

HIERARCHY OF ABSTRACTION MODELLING (H.A.M.) AND THE PSYCHOMETRIC VALIDATION OF GROUNDED THEORY RESEARCH

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ABSTRACT

The main aim of this article is to advocate the practice of *Hierarchy of Abstraction Modelling* (HAM) as a means of reflecting the abstract representation of constructs. This representation is tracked from manifest variable through low order category to higher order category, to basic social process. This article reports on research that operationalises qualitatively derived grounded theories with a questionnaire format. This work provides support for the three proposed *Social Processes of Leadership* (SPL) constructs that emerged from previous grounded theory research. In addition, four lower order factors were found. Structural equation modelling using AMOS software provided a model which reflected a hierarchy of abstraction. That model had adequate indices of fit. The model also supported and validated the hierarchy of abstraction represented with the grounded theory findings. Concurrent validity was concluded from positive correlations between SPL constructs and established leadership measures. In particular, aspects of the SPL demonstrated high correlations with transformational leadership constructs. Ongoing grounded theory based research into the social processes of leadership and influence in organizations is supported.