

Croatian Version of the Gender Role Conflict Scale (Success, Power & Competition Subscale)

Contact Person Who Did the Translation If Known

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RELEASE FORM FOR THE TRANSLATED GENDER ROLE CONFLICT SCALE

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1. ____ Yes, I plan to use the Gender Role Conflict Scale translated into the cited language above in my research.
2. Please briefly describe your research project, if possible, including the nature of your sample and any other scales to be used. (Use reverse side if necessary)

3. How many subjects do you expect will complete the GRCS ? _____

4. If this research is a supervised undergraduate thesis, masters thesis or doctoral dissertation, who is supervising your research? Please give faculty member's name, address, and phone number.

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I agree to send the results to the study to Dr. Jim O'Neil upon completion of research to be included on the Gender Role Conflict Research Program Web Page and in any future reviews of the literature on men's gender role conflict. This means sending me copies of the thesis, dissertation, convention presentation, and submitted or published journal articles that describe the research's rationale, methods, results, and discussion.

Signature _____ Date _____

Retain one copy of this release for your records and before the research is implemented return one to:

Dr. James M. O'Neil
E-MAIL: Jimoneill@aol.com

OR

20 Vanderbilt Drive
Narragansett, R.I. 02882

Success, Power, Competition

– translated in Croatian as 'Skala težnje ka postignuću' which would literally mean Scale of Striving for achievement

Adapted and arranged by: **Matilda Nikolić, Irena Pavela, Nataša Šimić**

Psychometric qualities

The Croatian version of the scale was validated on a convenient sample of 1070 subjects (535 women and 535 men) were in a marriage in which both partners are employed at the time of testing. Data were collected on the territory of Croatia (N = 888) and Bosnia and Herzegovina (N = 182).

The age range of respondents was 24-64 years (M = 41.36, SD = 8.55), with a total length of service varying from one month to 39 years (M = 16.27, SD = 8.81). Given their educational degree most of the respondents had college or university degrees (N = 519, 48.6%), followed by respondents with secondary education (N = 486, 45.5%) and respondents with postgraduate degrees (N = 50, 4.7%). Representation of unskilled workers is the lowest (N = 13, 1.2%).

Factor structure

Having found that the correlation matrix is suitable for factorization (Bartlett's test showed statistical significance ($\chi^2 = 4802.05$, $p < .01$) and the resulting value of Kaiser-Meyer-Olkinovog test was $k = 0.88$) factor analysis using principal components was conducted. The results of the factor analysis, along with the Kaiser-Gutman criterion extraction factor (characteristic root greater than 1), determined a one factor structure of the scale. Actually, there were three more factors with a characteristic root slightly greater than one, but they did not contribute significantly to increasing the percentage of explained variance. Of the total of 13 items, 11 items had a high saturation factor. The two items with low projection and a low correlation with the total score on the scale were removed from further analysis. We suppose the problem might have been in the translation of these items. They were not translated literally, because we thought a literal translation would not be in the core of Croatian language and adequate for the aimed sample of respondents, which obviously turned out to be wrong. Table 1 is a display of all the items translated. The number in brackets next to each item is the number of the item in the original form. Item 6 in Croatian actually means 'Doing my job well is important to me' which differs from the meaning of the original item 18. Also, the meaning of the Croatian item 13 is 'I often feel that I should care of those around me' instead of 'being in charge'.

Table 1. The Croatian items of the entire Success, Power, Competition scale.

1. Bitno mi je napredovanje u karijeri. (1)	1	2	3	4	5
2. Biti uspješan znači zarađivati mnogo novca. (5)	1	2	3	4	5
3. Ponekad vrednujem sebe prema uspješnosti u karijeri. (8)	1	2	3	4	5
4. Druge vrednujem s obzirom na njihovu uspješnost. (12)	1	2	3	4	5
5. Brinem se zbog moguće moje neuspješnosti kao muškarca/žene. (14)	1	2	3	4	5
6. Važno mi je da dobro obavljam svoj posao. (18)	1	2	3	4	5
7. Najbolji način za uspjeh je natjecanje s drugima. (23)	1	2	3	4	5
8. Pobjeda je mjera moje osobne vrijednosti i važnosti. (24)	1	2	3	4	5
9. Težim da budem uspješniji/-a od drugih. (28)	1	2	3	4	5
10. Brine me kako drugi evaluiraju moju učinkovitost na poslu. (32)	1	2	3	4	5
11. Važno mi je da sam pametniji/-a ili snažniji/-a od ostalih muškaraca/žena. (34)	1	2	3	4	5
12. Volim se osjećati superiornije od drugih. (37)	1	2	3	4	5
13. Često mi se čini da bih se trebao/-la brinuti za ostale oko mene. (21)	1	2	3	4	5

A repeated procedure of factor analysis with the remaining eleven items showed that the percentage of explained variance was 44.48% (Table 2), which is an increase of about 6% over the analysis made on 13 items.

Table 2. Factor structure of the 11-item scale (N=1070)

ITEM NUMBER AND CONTENT	Factor loading (h^2)
1. Bitno mi je napredovanje u karijeri. (1)	,256
2. Biti uspješan znači zarađivati mnogo novca. (5)	,554
3. Ponekad vrednujem sebe prema uspješnosti u karijeri. (8)	,706
4. Druge vrednujem s obzirom na njihovu uspješnost. (12)	,568
5. Brinem se zbog moguće moje neuspješnosti kao muškarca/žene. (14)	,447
6. Najbolji način za uspjeh je natjecanje s drugima. (23)	,510
7. Pobjeda je mjera moje osobne vrijednosti i važnosti. (24)	,550
8. Težim da budem uspješniji/-a od drugih. (28)	,664
9. Brine me kako drugi evaluiraju moju učinkovitost na poslu. (32)	,388
10. Važno mi je da sam pametniji/-a ili snažniji/-a od ostalih muškaraca/žena. (34)	,730
11. Volim se osjećati superiornije od drugih. (37)	,670
PERCENTAGE OF EXPLAINED VARIANCE	44,475 %

Basic descriptive parameters, sensitivity, and reliability of the scale

Some of the basic descriptive parameters and parameters of sensitivity and reliability are shown in Table 3. Taking into account that the obtained range of results is the same as the theoretical range along with the values of the relative variability index, Ferguson delta coefficient, and kurtosis, it can be said that the scale has a high sensitivity.

Kolmogorov-Smirnov test showed that the distribution of the results deviate from a normal distribution (Table 3, Figure 1), being slightly asymmetrical and positively platykurtic. Coefficients of skewness and kurtosis are within the acceptable values (<1,> -1).

Internal consistency reliability (Cronbach's α coefficient) and the average correlation between the items show a satisfactory level of reliability and are consistent with the results of earlier studies (eg. Wester et al., 2006).

Table 3. Basic descriptive parameters and indicators of sensitivity and reliability of the scale (N=1070)

<i>Number of items</i>	11
<i>Theoretical range</i>	11-55
<i>Obtained range</i>	11-55
<i>M</i>	28,96
<i>sd</i>	8,16
<i>Index of relative variability %</i>	28,17
<i>Ferguson delta coefficient</i>	,98
<i>Kolmogorov-Smirnov test (d)</i>	,06 **
<i>Asimetricity±standard error</i>	0,37 ± 0,07
<i>Kurtosis± standard error</i>	-0,04 ± 0,15
<i>Cronbach α coefficient</i>	,871
<i>Average intercorrelation</i>	,388

** p<0.01