sity and ran reliability as well as content and construct validity tests. The results of these tests ensured that the model fit was acceptable. By this scale, we can classify individuals according to the amount of susceptibility and examine the relationship between the amount of susceptibility and variables such as gender, personality, job experience, education level, job category, job security perception, and other personal or environmental variables. Moreover, by the studying performance contagion model (Ahmadi & Mirseppasi, 2010), the role of the mentioned scale as the basis for other studies becomes more clear.

Limitations

We feel that we should point out certain limitations of this work, in describing these limitations we suggest directions for future inquiry. First, the study includes a specific location (Tehran Science and Research branch of Islamic Azad University) only and using a sample in a single institution could not warrant the generalizability of the findings. Future research should study this phenomenon in different institutions and different geographical areas. Second, the data were collected with the use of self-report measures causing concern about possible mono-method bias, so future research efforts should incorporate alternative designs. Finally, the study is based on cross-sectional data and we examined the employees’ susceptibility to performance contagion only in one point in time. Therefore, future research efforts need to consider using longitudinal data as well as focusing on multi-source data.

References:


