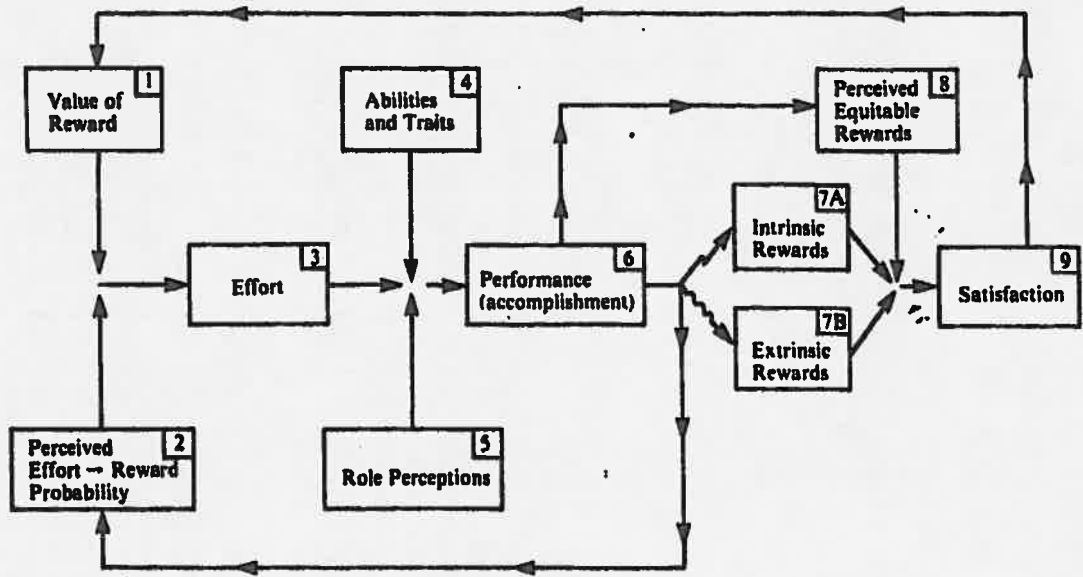


FIGURE 10-6 Diagram of the Theoretical Model of Porter and Lawler



SOURCE: From *Managerial Attitudes and Performance* by L. W. Porter and E. E. Lawler, 1968, Homewood, IL: Irwin-Dorsey.

Handwritten notes: KADN 1989 wk = 0.16 4

P 90

TABLE 4.1  
Internal consistency reliability ( $R^{SB}$ ) of the sum or mean of a sample of  $n$  items or judges

$n$	Mean reliability ( $r_a$ or $r_{ij}$ )																					
	.01	.03	.05	.10	.15	.20	.25	.30	.35	.40	.45	.50	.55	.60	.65	.70	.75	.80	.85	.90	.95	
1	.01	.03	.05	.10	.15	.20	.25	.30	.35	.40	.45	.50	.55	.60	.65	.70	.75	.80	.85	.90	.95	
2	.02	.06	.10	.18	.26	.33	.40	.46	.52	.57	.62	.67	.71	.75	.79	.82	.86	.89	.92	.94	.96	.98
3	.03	.08	.14	.25	.35	.43	.50	.56	.62	.67	.71	.75	.80	.83	.86	.88	.90	.92	.94	.96	.97	.98
4	.04	.11	.17	.31	.41	.50	.57	.63	.68	.73	.77	.80	.83	.86	.88	.90	.92	.94	.95	.96	.97	.98
5	.05	.13	.21	.36	.47	.56	.62	.68	.73	.77	.80	.83	.86	.88	.90	.92	.94	.95	.96	.97	.98	.98
6	.06	.16	.24	.40	.51	.60	.67	.72	.76	.80	.83	.86	.88	.90	.92	.93	.94	.95	.96	.97	.98	.98
7	.07	.18	.27	.44	.55	.64	.70	.75	.79	.82	.85	.88	.90	.91	.92	.93	.94	.95	.96	.97	.98	.98
8	.07	.20	.30	.47	.59	.67	.73	.77	.81	.84	.87	.89	.91	.92	.93	.94	.95	.96	.97	.98	.98	.98
9	.08	.22	.32	.50	.61	.69	.75	.79	.83	.86	.88	.90	.92	.93	.94	.95	.96	.97	.98	.98	.98	.98
10	.09	.24	.34	.53	.64	.71	.77	.81	.84	.87	.89	.91	.92	.93	.94	.95	.96	.97	.98	.98	.98	.98
12	.11	.27	.39	.57	.68	.75	.80	.84	.87	.89	.91	.92	.94	.95	.96	.97	.97	.98	.98	.98	.98	.98
14	.12	.30	.42	.61	.71	.78	.82	.86	.88	.90	.92	.93	.94	.95	.96	.97	.97	.98	.98	.98	.98	.98
16	.14	.33	.46	.64	.74	.80	.84	.87	.90	.91	.93	.94	.95	.96	.97	.97	.98	.98	.98	.98	.98	.98
18	.15	.36	.49	.67	.76	.82	.86	.89	.91	.92	.94	.95	.96	.96	.97	.97	.98	.98	.98	.98	.98	.98
20	.17	.38	.51	.69	.78	.83	.87	.90	.92	.93	.94	.95	.96	.96	.97	.97	.98	.98	.98	.98	.98	.98
24	.20	.43	.56	.73	.81	.86	.89	.91	.93	.94	.95	.96	.96	.97	.97	.98	.98	.98	.98	.98	.98	.98
28	.22	.46	.60	.76	.83	.88	.90	.92	.94	.95	.96	.96	.97	.97	.98	.98	.98	.98	.98	.98	.98	.98
32	.24	.50	.63	.78	.85	.89	.91	.93	.94	.95	.96	.96	.97	.97	.98	.98	.98	.98	.98	.98	.98	.98
36	.27	.53	.65	.80	.86	.90	.92	.94	.95	.96	.96	.97	.97	.98	.98	.98	.98	.98	.98	.98	.98	.98
40	.29	.55	.68	.82	.88	.91	.93	.94	.96	.96	.97	.97	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98
50	.34	.61	.72	.85	.90	.93	.94	.96	.96	.97	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98
60	.38	.65	.76	.87	.91	.94	.95	.96	.96	.97	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98
80	.45	.71	.81	.90	.93	.95	.96	.97	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98
100	.50	.76	.84	.92	.95	.96	.97	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98	.98

Note: \* = approximately .99; \*\* = approximately 1.00.

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