

Validasi Modul Emotional Competence (EC) pada Karyawan *Startup*

Validation of Emotional Competence (EC) Module in Startup Employees

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Abstract. Startup is a new business that never been identified before. The situations and conditions in startup dynamics often challenge the emotional competence of their employees, so that employees's negative behavior often happened due to the pressures. The Emotional Competence (EC) module with an experiential learning approach as a reference for training programs to increase the knowledge of emotional competence of startup employees could reduce the negative behaviors. This study aims to validate the module as a reference for EC training programs. The content validation procedure was carried out through professional judgment which resulted in an Aiken's V score of 0.86 and Aiken's V Check manipulations score of 0.89. The functional validation procedure was carried out using a quasi untreated control group experimental design with dependent pretest and posttest to 10 experimental group participants and 8 control group participants. The independent sample t-test analysis shows a mean difference value of 23,8 ($p < .05$), which means that there was a difference in the Emotional Competence gain score between the experimental group that received the treatment and the control group that did not receive any treatment. This proves that the EC module is effective in increasing the emotional competence of startup employees. These results prove that the EC module in this study has been tested for content and function validity in manipulating employee behavior to make them more emotionally competent.

Keywords: *Module Validations, Emotional Competence, Startup*

Abstrak. *Startup* adalah sebuah bisnis rintisan baru dan belum pernah teridentifikasi sebelumnya. Berbagai situasi dan kondisi dinamika *startup* kerap menantang kompetensi emosional karyawannya, sehingga memunculkan perilaku maladaptif karyawan akibat tekanan-tekanan yang terjadi. Modul Emotional Competence (EC) dengan pendekatan *experiential learning* disusun sebagai acuan program pelatihan untuk memanipulasi perilaku karyawan *startup* agar lebih kompeten secara emosional. Prosedur validasi isi dilakukan melalui *professional judgement* yang menghasilkan nilai Aiken's V sebesar 0,86 dan Aiken's V *manipulation check* sebesar 0,89. Disamping itu, dilakukan juga prosedur validasi fungsi modul yang dilakukan dengan rancangan eksperimen kuasi *untreated control group design with dependent pretest and posttest* kepada sepuluh partisipan kelompok eksperimen dan delapan partisipan kelompok kontrol. Analisis *independent sample T-test* menghasilkan nilai *mean gain score* sebesar 23,75 ($p < .05$) yang berarti terdapat perbedaan *gain score Emotional Competence* antara kelompok eksperimen yang menerima perlakuan dan kelompok kontrol yang tidak mendapat perlakuan apapun. Hasil ini membuktikan bahwa modul EC dalam penelitian ini telah teruji secara validitas isi dan fungsi dalam memanipulasi perilaku karyawan agar lebih kompeten secara emosional.

Kata Kunci: *Validasi Modul, Emotional Competence, Startup*