Adaptation of Hunter Cynism Scale to Turkish: Validity and Reliability Study

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Abstract   The aim of this study is to carry out the adaptation of Hunter Cynicism Scale to Turkish. For this purpose, this study consists of two stages. 311 university students participated in for the first stage and 313 university students participated in for the second stage of this study. In the first stage, translation, exploratory factor analysis, internal consistency coefficients, and test-retest method were performed; in the second stage, confirmatory factor analysis, and concurrent validation study were conducted. Based on the research findings, it has been concluded that Turkish form of Hunter Cynicism Scale is a valid and reliable scale.

Keywords   Hunter Cynicism Scale, Reliability, Validity

1. Introduction

When we look at the word "cynicism", we see that the root of the word is dating back to approximately 500 BC [1]. Cynicism derives its meaning from the word "cynic" which is an Ancient Greek philosophical thought [2]. Today, the concept of cynicism is often described as a notion generally nourished by the experience, and as to illustrate the negative feelings of general loss of faith [3].

According to Peng and Zhou cynicism is defined as many people's distrust of those around (i.e. politicians, businessmen) and institutions (the state) [4]. Yetim and Ceylan also stated that cynicism is having negative feelings and thoughts, and exhibiting negative behaviors towards the organization [5]. When we look at how a cynical person is described here, we can see that the cynical person is not just someone who takes bitter lessons from the past, but also, someone who is quick to get disappointed in the future. Cynical person, denies the sincerity and goodness of human motives and behaviors from the very beginning, and expresses this disbelief with sharp remarks and contempt. Cynics are not born, they are made [6]. According to this definition cynicism is not an innate personality trait but an

acquired characteristic which is formed by later experiences. Literature on cynicism refers to two basic structures. One of them is general cynicism and the other one is organizational cynicism. Mautner discusses contemporary perceptions of cynicism with two different tendencies. The first tendency is the attitude to reveal especially the secrets of other people, having ulterior motives in a pessimistic way based on frustration. And the second tendency is to deal or handle with other people, merely as a means to maintain or to increase one's own interests [7].

Abraham describes general cynicism as an innate and determined personality trait reflecting negative perceptions about human behavior [8]. The nation of cynicism -which is based on the ancient Greek philosophy-, only gained importance in terms of management science at the beginning of the 1990s. The studies conducted on cynicism in the terms of management science are analyzed in two groups: The field studies are in the first group. These studies are aimed at defining the organizational cynicism and developing a cynical scale [8,9,10]. The second group involves the discovering bases of the study, and the consequences of organizational cynicism in different contexts and with different situational variables [11,12,13].

Organizational cynicism arises when employees believe that their organizations are in lack of honesty. This perception regards to the lack of honesty, can especially be a result of the perception of a breach of the basic expectations regarding morality, justice and honesty. It is suggested that organizational cynicism is conceptualized as prudential nature, and is brought forward as representing the improvement of "learned thought" as a result of experiences [14].

When we look at the researches which have been done so far, we can see that there are different findings about cynicism. According to the study conducted by Abraham, there are negative relationships between organizational cynicism and organizational commitment, and between organizational citizenship behavior and job satisfaction [8]. In his research to determine the cynicisms relationship with

work output, Brandes et al. found that cynical employees showed low levels of participation in the workforce development programs that directly affect their performance and that their organizational commitment was low [15]. In another study done by Bardak et al. that reveals the relationship between cynicism and organizational citizenship, it has been found that an increase in organizational cynicism attitude does not decrease the organizational citizenship behavior [16]. On the other hand, Güner et al. discussed cynicism with two dimensions; trust in administration and trust in administrator. And at the end of the research, they indicated that there is a negative correlation between two variables [17]. In the research done by Doğan and Uğurlu , whose subject is to analyze and determine the relationship between elementary school teachers' perceptions of the performance of school administrators' ethical leadership behaviors and teachers perceptions of organizational cynicism depending on some variables, it has been found that there were significant and moderate negative relationships between teachers perceptions of ethical leadership and organizational cynicism [18]. In another study, which has been made by Çakıcı and Doğan, whose purpose is to determine the organizational cynicism, cognitive and emotional responses and behavioral dimensions that are compatible with the literature of the academic and administrative personnel, it has been found that organizational cynicism factors are ineffective on business performance showing a one-dimensional structure [19].

In another research aimed to show the impact of positive organizational behavioral variables (i.e. hope, optimism, strength and self-sufficiency) -whose importance gradually increased after the 2000s- on the employee behavior by emphasizing the significance of it for the businesses, it is found that positive organizational variables has a positive and significant explanatory power on work commitment while having a negative and significant explanatory relationship on exhaustion and cynicism [20].

Hunter Cynicism Scale has been developed by Lee et al. [21]. In the original scale, there are 31 items to determine the cynicism levels of the individuals. In HCS questionnaires, a 7-point Likert scale ranging from disagree (1) to totally agree (7) is used. The total points are scored by the encoding of the 16 items and re-coding of the reverse-coded 15 items. The score points vary between 31-217. The rise in the overall score means a rise in the level of cynicism. In the original work of the scale, exploratory factor analysis was conducted to determine its validity. As a result of the exploratory factor analysis, it is observed that the scale has a five-factor structure and factor loadings are ranging between .34 - .67. It has been detected that the scale of the item-total correlations ranged between .23-.64. In the original study, the internal consistency coefficient was calculated as .84 within the scope of the reliability of the scale.

As a result, Hunter Cynicism Scale's adaptation into Turkish will allow field experts and researchers to use it in further researches done on the subject of cynicism in Turkey.

2. Materials and Methods

2.1. First Stage of Research

In the first stage of the research, Hunter Cynicism Scale has been translated into Turkish, an exploratory factor analysis has been made to investigate the validity of the scale, and Cronbach's alpha internal consistency coefficient, test-retest reliability coefficient and item analysis method were used.

2.1.1. Translation Work

For the realization of the adaptation of Hunter Cynicism Scale to Turkish, the first author in the group that developed the scale has been contacted and necessary permissions have been obtained. Translation from English to Turkish has been done by the two field experts who are working in the field of psychological counseling and guidance. Turkish translations of the scale have been gathered in one form by another two experts in the field of psychological counseling and guidance. The created form of the scale's translation from Turkish back into English is done by the three experts working in the field of psychological counseling and guidance. Lastly, three field experts from psychological counseling and guidance field examined both the English and Turkish versions of the scale in order for scale's concurrent of translation to be tested.

2.1.2. Working Group 1

This working group which constitutes the first stage of the study consists of 311 university students. 52.1% of this working group (162 students) were female and 47.9% (149 students) were male. 14.1% of the university students (44 students) were first-graders, and 28.0% of them (87 students) were sophomores, 12.2% (38 students) were juniors, 25.1% of them (78 students) were seniors, and 20.6% (64 students) were studying at the graduate level. The ages of those who take part in this study group ranged between 17-41, and the mean age was 22,26. The test-retest reliability study has been conducted with 45 university students. The participants were chosen through convenience sample method.

2.1.3. Data Analysis

At this stage, construct validity of the HCS determined using exploratory factor analysis (EFA). In order to exhibit the structure of the Turkish version of HCS, AFA was used. At this stage, the reliability of the HCS has been calculated with the methods of Cronbach alpha internal consistency coefficient and test-retest reliability coefficient. In addition, the item-total correlations were calculated and an item analysis has been made.

2.1.4. Findings

Exploratory Factor Analysis

To determine suitability of Hunter Cynicism Scale for the construct validity, Kaiser-Meyer-Olkin (KMO = .84) coefficient has been calculated and Bartlett's sphericity test

($\chi 2 = 1403.460$, df = 2103 (P<= .000) has been made. EFA was conducted to determine the factor structure of the scale.

