings & Anton, 1990; Dose & Klimoski, 1995). Behaviors performed due to individual accountability are performed for internal as opposed to external reasons. Such behaviors are considered self-directed in the behavior management literature (Watson & Tharp, 1993).

Despite the emphasis given to the importance of Individual Accountability in organizational context, one doesn’t find enough research work and literature available in this field. Progress is lacking in measuring Individual accountability behaviour. Are personality characteristics related with individual accountability behaviour or not. This study aims to fill this gap.

The research design involved three broad stages: Individual Accountability Scale development: item generation, scale development and assessment of scale’s psychometric properties (reliability, validity and Norms), Understanding the relationship between Personality factors and Individual Accountability Behaviour and using method of counseling to modify non accountability behaviour of employees. Fulltime and paid employees of organizations based at Ahmedabad and students pursuing Professional courses (MBA & MCA) participated in data collection.
The newly designed IAB scale shows satisfactory psychometric properties. It is expected that this scale would be useful for research as well as practice. Besides bridging the research gaps mentioned above, organizations can use this instrument to measure Individual Accountability Behaviour of employees. Organizations can use this scale as part of recruitment and selection procedure as well as for counseling purpose. Using IBA Scale along with Personality Profile during selection and recruitment process can help organizations decide on candidates most suitable for the required job profiles.

With some modifications, this scale is expected to be useful for other Indian organizations as well.
Individual Personality Factors as Predictor of Accountability Behaviour: A counseling based model to modify non-accountability behaviour of employees.

Thesis at a glance

Define Construct:
1. Literature Review
2. One Day Seminar: Academicians & Organisational Leaders, Students & Researchers
3. Paper Pencil Method-Semi Structured Interviews of academicians, Researchers, Organisational Leaders, Employees
4. Outcomes: Title of the Research & Working Definition of Individual Accountability Behaviour

Design Scale:
1. Identification of components/factors
2. Statements or items generation- five-point Likert Scale- Formal & informal discussions with individuals/groups: Academicians, Researchers, Organisational Leaders, employees, and Students of Management Institutes.
3. Review of related Literature
4. Semi-Structured Interviews: Content Validation: No of Components - 17 and No of Items - 167 given to 9 Subject Experts

Pilot Test:
Electrical Panel Manufacturing Organisation, Ahmedabad
Sample size-213 Respondents
Research procedure: Census

Scale Purification
Reliability Cronbach alpha coefficient and Test Retest Method
Validation of Scale factorial validity

Test Re-test Method
No of Components: 5
No of Items: 41

Establishing Norms:
Target Group: Students pursuing professional courses- 1124 Sample size
Research Procedure: Convenient Sampling
Percentile Method- developing Scoring Key For the Integrated IAB Scale & For each of the five Components of the Scale

No of Components: 13
No of Items: 81

No of Components: 5
No of Items: 41
Main Survey Administration and item Analysis of the newly developed Instrument IAB Scale:
  KPO/BPO Organisation Based at Ahmedabad
  Sample size-441
  Research Procedure: Judgmental Sampling

Big Five Inventory:
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Five Components:
  1. Conscientiousness
  2. Agreeableness
  3. Openness
  4. Extroversion
  5. Neuroticism

Correlating Individual Accountability Behaviour scores with Personality Profile- Based on Pearson's, Kendall's and Spearman's Correlation methods
Correlation Between each of the five factors of IAB Scale & Five Dimensions of BFI

Employee Counseling:
Method: Cognitive Restructuring
26 Employees

Session-1
Session-2
Session-3
Recordings & Results
Comparing IAB Before & After Scores
In Appreciation:

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