Bibliography
for the
Minnesota Importance Questionnaire

MIQ

1967-1989

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Copies of the Work Adjustment Project research reports and *Minnesota Studies in Vocational Rehabilitation* monographs may be obtained from Vocational Psychology Research.
MIQ REFERENCES


N=160 janitors and maintenance men, N=165 machinists, N=154 salesmen, given the MIQ. Comparison of the predictive validities of partially ipsative scores and experimentally derived purely ipsative scores from the MIQ; scale scores derived from purely ipsative data predict as well as the scale scores derived from partially ipsative data, using multiple correlations and normative criteria of satisfaction.


Surveyed publishers of 11 popular inventories for changes taken or planned to eliminate sex bias.


N=86. Also used Minnesota Satisfaction Questionnaire (MSQ, Long form 1967), Minnesota Job Description Questionnaire (MJDQ), Minnesota Satisfactoriness Scales (MSS), BPII. Analysis: correlational; D square; job reinforcer differences.


N=186 female discount store employees (67 checkout cashiers, 47 checker-markers, 72 salesclerks) were administered the MIQ (pair comparisons), Minnesota Satisfaction Questionnaire (MSQ, Long Form 1967) and the Minnesota Job Description Questionnaire (MJDQ, multiple rank orders pair comparison). Analysis was by establishing measures of correspondence between MIQ and MJDQ scores for each individual using Spearman’s Rho, D-statistic, and standard deviation, standard error and quartile measures. Phi correlations between correspondence measures and MSQ scores yielded correlations as high as .45; "hit rates" as high as .73.


A description of the development and use of the reinforcer characteristics of 81 occupations.


N=362 vocational teachers administered the MIQ, the Minnesota Satisfaction Questionnaire (MSQ, Long Form, 1967), and the Minnesota Job Description Questionnaire (MJDQ). Analysis of data was by ANOVA.

N=130 Adaptation: FSIQ; also used adapted Minnesota Satisfaction Questionnaire (FSSQ). Analysis: correlational; intercorrelation matrix of FSSQ scales.


Description of the first ten years of the Work Adjustment Project, including a description of the Theory of Work Adjustment with implications for the practice of placement in vocational rehabilitation.


Classifies 846 benchmark occupations and 923 alternative occupational titles, a total of 1769 occupations, in the form of 131 separate taxons. Occupational membership in a given taxon is determined by status of the occupation on two dimensions: ability requirements and reinforcer system. *Capable of classifying all DOT titles*.


The original statement of the Theory of Work Adjustment with a discussion of research implications; relationship to vocational psychology concepts; and application to counseling, education, rehabilitation, retirement, and employment problems.


A systems-type model of the Theory of Work Adjustment is presented to depict the ongoing process of adjustment to work.


Most recent and complete statement of the Theory of Work Adjustment, its research instruments, and its application to the understanding of vocational and non-vocational behavior.


A psychological taxonomy of work which groups occupations according to ability requirements (Occupational Aptitude Patterns) and reinforcer characteristics (Occupational Reinforcer Cluster Patterns). The taxonomy also provides information for each group (Taxon) of occupations on Data-People-Things worker functions, Holland Occupational Classification, and worker traits (interests, temperaments, and physical demands).


A new approach to the construction of a psychological taxonomy of work is presented. The approach cross classifies occupations on the basis of ability requirements and reinforcer characteristics to develop psychological homogeneous groups of occupations.


Classifies 1161 occupations in the form of 78 taxons. Membership in a given taxon is based on the status of the occupation on two dimensions: ability requirements and reinforcer system.


A restatement of the Theory of Work Adjustment focusing on the central concept of correspondence between the individual and the work environment and on their continuing dynamic interaction.


N=139 library school graduates employed as librarians for six months administered the MIQ, Minnesota Satisfaction Questionnaire (MSQ, Long form 1967), and Minnesota Job Description Questionnaire (MJDO). Analysis of correspondence was by D-squared statistic.


