

Abstract

The purpose of the present study was to develop and validate an instrument on workplace jealousy within organizations. Jealousy has long been a topic of study in the relational psychology literature, while remaining underexplored in the field of management despite its potential for widespread consequences within the workplace. After generating items by following deductive and inductive approaches, and pilot study, the exploratory factor analysis was run on 21 items by collecting data of 157 participants from different organizations (viz, software houses, restaurants, HR consultancy, schools/universities and call centers). After exploratory, 19 items were retained with 2 well defined factor structure of Workplace Jealousy Scale (viz., Appreciation and Credits, and Competence and Achievements). In order to confirm the factor Structure of the scale, confirmatory factor analysis was run on 203 participants, collected from different organizations and companies (viz, software houses, restaurants, HR consultancy, schools/universities and call centers).. The Cronbach's alpha of the subscale of Workplace Jealousy Scale ranged from .82 to .85. Further, convergent and divergent validity of the scale were established by finding its relationship with Dispositional Envy Scale and Rosenberg Self-Esteem Scale. Results revealed that the newly developed Workplace Jealousy Scale has good psychometric properties, which can be employed by companies and organizations for measuring the magnitude of jealousy at workplace.

Keywords; Jealousy, workplace, convergent validity, discriminant validity.