EFA results showed that the scale is two-dimensional. Principal components analysis, factor analysis technique and varimax vertical rotation technique were used. As a result of the analysis, the items scored below .40 load value; 2, 3, 4, 8, 9, 10, 13, 21, 23 and 29. These items have been removed from the analysis and analysis was renewed. The first dimension of the scale parallel to the original size scale has been named as Corporate Trust, and the second dimension has been named as Deceptive Behavior.

Table 1. HCS Exploratory Factor Analysis and Factor Loads

Items No	New Items No	Corporate Trust	Deceptive Behavior
1	1	**.47**	.17
5	2	**.50**	-.04
7	4	**.59**	.12
12	6	**.51**	-.03
14	7	**.65**	.15
15	8	**.57**	.11
19	12	**.51**	.21
20	13	**.61**	-.12
22	14	**.52**	.25
24	15	**.50**	-.06
25	16	**.48**	.25
26	17	**.64**	.22
31	21	**.52**	.25
6	3	.06	**.66**
11	5	.03	**.67**
16	9	-.02	**.50**
17	10	.18	**.49**
18	11	.31	**.52**
27	18	.17	**.49**
28	19	-.01	**.65**
30	20	.09	**.56**
Eigenvalue		4.85	2.18
Explained variance		%23.1	%10.4
Total explained:(%33.5)			

As seen in Table 1, factor loadings of the Corporate Trust dimension of the scale differs between .47-.65, while factor loadings of Deceptive Behavior dimension range between .49-.67. The eigenvalue of Corporate Confidence dimension is 4.85% and total variance it explained is 23.1, respectively. And the eigenvalue of Deceptive Behavior dimension and the total of it have been calculated. The total explained variance for the scale was 33.5%.

2.1.5. Reliability of the Scale

The reliability of the HCS has been determined by calculation of Cronbach alpha internal consistency coefficient and test-retest reliability coefficient. Cronbach's alpha internal consistency coefficient has been calculated in order to determine the reliability of the scale, and have been found .81 for the dimension of the Corporate Trust, .72 for the dimension of Deceptive behavior and .82 for the whole scale, respectively. Test re-test reliability applied in three week intervals and the test-retest reliability coefficient between the two applications found as .67 (p<.001).

2.1.6. Item Analysis

As the result of the item analysis of the scale, the arithmetic means differ between 3.67 - 5.61, the standard deviation values range from 1.31 to 1.78. In addition, the item-total scale correlations range between .32 - .56. The findings are presented in Table 2.

Table 2. Corrected Item-total Correlations (ITC), Mean (M) and Standard Deviation (SD) Values

İtem No	ITC	M	SD
1	.39	5.28	1.52
2	.38	4.55	1.78
3	.47	4.27	1.53
5	.48	5.08	1.48
6	.47	4.41	1.57
7	.38	5.21	1.58
8	.56	5.19	1.31
9	.47	5.25	1.51
10	.32	3.67	1.49
11	.39	5.41	1.56
12	.45	5.55	1.38
13	.45	4.61	1.56
14	.45	4.90	1.54
15	.47	5.05	1.47
16	.36	5.13	1.65
17	.43	4.23	1.50
18	.55	5.61	1.36
19	.38	5.28	1.70
20	.45	4.05	1.56
21	.39	5.01	1.58

2.2. Second Stage of Research

In the second stage of the study, in order to determine whether the structure of Hunter Cynicism Scale is confirmed or not, by calculating the correlation coefficients, a confirmatory factor analysis and a concurrent validity study have been made.

2.2.1. Working Group 2

The research group constitutes the second stage of the study consists of 313 university students. 53.0% of this working group (166 students) were females and 47.0% of (147 students) were male. 21.4% of the university students

(67 students) were first-graders, 20.8% (65 students) of them were sophomores, 22.4% (70 students) were juniors, 27.8% (87 students) were seniors and 7.7% (24 students) were studying at graduate level. The ages of the participants of this study group range from 18 to 38 and the mean age is 22.27. The participants were chosen through convenience sample method.