N=50 persons matched for age, occupation, employer. Used N-Factors Questionnaire and 2 forms of the MIQ to derive a measure of work satisfaction.


Essay which discusses values relative to other types of motivations, the MIQ, and Work Values Inventory.


N=189 public school teachers. Also used Minnesota Job Description Questionnaire (MJDO). Extracted 3 factor solutions for MIQ, MJDO.


N=61 vocational evaluators. Also used Minnesota Job Description Questionnaire (MJDO). Found substantial congruence between available and desired reinforcers.


N=519 college students. Also used Work Values Inventory. Found variety of duties and high quality interpersonal relations ranked highest, work autonomy ranked higher than security by females than males, taking it easy on the job ranked lowest with all students.


N=404. Also used Minnesota Satisfaction Questionnaire (MSQ, Short form 1967), Closure Job Satisfaction Questionnaire. (N=106 analyzed for MSQ). Analysis: correlational.


N=165 social workers. Also administered Minnesota Satisfaction Questionnaire (MSQ, Long form 1967). Analysis of data by canonical correlation.


Used MiQ (30 scale form), Minnesota Satisfaction Questionnaire (MSQ), Minnesota Satisfactoriness Scales (MSS), General Abilities Test Battery (GATB), 16 Personality Factors (16PF), Vocational Development Inventory, MSAT, Grade Point Average collected 1966-1968 by vocational-technical schools. This was a six year University of Minnesota Project MINI-Score which investigated various measures of vocational student success to determine usefulness to counselors. Analysis was by determining zero order and multiple correlation coefficients between GPA and test scores.


N=175 employed Work Adjustment Project participants (disabled/non-disabled in equal proportion), N=122 University of Minnesota college sophomores. Comparison of psychometric characteristics of Likert (a Likert 5-point scale form of the MIQ) and pair comparison methods (a 380 item pair comparisons form of the MIQ) of scaling techniques in the measurement of vocational needs, with the conclusion that pair comparison scales have the following advantages: a) mean scale scores were somewhat more centrally located, b) variability of the scale score distributions greater, c) scale distributions tended to be flat with no predominant direction of skew (Likert scale distributions tended to be negatively skewed and peaked, and d) scales tended to be more independent of each other. Both type of instruments were found to produce adequate scale reliabilities, with medians in the 80's.


N=136. Also used Minnesota Satisfaction Questionnaire (MSQ, Short form 1967). Analysis: correlational; descriptive; scale intercorrelations; gender differences; age differences.


A description of the development, use, and technical characteristics of the Minnesota Importance Questionnaire, a measure of vocational needs.

N=179 employed adults (149 male, 30 female)-supervisory, research scientist, engineer, technician, and clerical/administrative employees in one company, were administered the MIQ (5-point Likert form), Minnesota Satisfaction Questionnaire (MSQ), and Job Description Questionnaire (JDQ, a 5-point Likert form). Correlations were obtained between instrument scales. MIQ-MSQ, and MIQ-JDQ correlations were low, while MSQ-JDQ correlations higher. Analysis by Variance Ratio Test, t-Test, and Bartlett’s Test of homogeneity of variance yielded support for hypothesized increased worker satisfaction when correspondence existed between employee needs and job reinforcer levels.


N=113 industrial research and development scientists working in one facility. Used MIQ (rev. 1966) and MSQ (Long Form, rev. 1966). Q correlation matrix cluster analysis of preference (need) T-scores yielded one homogeneous group (N=32) and one heterogeneous group (N=81). Two way ANOVA yielded eight dimensions of significant group-need interaction: Security, Working Conditions, Company Goals, Authority, Company Image, Company Policies and Practices, Supervision-Human Relations, and Social Status. Hypothesized that these two groups represent "company" and "professional" orientation, respectively.


