

# Konstruksi alat ukur integritas dengan pendekatan Polytomous Item Response Theory : studi dalam konteks pekerjaan = Construction of ontegrity scale using Polytmous Item Response Theory model : study in job environment

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Abstrak

**ABSTRAK**

Integritas merupakan kekuatan karakter yang mempengaruhi kesehatan mental, kesejahteraan psikologis dan keefektifan hubungan interpersonal. Integritas sangat dibutuhkan dalam dunia pekerjaan terutama dalam hal promosi. Namun, penelitian mengenai integritas masih kurang mendapat perhatian. Alat ukur integritas lebih banyak dikembangkan di luar negeri sehingga kurang sesuai dengan konteks masyarakat Indonesia. Selain itu, umumnya alat ukur integritas dikembangkan menggunakan pendekatan klasik yang memiliki beberapa kelemahan.

Penelitian ini mengembangkan alat ukur integritas menggunakan pendekatan polytomous Item Response Theory (IRT) dengan menerapkan Rating Scale Model (RSM). Alat ukur integritas yang dikembangkan dalam penelitian ini melibatkan 1210 pekerja di Indonesia. Hasil uji coba menunjukkan bahwa alat ukur integritas (26 item) terbukti reliabel ( $\alpha=0.94$ ) dan valid. Hasil uji coba juga menunjukkan bahwa alat ukur integritas ini memenuhi asumsi unidimensionalitas.

Hasil pengujian dengan menerapkan RSM menunjukkan bahwa alat ukur integritas ini memiliki model yang fit. Dari 26 item, terdapat satu item yang tidak fit, sehingga item tersebut dikeluarkan. Hasil pengujian kembali terhadap 25 item menunjukkan bahwa model fit, dan seluruh item fit mengukur integritas. Analisis menggunakan differential item functioning (DIF) menunjukkan 1 item memiliki bias respon berdasarkan jenis kelamin. Dengan demikian, item yang dipertahankan dalam alat ukur integritas ini berjumlah 24 item.

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**ABSTRACT**

Integrity is a strength of character that affects mental health, psychological well-being and improve interpersonal relationships. Various studies have shown that integrity is essential in the job environment, particularly with regard to their promotion issue. Unfortunately, research on integrity still received little attention and there is no standardized measurement for it. Integrity scale was developed overseas and has not adapted to the Indonesian cultural context. Moreover, the scale development is generally performed with classical theory approach, which has some drawbacks. Therefore, this study develops an integrity scale using polytomous Item Response Theory approach (IRT) by applying the Rating Scale Model (RSM). This study involving 1210 workers in Indonesia.

The pilot study results showed that the integrity scale (with 26 items) is a reliable measure ( $\alpha=0.94$ ) and valid. The pilot study results also showed that the integrity scale satisfies unidimensionality assumptions.

The test results using the RSM showed that the integrity scale had a fit model. Of the 26 items, there is one item that does not fit, so the item was issued. The second test results for the remaining 25 items showed that they fit the model and all the items were fit to measure integrity. Analysis using differential item functioning

(DIF) showed one items have a response bias based on gender. Thus, there are 24 items remaining in the scale.