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Measuring Goal Setting Behaviour: Design, Development and Validation of Goal Evaluation Tool

Rafi Mohmad*

Abstract

Conceptual and research based literature related to test construction and Goal Setting were studied thoroughly for developing Goal Evaluation Tool in Psychology. The preparation and standardization of the Achievement test consisted of four major phases such as planning, construction, evaluation and validation. In present work GET prepared by the researcher which was reviewed by experts in the field and then first design was ready for tryout. For pilot testing, the test was administered on representative sample of 78 Class IX and Class X students of different. Goal Evaluation Tool has 10 trails with a fixed time frame of 30 sec for each trail. The reliability and validity have been established. This test has a value 0.72 (Split Half) and 0.88 in Test –Re Test method for test consistency. The Validity established using External validity criteria which valued to 0.72. The test will be useful in academic, educational, industrial- organizational and corporate sectors to test the Goal setting behaviour of the individuals.

Keywords: Goal Setting, Validation, GET (Goal Evaluation Tool)

Introduction

Goal setting theory began with the early work on levels of aspiration developed by Kurt Lewin and has since been primarily developed by Dr. Edwin Locke, who began goal setting research in the 1960s. The research revealed an inductive relationship between goal setting and improved production performance. A goal is the aim of an action or task that a person consciously desires to achieve or obtain (Locke & Latham, 2002; Locke & Latham, 2006). An instrument that assesses the Goal Setting behaviour of an individual must be objective, reliable and valid. For developing Goal Evaluation Tool (GET) in Psychology, the available conceptual and research literature related to test construction and Goal setting topics were studied thoroughly. There are various types of tests available in the field of Education and Psychology viz., Verbal vs Non Verbal, Individual and Group Tests and Performance Tests etc.

The Steps Followed In the Test Development and Validation: The preparation and standardization of the GET consisted of four major phases such as planning, construction, evaluation and validation.

- Phase I - Planning
- Phase II - Construction
- Phase III - Evaluation
- Phase IV - Validation

Phase I: Planning: For appropriate planning of the test, the investigator kept following aspects in mind such as: to whom, what, when and how to measure. It includes designing the test and preparation of the test design.

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