角色身份认同量表（Welbourne et al.，2017）

（Role-based Identity Scale，RBIS）

简介

身份认同在组织行为、社会学和心理学领域被广泛研究。虽然取得了较大进展，但仍存在两个问题值得进一步探索：1）尽管众多理论观点认为应该同时识别多重身份认同，但仅多数实证研究仅在单一研究中关注一到两个身份；2）在人力资源管理领域中关于身份认同理论的探索仍较少。因此，Welbourne等（2017）识别了五个工作相关的角色认同并开发了量表对这五个工作角色认同进行测量。

信度与效度

Welbourne等（2017）在科技业、服务业和制造业中分别对量表信度与效度进行检验，结果均显示具有较高的信度和效度。在所有样本中，各测量题目在各自潜在构面的因素负载均大于0.5，验证性因素分析显示五因素测量模型与各样本回收数据最为适配，信度检验结果亦通过统计标准（0.63至0.92）。区分效度、效标检验等均证实该量表符合统计标准。

量表

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| **Items** |
| **Organizational-based identity** |
| Being part of the company. |
| working for the company. |
| Being proud of the company. |
| Being loyal to the company. |
| **Occupational-based identity** |
| Reading journals or books associated with my profession. |
| Having time to really think about my career. |
| Doing things that will help me in my career. |
| Being involved in programs that allow me to talk to others in my field. |
| **Innovator-based identity** |
| Trying out new ideas and approaches to problems. |
| Being able to change the way things are done. |
| Working on complex problems. |
| Being able to change things so they’re better. |
| **Team-based identity** |
| Doing things that involve working with the people I work with now. |
| Spending time with the people in my work group. |
| Staying in a position that lets me be with my work group members. |
| Staying with the group that I am currently working with. |
| **Job-based identity** |
| Being able to talk about my job with friends. |
| Telling my family and friends about my job. |

量表出处

Welbourne, T. M., & Paterson, T. A. (2017). Advancing a Richer View of Identity at Work: The Role-Based Identity Scale. Personnel Psychology, 70(2), 315–356.

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