

THE COLLEGIALLY CLIMATE SCALE (CCS):
A PSYCHOMETRIC INVESTIGATION

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This paper focuses on the development and validation the Collegiality Climate Scale (CCS), a positively-focused measure of the interpersonal workplace environment. Participants for scale validation consisted of 1,300 law school faculty members from across the United States (53% male, 86% white), who completed an on-line survey containing the CCS and several additional scales used in the assessment of validity. Results demonstrated that the CCS has good convergent, concurrent, and discriminant validity. Findings also demonstrated that the CCS accounts for unique variance in a number of work-related outcomes (e.g., job satisfaction, job burnout), above that accounted for by other often used measures of interpersonal workplace climates.

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