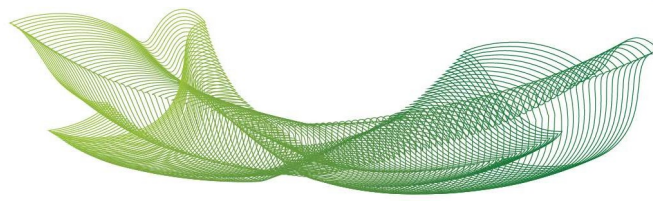
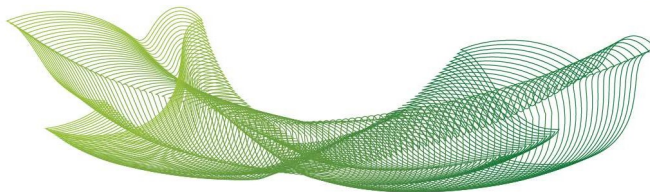




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Resumo	Professional performance – a central concept in organizational psychology and fundamental for managers and workers in the workplace – needs more accurate definitions and measures that reflect the phenomenon's complexity in practice. The present study presents valid evidence tests for the Comprehensive Job Performance Inventory, including the internal structure, its relationship with external variables, and invariance by



gender and stewardship. The participants were 648 adults working in different activities in Brazil (56% male and 32% in stewardship positions). We conducted two cycles of exploratory graph analysis and confirmatory factor analysis to reach the final model. The instrument also had a preliminary set of questions that helped customize the contents of several questions. We also tested the correlation with professional development and the invariance for gender and stewardship. We started from a 54-item questionnaire - preceded by a set of questions to customize items – and reached a 25-item model. The composite reliability of the five dimensions – Technical, Communication, Colleagues' Coordination, Subordinates' Coordination, and Counterproductive – ranged from .79 to .90. This model showed invariance for gender and stewardship and good correlation with the Professional Development external variable. The results showed that the test has adequate psychometric properties. We applied extensive customization to better reflect participants' working contexts. We addressed substantial challenges of performance evaluation as we approached the phenomenon, seeking to reflect its complexity theoretically and operationally. We also found a measure that could capture the specifics of a given work context and simultaneously allow comparisons between the performance dimensions of different types of workers.



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Fomento
