

Uji validitas dan reliabilitas kuesioner SPS-6 sebagai penilaian komponen kesehatan presenteeism di Indonesia = Validity and reliability test of SPS-6 questionnaire as an assessment of health components of presenteeism in Indonesia / Ferry Afero Tanama

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Abstrak

ABSTRAK

Pendahuluan: Konsep *presenteeism* banyak dikaitkan dengan faktor kesehatan. *Presenteeism* telah terbukti menyebabkan hilangnya produktivitas mencapai hampir 50% lebih besar dibandingkan dengan yang diakibatkan oleh *absenteeism*. Saat ini di Indonesia belum ada alat yang dikembangkan untuk menilai *presenteeism* di kalangan pekerja, khususnya lebih spesifik untuk menilai faktor masalah kesehatan yang dapat berpengaruh pada terjadinya *presenteeism*. Oleh sebab itu, peneliti melakukan uji validitas dan reliabilitas kuesioner SPS-6 versi Indonesia agar dapat digunakan sebagai salah satu instrumen penilaian komponen kesehatan *presenteeism*.

Metode: Penelitian ini dimulai dengan proses adaptasi lintas budaya yang merujuk pada metode ISPOR, dan dilanjutkan dengan uji validitas dan reliabilitas dengan analisis statistik. Uji statistik dilakukan dengan mengujicobakan kuesioner pada responden yang representatif dengan populasi target, yaitu pekerja kantor atau *white collar worker*. Total responden yang berpartisipasi berjumlah 112 orang. Uji validitas dilakukan dengan uji validitas faktor dan butir, sedangkan uji reliabilitas dilakukan dengan metode uji konsistensi internal menggunakan nilai *Chronbachs Alpha*.

Hasil; Proses adaptasi lintas budaya SPS-6 telah berhasil dilakukan sehingga menjadi SPS-6 versi Indonesia yang valid. Perubahan paling signifikan terjadi pada penjelasan mengenai defisnisi masalah kesehatan. Pada uji validitas butir dan faktor, didapatkan uji korelasi antara skor butir masing-masing dimensi (fokus kerja dan psikologis) dengan total skor dimensi masing-masing signifikan berkorelasi. Pada uji korelasi antara skor tiap butir dengan keseluruhan skor total kuesioner signifikan berkorelasi. Pada uji reliabilitas didapatkan nilai *Chronbachs Alpha* dimensi fokus kerja sebesar 0,657 dan dimensi psikologis sebesar 0,646.

Kesimpulan: Kuesioner SPS-6 versi Indonesia dinyatakan valid dan reliabel, dan terbukti dapat digunakan sebagai instrumen untuk mengidentifikasi komponen kesehatan *presenteeism* bagi pekerja kantor (*white collar worker*) di Indonesia.

Kata Kunci : *presenteeism*, produktivitas kerja, validitas, reliabilitas

ABSTRACT

Introduction: The concept of *presenteeism* is mostly associated with health factors. *Presenteeism* has been proven to cause a loss of productivity reaching nearly 50% greater than that caused by *absenteeism*. Currently in Indonesia there are no tools developed to assess *presenteeism* among workers, especially more specifically to assess the factors of health problems that can affect the occurrence of *presenteeism*. Therefore, researchers conducted a validity and reliability test for the Indonesian version of the SPS-6 questionnaire so that it could be used as an instrument for evaluating the health component of

presenteeism.

Methods: The research began with a cross-cultural adaptation process that refers to the ISPOR method, and continued with a validity and reliability test with statistical analysis. Statistical tests were carried out by testing questionnaires on office workers or white collar workers who were representative of the target population. The total number of respondents who participated was 112 people. Validity test is done by item validity test and factor validity test. The reliability test was carried out using the internal consistency test method using the Chronbachs Alpha

value.

Results: The cross cultural adaptation process of SPS-6 has been successfully carried out so that it becomes a valid Indonesian version of SPS-6. The most significant change occurred in the explanation of the health problem definition. In the item validity test and factor validity test, the correlation test between the item score of each dimension (work focus and psychological) with the total score of each dimension is significantly correlated. In the correlation test between the score of each item with the overall total score of the questionnaire significantly correlated. In the reliability test the value of Chronbachs Alpha was 0.523.

Conclusion: The Indonesian version of the SPS-6 questionnaire was declared valid and reliable, and proved to be used as an instrument to identify the health component of presenteeism for office workers (white collar workers) in Indonesia.

Keywords: presenteeism, work productivity, validity, reliability