2.2.2. Data Analysis

In the first study, in order to determine the validity of the structure generated as the result of the exploratory factor analysis applied for HCS, also a confirmatory factor analysis has been made. Furthermore, at this stage of the research, validity of concurrent method has been used to determine the validity of HCS. For validity of concurrent study, the relationship between HCS and other measurement means have been calculated with the correlation coefficient analysis method. SPSS 15.0 and LISREL 8.7 programs were used for the validity and reliability analysis of the HCS.

2.2.3. Data Collection Tools

The data of this research is collected using Hunter Cynicism Scale (HCS), Satisfaction With Life Scale (SWLS), Optimism Scale (OS), Self-Efficacy Scale (SES), Hope Scale (HS), Depression and Stress, Anxiety Scale (DASS) and Personal Information Form.

Satisfaction With Life Scale: Satisfaction With Life Scale has been developed by Diener et al. [22] and adapted to Turkish by Yetim [23]. Life satisfaction levels of the individuals were obtained from the scale score points. Life satisfaction levels increase as the points obtained from the scale increase, and life satisfaction levels decrease as the points obtained from the scale decrease. The scale consists of five items, and there are no reversed scored items on the scale. In WLSS questionnaires, a 7-point Likert scale ranging from strongly disagree (1) to strongly agree (7) has been used. Cronbach's alpha reliability coefficient was found to be .87 and test-retest reliability was found to be .82 in the original study of the scale [22] . However found the Cronbach's alpha reliability coefficient as .86, and test-retest reliability coefficient was found to be .73 in his adaptation study [23].

Optimism Scale: Optimism Scale developed by Scheiv and Carver [24], and its Turkish adaptation was made by Aydin and Tezer [25]. The level of optimism is determined through the points obtained from the scale. As the scale scores increase, the level of optimism of the individuals increase as well. In contrary, as the scale scores decrease, the level of optimism of the individuals also decrease. The scale consists of 12 items. However, in the scale, four items are directly scored, four items are reverse scored and the four items are filler items. The total score is obtained from the scale. In OS questionnaires, 5-point Likert scale ranging from strongly disagree (0) to definitely agree (4) has been used. In the Turkish adaptation version made by Aydin and Tezer, Cronbach's alpha reliability coefficient was found to be .72 and the test-retest reliability coefficient was found to be .77 after four weeks of intervals [25].

Self-Efficacy Scale: General Self Efficacy Scale was developed by Jerusalem and Schwarzer [26] and Turkish adaptation was made by Aypay [27]. The level of self-efficacy has been determined through the points obtained from the scale. As the scale scores increase, the level of self-efficacy of the individuals increase as well, and contrarily, as the the scale scores decrease, the level of self-efficacy of the individuals also decreases. The scale consists of 10 items. However, in the scale, there aren't any items that are reverse scored. The total score is obtained from the scale. In SES questionnaires, a 5-point Likert scale ranging from absolutely wrong (0) to completely true (4) has been used. In the Turkish adaptation version made by Aybay, Cronbach's alpha reliability coefficient was found to be .83 and the test-retest reliability coefficient was found to be .80 after eight weeks of intervals [27].

Hope Scale: Hope Scale has been developed by the Snyder and colleagues [28], and its Turkish adaptation was made by Akman and Korkut [29]. The level of hope is obtained by the points taken from the scale. As the scale scores increase, the level of hope increase as well. And in contrary, as the scale scores are decreasing, the level of hope of the individuals decreases. The scale consists of 12 items. However, in the scale, the four items are filler items. The total score is obtained from the scale. There are no reversed scored items in the scale. In HS questionnaires, a 5-point Likert scale ranging from strongly disagree (0) to definitely agree (4) has been used. Cronbach's alpha reliability coefficient was found to be .60 and .70, while test-retest reliability was found to be .82 in the original study of the scale [28]. In the Turkish adaptation study conducted by Akman and Korkut, Cronbach's alpha reliability coefficient has been found to be .65 and test-retest reliability coefficient has been found to be .66 at the end of four week-interval tests [29].

