

NOME: Maria Odete Sanches Lopes Cabral

MESTRADO EM: Políticas de Desenvolvimento de Recursos Humanos

ORIENTADOR: José Luís Nascimento

DATA:30/09/2016

Contribuição para o estudo da Cultura: Análise, adaptação e validação para Portugal de uma Escala de Axiomas Sociais

Abstract

The theory of the social axiom is a theory of social learning. It argues that people actively observe their spiritual, material, interpersonal, and social universe by assessing their opportunities and limitations and assessing their contingencies of empowerment (Bond & Leung, 2004; Leung et al., 2002). Through a process of continuous observation, evaluation, and interpretation, people learn widespread beliefs about the social world and behavioral outcomes in it. They express these social axioms consciously and unconsciously in their behavior (Bond & Leung, 2009).

Objective: Verify the validity of the application of the Social Axioms Survey, which in the Portuguese version, will adopt the Social Axiom Questionnaire, as a tool for assessing general beliefs in Portugal. The second objective was to verify its adequacy to the theoretical model proposed by Leung, Bond et al. (2002) through exploratory factorial (AFE) and confirmatory (AFC) analyzes. The latter through the Structural Equation Modeling (SEM). **Methodology /**

Methodological Options: The sample of this study was composed by 696 individuals of both genders and of several regions of the country. The AFC results demonstrated that the original survey model proposed by Leung, Bond, et al. (2002) is inadequate for this sampling. Through Factorial Analyses, two possible models were identified, one with four factors and the other with six factors.

Results: From the final result, we conclude that the best solution for the factorial validation of the instrument is composed of four factors. This solution revealed values of general internal consistency of $\alpha = .845$. The exploratory factorial analysis of the Portuguese model, with four factors, indicated the following values of the adjustment indicators: $\chi^2 = 156.23$ and $df = 40$; $\chi^2 / df = 3.4$; CFI = 0.94; RMSEA 0.65, GFI = 0.93; IFI = 0.97; Model AIC = 208. 23, which express their quality. It can be concluded that the model proposed by Leung, Bond et al., (2002, 2012), cannot be confirmed through the AFC in this sample. And that the best factorial solution for the Social Axiom Questionnaire of the Portuguese version is composed of four constructs: Social Cynism; Social Complexity; Fate Control and; Religiosity. **Practical implications:** The Social Axiom seeks to integrate to the management of people a subjective view of the human reality allied to its social context. This study presents important contributions to a better adaptation of HR management practices, strategies and procedures in relation to the process of integration of workers in the increasingly multicultural organizational context.

Keyword: Culture; Values; Social Axioms; Validation; Scale