N=38 Firefighters, N=29 teachers. Translated to Icelandic and used MIQ, Minnesota Satisfaction Questionnaire (MSQ), and Minnesota Job Description Questionnaire (MDQ); developed ORPs for both occupations.


N=347 undergraduates. Those with higher need for Independence on the MIQ participated more frequently in individual activities.


* N=180 high school seniors (111 female, 69 male) in vocational education programs. The extent to which the total circular triads (TCT) score in pair comparisons scaling can differentiate between individuals with respect to reliability of measurement was investigated. The Minnesota Importance Questionnaire (MIQ) was administered to the subjects and the TCT score was derived from the MIQ. The relationship between TCT and reliability was examined in terms of scale internal consistency reliability, scale test-retest reliability and individual test-retest profile stability. Results indicated that the TCT score can be used as the basis for predicting differential reliability of measurement for individuals: individuals with low TCT scores have more stable preference systems, while individuals with high TCT scores exhibit lower reliability of measurement.


Simplified the MIQ to reading level of grade 3.3.


N=47 retarded individuals (mean IQ=75), N=50 non-retarded individuals. Variance of scores on each of 20 vocational needs scores (from MiQ) is nearly as large as for non-retarded, and is greater where differences are statistically significant. This investigation of mentally retarded individuals on a set of vocationally relevant dimensions, including vocational needs, suggests that the classification "mentally retarded" is neither an effective nor an efficient classification system of vocational significance, and leads to errors of great significance to the clients.


N=23 monozygotic, and N=20 dizygotic reared apart twins. Also used MJDQ. Univariate and multivariate analysis indicate an average of 40% of the variability in work values is related to genetic factors, 60% to environmental and error factors.


N=75 white male alcoholics and N=75 nonalcoholic controls. Also used SCII, 16 PF, 4 TAT cards. No typical alcoholic personality emerged, but found better person-job match for nonalcoholics.


An extended treatment of the Theory of Work Adjustment including discussion of its research basis and of the implications and applications of the theory.


Values are conceptualized, in the context of the Theory of Work Adjustment, as reference dimensions for the description of needs. Factor analysis of MIQ data are presented to identify six value dimensions: Safety, Comfort, Aggrandizement, Altruism, Achievement, and Autonomy.


A discussion of job satisfaction in the context of the Theory of Work Adjustment with focus on vocational needs and work reinforcers as the major components in the determination of worker satisfaction.


A conceptual structure of a position in terms of the needs of disabled clients and its relationship to scales of the MIQ are discussed.


N=438 postsecondary students. Also used Work Aspect Preference Scale, 2 scales assessing values. Found 8 traits accounted for more variance than 4 methods, suggesting instruments measuring highly similar constructs.


N=467 women. Also used California Psychological Inventory (CPI), Strong-Campbell Interest Inventory (SCII). Found significant differences on most of theSCII and SVIB scales relevant to women between groups that scored high on 9 CPI scales and 3 MIQ scales, and groups that scored low on the same scales.


N=60 Minnesota secondary school office education teacher coordinators administered the MIQ, Minnesota Job Description Questionnaire (MJDQ), Minnesota Satisfaction Questionnaire (MSQ, Long form 1967) during 1973-1974 school year. Analysis was by t-Test, Chi-square, D-squared, and Pearson product-moment correlation.

N=90 female business majors who had participated in a retailing internship. Also used Rokeach Value Survey, Career Orientation Scale, and Job Satisfaction Scale. Investigated attitudinal changes.


*N*=290 female adults. Also used Biographical Information Form. Used double cross-validated design. Found hypothesized significant relationships between vocational needs and life history factors. The female prediction equations did not generalize to a male sample; only one MIQ subscale was accurately predicted.


Manual for users of the MIQ, describing the nature, purpose, administration, scoring, reporting of results, and counseling use and interpretation of the MIQ in both actuarial and clinical aspects.


