

Evaluasi Properti Psikometris *Workforce Agility Situational Judgement Test*

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Abstrak. Penelitian ini mengevaluasi properti psikometris *situational judgement test* (SJT) dengan atribut ukur *workforce agility*. *Workforce agility* adalah perilaku pekerja yang mampu dengan cepat dan efektif menanggapi perubahan baru di perusahaan. Item-item SJT *workforce agility* dikembangkan berdasarkan tiga dimensi *workforce agility*, yaitu *adaptability*, *proactivity*, dan *resilience*. Partisipan penelitian ini terdiri dari 415 pekerja berusia 21 hingga 35 tahun dengan latar belakang pendidikan minimal diploma. Pengujian struktur faktor dilakukan menggunakan tiga pendekatan, yaitu *confirmatory factor analysis* (CFA), *exploratory structural equation modeling* (ESEM), dan *integrated generalized structured component analysis* (IGSCA). Hasil penelitian menunjukkan bahwa pendekatan IGSCA dan ESEM menghasilkan bahwa SJT *workforce agility* memiliki struktur faktor yang terdiri dari 3 dimensi dengan model fit yang memuaskan. IGSCA dipilih karena mampu menghasilkan model yang lebih *parsimony* dibandingkan dengan ESEM dengan 13 item akhir. Hasil MIMIC model pada pendekatan CFA dan ESEM menunjukkan bahwa pengukuran SJT *workforce agility* bersifat invarians terhadap usia dan jenis kelamin. Lebih lanjut, penelitian ini membuka ruang bagi pengembang tes untuk memperbaiki dan menyempurnakan SJT *workforce agility*, mengingat reliabilitas konsistensi internal yang kurang memuaskan. Implikasi penelitian ini, yaitu SJT *workforce agility* berpotensi untuk digunakan sebagai salah satu alat asesmen dalam proses seleksi untuk posisi yang memerlukan tingkat ketangkasan kerja yang tinggi.

Kata kunci: properti psikometris, *situational judgement test*, *workforce agility*

Abstract. This study evaluated the psychometric properties of a situational judgment test (SJT) measuring the workforce agility attribute. Workforce agility refers to an employee's ability to respond quickly and effectively to new changes within an organization. The SJT items for workforce agility were developed based on three dimensions of workforce agility: adaptability, proactivity, and resilience. Participants in this study consisted of 415 employees aged 21 to 35 years with a minimum diploma education. Factor structure testing was conducted using three approaches: confirmatory factor analysis (CFA), exploratory structural equation modeling (ESEM), and integrated generalized structured component analysis (IGSCA). The results showed that the SJT for workforce agility had a factor structure consisting of three dimensions with a satisfactory model fit. The results showed that the IGSCA approach resulted in the SJT workforce agility having a factor structure consisting of 3 dimensions with a satisfactory fit model. IGSCA was chosen



because it was able to produce a more parsimony model compared to ESEM with 13 final items. The results of the MIMIC model in the CFA and ESEM approaches show that the measurement of SJT workforce agility is invariant to age and gender. Furthermore, this study opens space for test developers to improve and refine the SJT workforce agility, given the unsatisfactory internal consistency reliability. The implication of this study is that the SJT workforce agility has the potential to be used as one of the assessment tools in the selection process for positions that require a high level of work agility.

Keywords: psychometric properties, situational judgement test, workforce agility