



## **Measuring Social Exchanges Between Leaders and Followers: Comparison of Two Leadership Questionnaires Using Item Response Theory**

**Jiangang (Kenny) Huang**

School of Management, Binghamton University

**Wednesday November 5th, 2014**

**8:30-9:30am**

**Biotechnology Building BI 2221 (ITC Conference Room)**



There have been increased research interests in social exchanges between leaders/supervisors and followers/subordinates (leader-member exchange, LMX) in leadership studies. While several instruments/questionnaires have been developed to measure LMX, there remains little attention to the question whether they are equivalently comparable. Item response theory (IRT) offers a modern statistical method that is often used to compare multiple questionnaires, as well as to evaluate the quality of each question within one questionnaire. This study aims to compare two questionnaires designed to measure the quality of social exchange between leaders/supervisors and followers/subordinates: LMX-7 and LMSX (Leader Member Social eXchange). We found that four out of seven items/questions in LMX-7 had a biasing effect, which remained substantial even if all the questions were summed. In contrast, only one out of eight items/questions in LMSX had a biasing effect, which was negligible if all the questions were summed. This result shows that, at the questionnaire level, LMSX has less biasing effects than LMX-7. This conclusion is meaningful and informative especially when researchers are to conduct large-scale LMX assessments.

Jiangang (Kenny) Huang is a PhD student at the Organizational Behavior/Leadership program in the School of Management, Binghamton University. His research interests include leadership process, leader-member exchange, psychometric measurement, and Bayesian statistics.

For more information, contact Hiroki Sayama ([sayama@binghamton.edu](mailto:sayama@binghamton.edu))

<http://coco.binghamton.edu/>