Depression, Anxiety and Stress Scale: Depression Anxiety Stress Scale (DASS) was developed by Lovibond and Lovibond [30] and has been adapted to Turkish by Akın and Çetin [31]. The scale consists of 42 items. In DASS questionnaires, a 4-point Likert scale ranging from not suitable for me (0) to perfectly suitable (3) has been used. The scale consists of three dimensions. In the scale, 14 items are representing the depression dimension, 14 items are representing the anxiety dimension and 14 items are representing the stress dimension. In each dimensions, points can be scored between the range of "0-42". As the scores obtained for each dimension increase, the level of the state that dimension implies increase. In the original study of the scale, Cronbach alpha reliability coefficient of depression, anxiety, stress dimensions were found as .96, .89, .93 .90, respectively [30]. However, in the adaptation study made by Akin and Cetin , Cronbach alpha reliability coefficient of depression, anxiety, stress dimensions were found to be 90, .92, .92 and .89 for the total of the scale, respectively. At

the end of three weeks-interval reliability tests, test-retest reliability coefficient was found to be .98 for every dimension, while being found as .99 for the total of the scale [31].

Personal Information Form: In order to collect the demographic information of the individuals in the study group, an information collecting form has been used that contains age, sex and grade levels.

2.2.4. Findings

Confirmatory Factor Analysis

Confirmatory factor analysis has been conducted in order to verify the structure obtained from the exploratory factor analysis of Hunter Cynicism Scale. As a result of the confirmatory factor analysis, fit indices were examined. When the two-dimensional model of the index values in confirmatory factor analysis of the scale are analyzed, chi-square value of the concurrent test was found to be ($\chi^2 = 441.44$, df = 188, $\chi^2 / df = 2.35$, p = 0.00) significant. In addition, other concurrent indices were found to be as; RMSEA = .066, RMR = .01, SRMR = .06 (p< .05), GFI = .88, AGFI = .85, CFI =.94, NNFI = .94, and IFI = .94. The standardized path diagram which is showing the number of layers has been given in Figure 1.
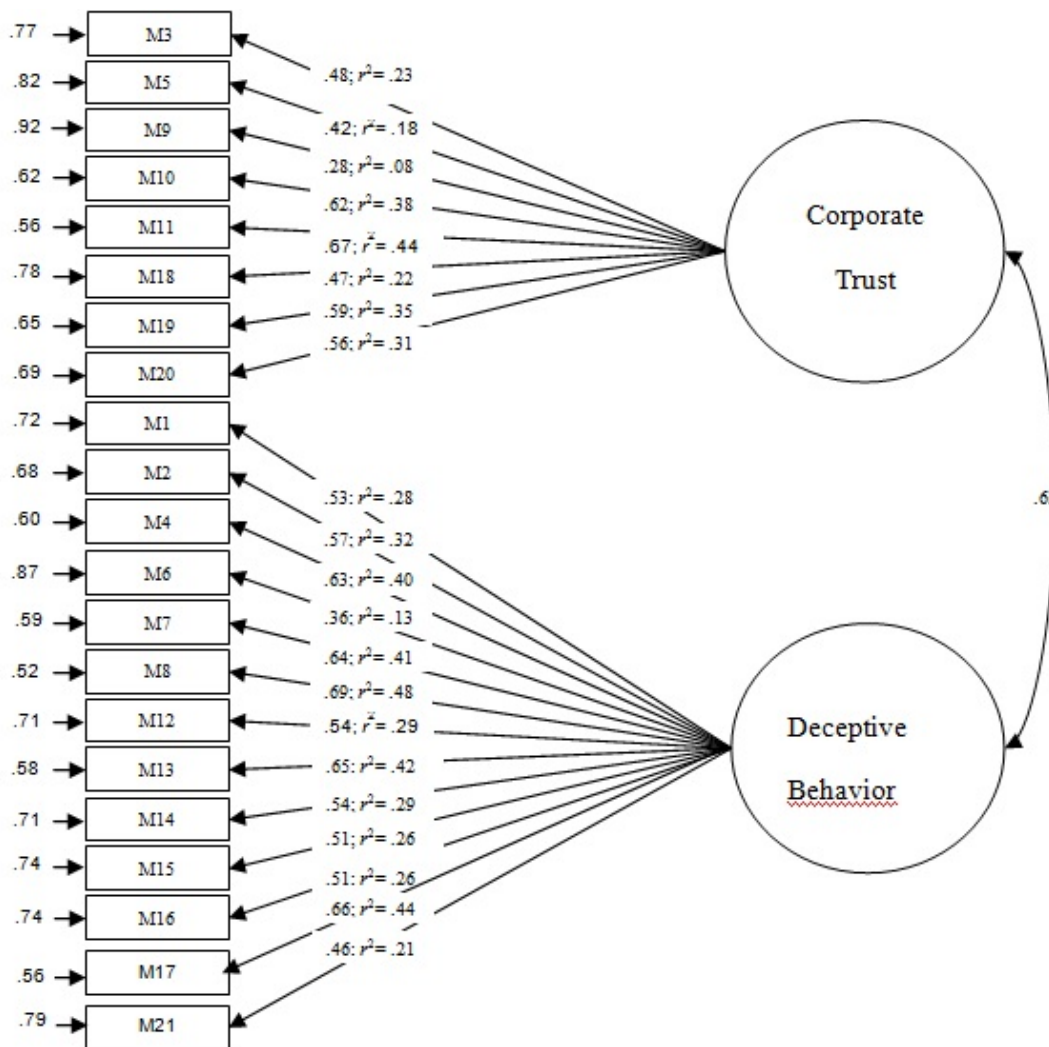

