共同目标奋斗量表（Kenny W. T. Tan等，2015）

（Communal Goal Strivings Scale, CGS）

简介

共同目标奋斗（Communal Goal Strivings）是在社会化过程中，新员工要与同事们相互影响和联系的目标。Kenny W. T. Tan 认为，共同目标奋斗是一个新奇的概念，它抓住了新成员参与交流互动的倾向，能够预测互相交流的关系建设性积极行为，并能促进社会和组织学习。

他们认为，共同目标奋斗突出了工作环境的社会因素，从而增加了新成员在积极的人际交往行为中的参与度，促进了他们在工作场所中的社会联系。

信度与效度

Kenny W. T. Tan等对六项因素进行了分析，内部一致性系数为0.74，高于信度的推荐值，有较好的内部一致性信度。

量表

请您根据自己的实际感受和体会，用下面5项描述对您自己进行评价和判断，并在最符合的数字上划○。评价和判断的标准如下：

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **非常不同意** | | **不同意** | **有点不同意** | **不太确定** | **有点同意** | | | **同意** | | | **非常同意** | | | |
| 1 | | 2 | 3 | 4 | 5 | | | 6 | | | 7 | | | |
|  | | | | | | | |  | | |  | | | |
| 1 | I am willing to take the initiative to get to know my co-workers personally. | | | | | **1** | **2** | | **3** | **4** | | **5** | **6** | **7** |
| 2 | I enjoy initiating conversations with my supervisor and/or co-workers to get to know them. | | | | | **1** | **2** | | **3** | **4** | | **5** | **6** | **7** |
| 3 | I value helping co-workers with their tasks in an attempt to forge close relationships. | | | | | **1** | **2** | | **3** | **4** | | **5** | **6** | **7** |
| 4 | It is important to me to form a good relationship with my supervisor by the end of the internship. | | | | | **1** | **2** | | **3** | **4** | | **5** | **6** | **7** |
| 5 | I prefer to work in environments where I can interact and socialize with co-workers. | | | | | **1** | **2** | | **3** | **4** | | **5** | **6** | **7** |
| 6 | It is important for me to stay in contact with my co-workers even after my internship. | | | | | **1** | **2** | | **3** | **4** | | **5** | **6** | **7** |

计分方法

共同目标奋斗量表总共6道题，可以计算平均分或总分。

量表出处

Tan, K. W. T., Au, A. K. C., Cooper-Thomas, H. D., & Aw, S. S. Y. (2015). The effect of learning goal orientation and communal goal strivings on newcomer proactive behaviours and learning. *Journal of Occupational & Organizational Psychology,* *89*(2), 420–445.

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