



## WALMYR Publishing Company

### Measurement Scale Fact Sheet

#### **Index of Managerial Effectiveness (IME)**

The Index of Managerial Effectiveness, or IME, scale was designed to enable respondents in the workplace to provide systematic, reliable, and valid information and feedback about the way they view the performance of supervisors and managers.

#### **Score Interpretation**

The scale produces scores that range from 0 to 100. For all practical purposes the scores can be regarded as true ratio scale values. Low scores indicate poor managerial ability of the rated individual as judged by the respondent, while large scores indicate high managerial ability or skill.

#### **Cutting Scores**

It is not likely that this scale will have a meaningful cutting score because it will be difficult to reach consensus on what score will represent minimal managerial ability. An obvious benchmark that you might consider this the traditional academic grading criteria, where A = 90-100, B = 80-89, C = 70-79, and so forth.

This scale consistently achieves an Alpha coefficient of .90 or larger.

#### **Validity**

This scale has been investigated with respect to content, construct, factorial, and known groups validity. It nearly always achieves validity coefficients of .60 or greater.

#### **Readability Statistics**

Flesch Reading Ease: 38.4; Gunning's Fog Index: 16.0; Flesch-Kincaid Grade Level: 11.3.

#### **References**

The following references provide the currently available research evidence concerning the psychometric characteristics for this measure.

Pike, Faul & Hudson, 1997.



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# IME

## INDEX OF MANAGERIAL EFFECTIVENESS

Name \_\_\_\_\_

Date \_\_\_\_\_

The IME scale is designed to measure the way you perceive your manager or administrator with respect to his or her managerial and leadership effectiveness. It is not a test; there are no right or wrong answers. Answer each item carefully and as accurately as you can by placing a number (1 through 7) on the line as follows:

- 1 = None of the time
- 2 = Very rarely
- 3 = A little of the time
- 4 = Some of the time
- 5 = A good part of the time
- 6 = Most of the time
- 7 = All of the time

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1. \_\_\_\_\_ The manager places a great deal of confidence in me and my coworkers.
  2. \_\_\_\_\_
  3. \_\_\_\_\_
  4. \_\_\_\_\_
  5. \_\_\_\_\_ The manager does a good job of sharing responsibility for achieving organizational goals.
  6. \_\_\_\_\_ The manager is very skillful in communicating the organizational goals to be achieved.
  7. \_\_\_\_\_
  8. \_\_\_\_\_
  9. \_\_\_\_\_ The manager attempts to impose his or her ideological perspectives onto subordinates.
  10. \_\_\_\_\_ The manager engages in excessive amounts of micromanagement.
  11. \_\_\_\_\_
  12. \_\_\_\_\_
  13. \_\_\_\_\_ The manager uses excellent judgment concerning spending priorities for the work unit.
  14. \_\_\_\_\_ The manager tends to rely on autocratic rule as a basis for decision-making about the work unit.
  15. \_\_\_\_\_
  16. \_\_\_\_\_
  17. \_\_\_\_\_ The manager does a good job of trying to retain competent personnel.
  18. \_\_\_\_\_ The manager is skilled in encouraging subordinates' participation in decision-making.
  19. \_\_\_\_\_
  20. \_\_\_\_\_
  21. \_\_\_\_\_ The manager does a good job of seeking subordinates' input in recruitment of new personnel.
  22. \_\_\_\_\_ The manager appears quick to blame others for program failures or shortcomings.
  23. \_\_\_\_\_
  24. \_\_\_\_\_
  25. \_\_\_\_\_ The manager appears to care a great deal about the individual accomplishments of subordinates.
  26. \_\_\_\_\_ The manager appears to be very skilled at setting appropriate budgetary priorities.
  27. \_\_\_\_\_
  28. \_\_\_\_\_
  29. \_\_\_\_\_ The manager is admirable as an effective leader of this organization or program.
  30. \_\_\_\_\_