Figure 1. Path Diagram and factor loadings about Hunter Cynicism Scale

As a result of this analysis, rates of explanation of the implicit variables of the observed variables are ranging between .28- .69 for Hunter Cynicism Scale. It is observed that all the items in Hunter Cynicism Scale gives the result of significant t value in explaining the implicit variables.

2.2.5. HCS Validity of Concurrent

As a result of the validity of concurrent analysis, there are significant relationships have been found with the total score of Hunter Cynicism Scale: with the Satisfaction With Life Scale (SWLS) at the level of -.41, with the Optimism Scale (OS) at the level of -.28, with the Self-Efficacy Scale (SES) at the level of -.28, with the Hope Scale (HS) at the level of -.28, with the

Depression Scale (DS) at the level of .20, with the Anxiety Scale (AS) at the level of .17, and with the Stress Scale (SS) at the level of .28. Also, significant relationships between the Corporate Trust (CT) (one of the sub dimensions of Hunter Cynicism Scale) and Scales have been found as: with the Satisfaction With Life Scale at the level of -.37, with the Optimism Scale at the level of -.22, with the Self-Efficacy Scale at the level of -.30, with the Hope Scale (HS) at the level of -.27, and with the Stress Scale (SS) at the level of .16. Besides, significant relationships between Hunter Cynicism Scale's sub-dimension of Deceptive Behavior have been found: with the Satisfaction With Life Scale at the level of .33, with the Optimism Scale at the level of .25, with the Self-Efficacy Scale (SES) at level of -.18, with the Hope Scale (HS) at the level of -.22, with the Depression Scale (DS) at the level of .22, with the Anxiety Scale (AS) at the level of .17, and with the Stress Scale (SS) at the level of .29. Hunter Cynicism Scale is in the compliance with validity. The results obtained from the validity of concurrent analysis of the Hunter Cynicism Scale are given in Table 3.

