

## **Organizational governance maturity scale: Semantic and content validation in professionals of a public institution in Paraíba**

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### **ABSTRACT**

**Introduction:** To understand the maturity of organizational governance is to verify whether the organization actually executes and follows the activities established in its governance framework (structures, systems and processes). It is associated with the continuous improvement of an organization's skills and processes, carried out with a view to increasing its productivity in a defined period, which is managed, measured, controlled and effective as an organizational evolving process. **Objectives:** It consisted of evaluating the semantic and content quality of the questions on the scale, considering the degree of agreement in the understanding, clarity and importance of the proposed items. **Methodology:** Participation in the study of seven civil servants of public institutions in Paraíba, predominantly male and working in the legal, management and teaching areas, with academic qualifications, including doctorate, master's and specialization. Kappa, CVI, CVR and Kuder-Richardson indicator statistics were performed. **Results:** All items were greater than 80% in the degree of agreement in comprehension, clarity and importance, the Kappa index ranged from 0.90 to 1.00, in the calculation of the Kuder-Richardson Rhô (K-R) it was 0.89, the CVI and CRR indices were 1.00. **Discussion:** The instrument revealed that all items reached a percentage of agreement higher than 80% for comprehension, clarity and importance of the contents evaluated by the participating judges both in semantics and content; CVI and CVR indicated high levels of reliability in the evaluation of the content of the items, and the Kappa revealed adequacy in the perfect category of the content. **Conclusion:** In general, the scale aimed at measuring organizational governance maturity is valid in its semantics and content; revealed, in the judges' conception, that the items corresponded to the logic and meaning of the issues theoretically raised in the understanding, clarity and importance, ensuring the robustness of the content validation.

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