

# Uji Validitas dan Reliabilitas Kuesioner WHO Health and Work Performance Questionnaire Versi Pendek Bahasa Indonesia Sebagai Alat Identifikasi Absenteisme dan Presenteisme pada Pekerja di Indonesia = Validity and Reliability Test of the WHO Health and Work Performance Questionnaire Short Indonesian Version as a Tool for Identifying Absenteeism and Presenteeism in Workers

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## Abstrak

Gangguan produktivitas kerja pada kalangan pekerja akibat masalah kesehatan dapat berupa absenteisme dan presenteisme. Kuesioner World Health Organization-Health and Work Performance Questionnaire (WHO-HPQ) merupakan kuesioner lapor mandiri yang dibuat untuk menilai dampak yang dihadapi oleh pemberi kerja akibat penurunan produktivitas kerja yang disebabkan oleh presenteisme, absenteisme, dan cedera/kecelakaan akibat kerja. Studi ini bertujuan untuk melakukan validasi dan reliabilitas dari kuesioner WHO-HPQ bahasa Indonesia versi pendek. Adaptasi transkultural dilakukan dengan adaptasi transkultural dan uji reliabilitas terhadap kuesioner WHO-HPQ versi pendek. Proses adaptasi transkultural dilakukan melalui berbagai tahap termasuk penerjemahan, peninjauan ahli, pretesting dan wawancara kognitif, dan pengujian kuesioner versi final serta dokumentasi. Penilaian validitas pertanyaan menggunakan nilai inter-item correlation dengan minimal nilai 0.2 dan untuk uji reliabilitas, nilai Cronbach alpha dengan minimal nilai 0.7. Kuesioner WHO-HPQ bahasa Indonesia versi pendek telah valid dalam bahasa Indonesia baik pada bagian absenteisme dan presentasi. Hasil uji reliabilitas menunjukkan nilai Cronbach's alpha 0.328 untuk item bagian absenteisme dan 0.878 pada bagian presenteisme. Kuesioner WHO-HPQ bahasa Indonesia versi pendek dapat digunakan sebagai alat identifikasi absenteisme dan presenteisme pada pekerja di Indonesia.

.....Reduction of work productivity among workers due to health problems can take in the form of absenteeism and/or presenteeism. The World Health Organization-Health and Work Performance Questionnaire (WHO-HPQ) is a self-report questionnaire instrument was created to assess the cost faced by employers due to decreased efficiency caused by presenteeism, absenteeism, and work-related accidents/injuries. This study aims to carry out validity and reliability of the short Indonesian version of the WHO-HPQ questionnaire. We conducted transcultural adaptation and reliability testing the short version of WHO-HPQ questionnaire. This method employs multiple phases including translation, experts review, pretesting and cognitive interviewing, testing the final version and documentation. In order to determine if a question item is valid, item-correlation value must be greater than 0.2, and for the reliability, internal consistency with Cronbach's alpha value must exceed a minimum threshold of 0.7. The short version of the WHO-HPQ questionnaire is valid in Indonesian version, for the absenteeism and presenteeism aspects. The results of the reliability test showed a Cronbach's alpha value of 0.328 for the absenteeism section and 0.878 for the presenteeism section. The short Indonesian version of the WHO-HPQ can be used as a tool to identify absenteeism and presenteeism among workers in Indonesia.