Table 3. Hunter Cynicism Scale's Correlation Coefficient Value with Other Scale Values

	HCS	CT	DB	SWLS	OS	SES	HS	DS	AS
CT	.76**	-							
DB	.90**	.41**	-						
SWLS	-.41**	-.37**	-.33**	-					
OS	-.28**	-.22**	-.25**	.44**	-				
SES	-.27**	-.30**	-.18**	.39**	.53**	-			
HS	-.28**	-.27**	-.22**	.40**	.48**	.70**	-		
DS	.20**	.08	.22**	-.37**	-.46**	-.32**	-.31**	-	
AS	.17**	.10	.17**	-.29**	-.36**	-.29**	-.25**	.76**	-
SS	.28**	.16**	.29**	-.33**	-.41**	-.22	-.22**	.73**	.73**

Note. N = 313. HCS = Hunter Cynicism Scale, CT = Corporate Trust subscale, DB = Deceptive Behavior, SSWLS = Satisfaction With Life Scale, OS = Optimism Scale, SES = Self-Efficacy Scale, HS = Hope Scale, DS = Depression Scale, AS = Anxiety Scale, SS = Stress Scale, **p<.01.

3. Conclusions and Discussion

What is intended to do in this study is to do validity and reliability tests within the scope of the Turkish adaptation of social Hunter Cynicism Scale, which has been developed by Lee and colleagues [21].

In the first stage of this research, KMO value of the Turkish adaptation of HCS was found to be .84. The high KMO value means that one variable in the scale is interpreted well by the other variables, hereby the KMO value of .80 and above is considered to be good value [32]. In the exploratory factor analysis (EFA), 10 items -which have load factors under the score of .40- have been removed from the scale, and the scale has been carried out with 21 items. As a result of the EFA, it is observed that the scale consists of two dimensions, and the factor load values of items are differing from .47 to .67. The final Turkish version of the scale describes 33.5% of the total variance. In the scale development and adaptation researches, the explanation of 30% of the total variance and above is seen adequate [32]. As a result of the reliability analysis done in the first stage of the study, Cronbach alpha reliability coefficient has been calculated as .82, and test-retest reliability coefficient has been calculated as .67. Item-total correlations ranged between .32- .56 as a result of the item analysis done within the Turkish adaptation of the scale, while in the original work, item-total correlation values are found to be ranging between .23- .64. With an item-total value of .25 and above, the correlation is seen as an adequate value [32,33].

As a result of the confirmatory factor analysis which has been done in the second stage of the study (CFA), good level of fit indices obtained. Based on these findings consisting of 21 items and two dimensions, it can be said that Turkish version of Hunter Cynicism Scale is verified. As a result of the validity of concurrent tests that were made in the second stage of the research, negative and significant levels of relationship between Hunter Cynicism Scale and Satisfaction With Life Scale, Optimism Scale, Self-Efficacy Scale and the Hope Scale have been obtained, while there were positive and significant relationships found between Depression Scale, Anxiety Scale and Stress Scale. As a result of the field literature review, cynicism appears to be related with optimism and self-efficacy [20]. As Hunter Cynicism Scale has low positive and significant correlation values with Depression, Anxiety and Stress Scales, it may indicate that cynicism might not be seen as a pathological condition. However, to testify that, there are more research findings needed.

There are some limitations in the study of adaptation of Hunter Cynicism Scale to Turkish. Firstly, this study conducted with university students studying in a medium-scaled state university in Turkey. Therefore, the psychometric properties of the scale should be recalculated if it is wanted to be used in other age groups. Secondly, the scale is in the self-report format for college students.

As a result, Hunter cynicism scale which has been developed by Lee et al. [21] and the study of its adapted Turkish version which has been conducted with university

students can be used in the further studies to be made by researchers and field experts on cynicism. Moreover, the results of adapting the Hunter Cynicism Scale to different cultural structures can also be used in relevant intercultural researches. When the results of validity and reliability tests that are done in the scope of the adaptation of Hunter Cynicism Scale to Turkish are considered, the Turkish version of the HCS that consists of 21 item is valid and reliable.

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