*N*=158 undergraduates retested after 1 week (3 stimuli per item block), *N*=280 undergraduates retested after 2 days (5 stimuli per item block) in a counterbalanced study of the comparability of paired comparisons and multiple rank order presentation of the same stimuli. Result were found to be very similar, with the multiple rank order presentation requiring much less time.


*N*=185 (164 male, 21 female) employees from two companies: 83% technical/scientific, 3% marketing, 4% business administration, 10% clerical. Administered MIQ, Minnesota Satisfaction Questionnaire (MSQ, Short form 1967), Minnesota Job Description Questionnaire (MJDO), and a one-half hour interview. Analysis was by Pearson product-moment correlations between profiles, D-squared index to match needs to rewards and then correlating the need/reward match to overall satisfaction. Analysis included means, standard deviations, Chi square, Duncan's multiple range test. Table of mean satisfaction levels included.


*N*=197 engineers, *N*=31 supervisors of the engineers. Also used Minnesota Job Description Questionnaire (MJDQ), Minnesota Satisfactoriness Scales (MSS). Found the three instruments useful in identifying job-individual mismatches, identifying jobs undesirable in terms of requirements and rewards, evaluating the effectiveness of organizational and personnel changes.


An investigation of the factor structure of 109 ORPs approximating the U.S. employed labor force. Three factors were identified that corresponded to the following MIQ values: Achievement-Autonomy, Safety-Comfort, and Altruism.


Occupational reinforcer patterns for 185 occupations, and for each the DOT code, Occupational Aptitude Pattern, a list of reinforcers descriptive of the occupation, cross-references to other occupations in the same cluster of ORPs, and summary statistics on the development of that ORP.


N=68 undergraduates. Validated 2 MIQ scales, Creativity and Independence.


N=500 males. Used MIQ and Minnesota Vocational Interest Inventory in a double cross-validation design, using step-down procedure.


N=269 male undergraduates and N=262 male DVR applicants were administered the SVIB and the MIQ. Canonical correlations between vocational interests and needs of .78 and .74 for the two groups respectively, support the conclusion that a high relationship exists between interests and needs.


N=505 male DVR clients were administered the Minnesota Vocational Interest Inventory (MVII) and the MIQ. Cross validation of equations derived from canonical correlations between vocational interests and needs were 0.38, suggesting stable multivariate relationships between interests and needs.


N=74 counselor trainees. Also used SCII, GATB. Found significant differences in the needs, interests, and abilities of effective, ineffective, and indeterminant trainees.


N=24. Also used: Minnesota Satisfaction Questionnaire (MSQ, Short form 1967); Minnesota Job Description Questionnaire (MJDQ). Analysis: correlational.


N=104 phone operators, N=180 phone service representatives, N=220 vocational rehabilitation counselors. MIQ, Minnesota Job Description Questionnaire (MJDQ), Minnesota Satisfaction Questionnaire (MSQ, Short Form 1967) were administered. D squared statistic was used to determine need-reinforcer correspondence.


Rather than providing the counselor with an increase in the amount of information he must consider (a characteristic of most interpretive systems), synthesizing systems are oriented toward reducing the counselor’s investment of time in mechanical data interpretation. Procedures for individualizing the process of vocational assessment were outlined with special emphasis on the measurement of vocational needs and abilities.


N=631. Also used Minnesota Satisfaction Questionnaire (MSQ, Long form 1967), Minnesota Job Description Questionnaire (MJDQ); Strong-Campbell Interest Inventory (SCII); Jurgensen Job Preference Blank. Analysis: need reinforcement and satisfaction level correlations.

Woodruff, C.K. (1980). *Data processing people - are they satisfied/dissatisfied with their jobs?* Unpublished manuscript, Dept. of Business Administration, University of North Carolina at Greensboro, NC.


N=108 career-holding and N=60 homemaking women. Found separate analysis of vocational and situational factors failed to discriminate between the groups, but discriminant analysis of the two areas did discriminate. Different patterns of several needs by group are reported.


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