Validation Study - Strike attitude scale (#29867)

Author(s)

Denise Vesper (Univeristät des Saarlandes) - denise.vesper@uni-saarland.de

Cornelius König (Universität des Saarlandes) - ckoenig@mx.uni-saarland.de

1) Have any data been collected for this study already?

No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?

The goal of this study is to validate the strike attitude scale.First, we hypothesize that the factor structure will be confirmed in this sample (H1). H2a-e: Willingness to strike is negatively correlated to negative reactions toward strikes and is positively correlated to legitimacy of strikes, to informoneself about strikes, behavior in social networks to strikes, support of strikers.H3a-e: Positive attitudes towards unions are negatively correlated to negative reactions toward strikes and are positively correlated to the other fourfactors.H4a-e: Union members are hypothesized to show significantly lower means in negative reactions toward strikes and significantly higher means in the otherfour factors than non-members.H5a-e: Union commitment (only measured for union members) is negatively correlated to negative reactions toward strikes and is positively correlated tothe other four factors.H6a-e: Participants who already took part in a strike are hypothesized to show significant lower means in negative reactions toward strikes and significanthigher means in the other four factors than participants who never took part in a strike.H7a: A left political orientation is negatively correlated to negative reactions toward strikes, whereas a right political orientation is positively correlated tothis factor.H7b-e: A left political orientation is positively correlated to the other four factors whereas a right political orientation is negatively correlated to thesefactors.H8a-e: The conflict style integrating is not correlated to negative reactions toward strikes and behavior in social networks to strikes, it is negativelycorrelated to legitimacy of strikes and support of strikers and it is positively correlated to inform oneself about strikes.H9a-e: The conflict style avoiding is positively correlated to negative reactions toward strikes and it is negatively correlated to the other four factors.H10a-e: The conflict style dominating is negatively correlated to negative reactions toward strikes and it is positively correlated to the other four factors.H11a-e: The conflict style obliging is positively correlated to negative reactions toward strikes, it is negatively correlated to legitimacy of strikes and supportof strikers and it is not correlated to inform oneself about strikes and behavior in social networks to strikes.H12a-e: The conflict style compromising is positively correlated to negative reactions toward strikes and to inform oneself about strikes and it is negativelycorrelated to legitimacy of strikes, behavior in social networks to strikes and support of strikers.H13a-e-16a-e: Openness to new experiences, extraversion, conscientiousness and self-efficacy are not correlated (or at least to a lower extent incomparison to the convergent validities) to any of the five factors.

3) Describe the key dependent variable(s) specifying how they will be measured.

First, the strike attitude scale consisting of five factors with three items each will be used. For every factor a mean will be calculated for further analyses.For measuring the different conflict styles a German version of the Rahim Organizational Conflict Inventory with the form "boss" will be used. It consists ofseven items representing the conflict style "integrating", six items representing the conflict style "obliging", six items representing the conflict style"avoiding", four items representing "compromising" and five items representing "dominating". For every conflict style a mean will be calculated for furtheranalyses.For measuring willingness to strike, we developed four items following Akkerman, Born, & Torenvlied (2013) and will calculate a mean of these four itemsfor further analyses.For measuring attitudes towards unions we use a scale from Liepmann, Dunckel, & Welke (1984), consisting of five items. A mean of these items will becalculated for further analyses. Membership in an union is measured with a single item, asking participants whether they are members of a union.Union commitment is measured with four customized affective commitment items from Felfe & Franke (2012). A mean of these items will be calculated forfurther analyses. Political orientation is measured with a single item, asking the participants to rate their political orientation on a scale from 0 (left) to 11 (right). Participation in strikes is measured with a single item, too, asking participants whether they have ever taken part in a strike. The personality dimensions openness to experience, extroversion and conscientiousness are each measured with twelve items from the German NEO-FFI(Borkenau & Ostendorf, 1993). For each personality dimension a mean will be calculated for further analyses. Finally, self-efficacy is measured using the "Allgemeine Selbstwirksamkeit Kurzskala AKSU" (Beierlein, Kovaleva, Kemper, & Rammstedt, 2012). This scaleconsists of three items. For further analyses a mean of these items will be calculated.

4) How many and which conditions will participants be assigned to?

There will be only one condition. All participants will fill out the same questionnaire.

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.

First, a confirmatory factor analysis will be executed to confirm the hypothesized factor structure. Following that, correlational analyses will be conductedto examine the relationships between the five factors of the strike attitude scale and the other measures. In regard of the dependent variable "membership in a union" the means of the five factors of the strike attitude scale of the two groups "member" and"non-member" will be compared by using an univariate ANOVA for independent samples. The same procedure will be used to compare the attitudes of theparticipants who already took part in a strike with those who never took part in a strike.

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.

The settings of the online-questionnaire determine that the participants have to fill out all relevant items, except social demographics, so that no

missingvalues should occur. At the end of the questionnaire, participants will be asked whether they filled out the questionnaire honestly and whether their data can be used.Participants who select "no" will be excluded from the analyses.We will exclude any participant who rated every item with the same figure (e.g. "5" for all items).To take care of swift completion, participants who responded to the items faster than the rate of 2 seconds per item are excluded from the analyses(Huang, Curran, Keeney, Poposki & DeShon, 2012). Finally, longstrings will be identified and the analyses will be calculated twice, once includingparticipants with longstrings and once without them.

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.
In total, 500 participants will take part in this study. This sample size was chosen because we are going to use a panel to collect the data and 500participants was the most suitable sample size.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)
Some demographic variables (e.g. age, sex, membership in a works council or education level) might be used for exploratory analyses.