A psychometric evaluation of the emotional intelligence ability construct among working adult Australians

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A Psychometric evaluation of the emotional intelligence ability construct

Abstract

The broad aim of the research reported here was to evaluate key psychometric issues identified in relation to ability measures of emotional intelligence (EI). To investigate these issues, three studies were conducted including only participants from business and organisational backgrounds. In Study 1, the responses of 231 participants were analysed through a series of confirmatory factor analysis models to evaluate the factor structure of an EI ability measure (MEIS). Results of these analyses were generally consistent with past research, including the observation of non-positive definite matrices for more complex models. Study 2 examined the discriminant validity of the MEIS by comparing the MEIS scores of 147 participants with their responses to the NEO PI-R. Consistent with past research minimal correlations were observed between MEIS scores and NEO PI-R factor scores, indicating that the two instruments measure distinct constructs. There was also good convergence between the two alternative scoring methods for the MEIS, expert- and consensus-based, suggesting that the two scoring methods are comparable when an Australian organisational consensus group is used. As others have suspected (e.g. Palmer, Gignac, Manocha & Stough, 2005) although not investigated, a significant gender by scoring method interaction was observed for the MEIS in Study 2. Study 3 investigated the convergent validity of the MEIS by comparing MEIS scores from 45 participants with their scores on a measure of verbal reasoning. Moderate yet significant correlations were observed indicating that the two measures were related but not to the extent that they were measuring the same construct.
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Finally, I wish to dedicate this thesis to the memory of my father, Cyril Patrick Stritch, who sadly passed away before this thesis was completed.
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