

S/N	Items	Seldom	Sometimes	Quite Often	Often	Always
1	I was able to plan my work so that I finished it on time					
2	I kept in mind the work result I needed to achieve					
3	I was able to set priorities					
4	I was able to carry out my work efficiently					
5	I managed my time well					
6	On my own initiative, I started new tasks when my old tasks were completed					
7	I took on challenging tasks when they were available					
8	I worked on keeping my job-related knowledge up-to-date.					
9	I worked on keeping my work skills up-to-date					
10	I came up with creative solutions for new problems					
11	I took on extra responsibilities					
12	I continually sought new challenges in my work					
13	I actively participated in meetings and/or consultations					
14	I complained about minor work-related issues at work					
15	I made problems at work bigger than they were					
16	I focused on the negative aspects of situation at work instead of the positive aspects					
17	I talked to colleagues about the negative aspects of my work					
18	I talked to people outside the organization about the negative aspects of my work					

The psychometric properties of the IW/PQ have been tested and results indicated good to excellent reliability for task performance ($\alpha = 0.78$), contextual performance ($\alpha = 0.85$) and counterproductive work behavior ($\alpha = 0.79$). The IW/PQ has shown good face and structural validity [2, 3, 10], as well as sufficient convergent validity and good discriminative validity

The reliability and validity of the HPQ was examined for several occupations, and showed good convergent validity. However, poor validity was found for white collar workers [12, 13].

Job Performance Questionnaire By Patterson 1970

Ying Liu



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Table of Contents Job Performance Questionnaire By Patterson 1970

1. Understanding the eBook Job Performance Questionnaire By Patterson 1970
 - The Rise of Digital Reading Job Performance Questionnaire By Patterson 1970
 - Advantages of eBooks Over Traditional Books
2. Identifying Job Performance Questionnaire By Patterson 1970
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Job Performance Questionnaire By Patterson 1970
 - User-Friendly Interface
4. Exploring eBook Recommendations from Job Performance Questionnaire By Patterson 1970
 - Personalized Recommendations
 - Job Performance Questionnaire By Patterson 1970 User Reviews and Ratings
 - Job Performance Questionnaire By Patterson 1970 and Bestseller Lists
5. Accessing Job Performance Questionnaire By Patterson 1970 Free and Paid eBooks
 - Job Performance Questionnaire By Patterson 1970 Public Domain eBooks
 - Job Performance Questionnaire By Patterson 1970 eBook Subscription Services
 - Job Performance Questionnaire By Patterson 1970 Budget-Friendly Options

6. Navigating Job Performance Questionnaire By Patterson 1970 eBook Formats
 - ePub, PDF, MOBI, and More
 - Job Performance Questionnaire By Patterson 1970 Compatibility with Devices
 - Job Performance Questionnaire By Patterson 1970 Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Job Performance Questionnaire By Patterson 1970
 - Highlighting and Note-Taking Job Performance Questionnaire By Patterson 1970
 - Interactive Elements Job Performance Questionnaire By Patterson 1970
8. Staying Engaged with Job Performance Questionnaire By Patterson 1970
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Job Performance Questionnaire By Patterson 1970
9. Balancing eBooks and Physical Books Job Performance Questionnaire By Patterson 1970
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Job Performance Questionnaire By Patterson 1970
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Job Performance Questionnaire By Patterson 1970
 - Setting Reading Goals Job Performance Questionnaire By Patterson 1970
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Job Performance Questionnaire By Patterson 1970
 - Fact-Checking eBook Content of Job Performance Questionnaire By Patterson 1970
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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