

## Pengembangan alat ukur kompetensi belaskasih: studi pada pekerja sosial yang bekerja di panti sosial = The Development of compassion competency measurement

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### Abstrak

Belaskasih dibutuhkan pekerja sosial tetapi belum ada alat spesifik yang mengukur kemampuan tersebut, termasuk memprediksi kompetensi belaskasih calon pekerja sosial. Meski belaskasih dapat dipandang sebagai kompetensi, teori yang ada lebih banyak mendefinisikan belaskasih sebagai emosi Goetz, Keltner, Simon-Thomas, 2010; Lazarus, 1991. Penelitian ini bertujuan mengembangkan alat ukur belaskasih terutama untuk seleksi calon pekerja sosial. Terlebih dahulu penelitian ini merumuskan belaskasih sebagai kompetensi yang terdiri dari hasrat membantu, kearifan membantu dan rencana tindakan membantu. Penelitian ini juga mengembangkan alat ukur kompetensi belaskasih bagi pekerja sosial berpengalaman untuk validasi alat ukur seleksi 100 orang pekerja sosial mengisi alat ukur belaskasih, prediksi belaskasih, spiritualitas, pengalaman emosi positif, nilai, analisis kasus belaskasih dan kemampuan berpikir kritis.

Hasil penelitian membuktikan bahwa belaskasih dapat diukur sebagai kompetensi. Pengujian reliabilitas menggunakan Cronbach dan diperkuat dengan Confirmatory Factor Analysis. Validasi dilakukan melalui uji validitas terkait kriteria menggunakan Behavioral Event Questionnaire BEQ Belaskasih. Untuk pengujian validitas konstruk hasrat membantu, terdapat korelasi signifikan dengan spiritualitas, pengalaman emosi positif dan nilai universalisme serta nilai kebajikan, sementara korelasi tidak signifikan terbukti dengan nilai kekuasaan. Untuk pengujian validitas konstruk kearifan membantu, terdapat korelasi signifikan dengan analisis kasus belaskasih dan kemampuan berpikir kritis, sementara korelasi tidak signifikan terbukti dengan nilai konformitas.

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Compassion is a requirement for social workers. However, there has not been a specific instrument to measure the it, nor to predict the competency for social workers to be. Although it can be regarded as a competency, the majority of theories define compassion as an emotion Goetz, Keltner, Simon Thomas, 2010 Lazarus, 1991. This study was aimed to develop an instrument to measure compassion as a competency, especially for selection use. This research firstly formulated the definition of compassion competency as an ability consisted of a drive, wisdom and action plan to help. The next step was constructing a competency measurement for experienced social workers as a criterion to validate the selection measurement tool. 100 social workers participated in this research, completing the measurement of compassion competency, compassion competency prediction, spirituality, positive emotion experiences, values, compassion case analysis, and critical thinking ability.

The result showed that compassion could be measured as a competency. Reliability testing applied in this study were Cronbach rsquo s and Confirmatory Factor Analysis CFA. Criterion related validity used Compassion Behavioral Event Questionnaire BEQ. To test construct validity of compassion drive predictor, significant correlations was found between the predictor and spirituality, positive emotion experiences, and

self transcendence values universalism and benevolence, while an insignificant correlation was found between the predictor and power value. To test construct validity of compassion wisdom predictor, significant correlations was found between the predictor and compassion case analysis and also critical thinking ability, while significant correlation between the predictor and conformity value was not found.