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John R. Rizzo, Robert J. House, and Sidney I. Lirtzman Role Conflict and Ambiguity in Complex Organizations The literature indicates that dysfunctional individual and organizational conse- quences result from the existence of role conflict and role ambiguity in complex organizations. Yet, systematic measurement and empirical testing of these role constructs is lacking. This study describes the ...

Role Conflict and Ambiguity in Complex Organizations

John R. Rizzo, Robert J. House, and Sidney I. Lirtzman Role Conflict and Ambiguity in Complex Organizations The literature indicates that dysfunctional individual and organizational conse- quences result from the existence of role conflict and role ambiguity in complex organizations.

Role Conflict and Ambiguity in Complex Organizations

Citation. Rizzo, J. R., House, R. J., & Lirtzman, S. I. (1970). Role conflict and ambiguity in complex organizations. Administrative Science Quarterly, 15(2), 150 ...

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Rizzo, J. R., House, R. J., & Lirtzman, S. I. (1970). Role conflict and ambiguity in complex organizations. Administrative Science Quarterly, 15, 150-163.

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A comprehensive evaluation is made of the widely used role conflict and ambiguity scales (RCA) developed by Rizzo, House and Lirtzman (1970). Data on the factor structures, means and standard deviations, internal consistency reliability, and discriminant validity were analyzed and compared to other studies on RCA scales.

Role Conflict and Ambiguity Scales: An Evaluation of ...

ABSTRACT Occupational stress researchers have given considerable attention to role ambiguity and role conflict as predictors of employee health, job attitudes and behaviour. However, the validity of the Rizzo, House, and Lirtzman ' s (1970)Rizzo, J. R., House, R. J., & Lirtzman, S. I.(1970). Role conflict and ambiguity in complex organizations.

Building better measures of role ambiguity and role ...

Rizzo J R. House R J & Lirtzman S I. Role conflict and ambiguity in complex organizations. Admin. Sci. Quart. 15:150-63, 1970. Subject: Citation Classic Commentary; Rizzo JR. Role conflict and ambiguity in complex organizations. Current Contents #9, p.22, February 28, 1983 Created Date: 12/5/2002 11:25:36 PM

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These scales include for example Rizzo, House, and Lirtzman ' s (1970) Role Conflict and Ambiguity scale, House and Rizzo ' s (1972) Role Conflict and Ambiguity scale, House, Schuler, and Levanoni ' s (1983) Role Conflict and Ambiguity scale, Tompson and Werner ' s (1997) Role Conflict Scale and Zohar ' s (1997) Role Hassles Index, etc.

Psychometric Analysis of Role Conflict and Ambiguity ...

In order to systematically examine the role concepts of ambiguity and conflict and their relationships with organizational and personal variables, Rizzo, House, and Lirtzman (1970) constructed, from a factor analysis of 29 items, two scales called role conflict and role ambiguity. Role conflict had eight items and role ambiguity had six items.

Role conflict and ambiguity: A scale analysis - ScienceDirect

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Although research on role conflict and ambiguity has been extensive, there has been only moderate consistency in the focus and results of the research, while several areas of role conflict and ambiguity research are still relatively unexamined.

Role Conflict and Role Ambiguity: Integration of the ...

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2 Rizzo J R House R J Lirtzman S I 1970 Role conflict and ...

A review of the previous literature on role conflict and ambiguity (Rizzo, House, and Lirtzman, 1970) supported the Kahn et al. theory, and found both conflict and ambiguity to be clearly associated with low job satisfaction and dysfunctional behavior due to the stress and anxiety of role pressures.

ROLE CONFLICT AND AMBIGUITY: CORRELATES WITH JOB ...

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