UNIVERSITAS
GADJAH MADA
Uji Validitas dan Reliabilitas Instrumen Attitudes toward the Employability of People with Mental Illness Versi Bahasa Indonesia
Yusuf Ibrahim, Dr. dr. Ronny Tri Wirasto, Sp.KJ(K); Prof. Dr. dr. H. Soewadi, MPH, Sp.KJ(K)
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

UJI VALIDITAS DAN RELIABILITAS INSTRUMEN *ATTITUDES TOWARD THE EMPLOYABILITY OF PEOPLE WITH MENTAL ILLNESS* VERSI BAHASA INDONESIA

INTISARI

Latar belakang: Bekerja memiliki makna sangat penting bagi orang dengan disabilitas psikososial (ODDP) sebagai sumber penghasilan sekaligus sarana pemulihan psikososial. Namun, daya kerja ODDP masih tergolong rendah, dengan salah satu hambatan utama adalah rendahnya penerimaan dari pihak pemberi kerja dan rekan kerja. Lingkungan kerja yang menerima ODDP memiliki peran penting dalam menjaga stabilitas mental dan meningkatkan produktivitas mereka. Instrumen penilaian memiliki peran untuk menunjang terciptanya lingkungan kerja yang mendukung ODDP. Lettieri et al. (2020) mengembangkan instrumen *Attitudes toward the Employability of People with Mental Illness*/*Cuestionario para medir las Actitudes hacia la Empleabilidad de Personas con Enfermedad Mental* (CEPEM) untuk menilai sikap terhadap kebekerjaan ODDP. Sampai saat ini, belum ada penelitian yang melakukan penerjemahan serta uji validitas dan reliabilitas CEPEM versi Bahasa Indonesia.

Tujuan penelitian: Untuk mengidentifikasi instrumen *Attitudes toward the Employability of People with Mental Illness* versi Bahasa Indonesia sebagai instrumen yang valid dan reliabel untuk menilai sikap terhadap kebekerjaan ODDP pada pihak yang terlibat dalam kebekerjaan ODDP.

Metode Penelitian: Penelitian ini merupakan studi validasi instrumen. Subjek penelitian meliputi pihak yang terlibat dalam kebekerjaan ODDP, yaitu pemberi kerja, pekerja, serta tenaga profesional di bidang kesehatan jiwa. Validitas isi dinilai melalui penilaian pakar terhadap kesesuaian, kejelasan, dan relevansi butir instrumen. Validitas konstruk dievaluasi menggunakan *exploratory factor analysis* (EFA) dan *known-groups hypothesis testing*. Reliabilitas instrumen dianalisis melalui konsistensi internal menggunakan korelasi item-total dan koefisien *Cronbach's alpha*. Analisis data dilakukan menggunakan *SPSS Statistics* versi 23.

Hasil: Hasil analisis menunjukkan bahwa instrumen versi Bahasa Indonesia memiliki validitas isi yang baik (S-CVI/Ave 0,89–0,94). Analisis faktor eksploratori menghasilkan struktur tiga faktor dari 18 item dengan nilai *loading* 0,442–0,916. Uji *known-groups* menunjukkan kemampuan instrumen dalam membedakan kelompok dengan karakteristik yang berbeda. Reliabilitas instrumen ditemukan baik untuk instrumen 33 item (*Cronbach's alpha* = 0,904) maupun instrumen 18 item (*Cronbach's alpha* = 0,921).

Kesimpulan: Instrumen *Attitudes toward the Employability of People with Mental Illness* versi Bahasa Indonesia yang terdiri atas tiga faktor merupakan instrumen yang valid dan reliabel untuk menilai sikap terhadap kebekerjaan ODDP pada pihak yang terlibat dalam kebekerjaan ODDP.

Kata Kunci: ODDP, kebekerjaan, sikap terhadap kebekerjaan ODDP, *Attitudes toward the Employability of People with Mental Illness*

UNIVERSITAS
GADJAH MADA
Uji Validitas dan Reliabilitas Instrumen Attitudes toward the Employability of People with Mental Illness Versi Bahasa Indonesia
Yusuf Ibrahim, Dr. dr. Ronny Tri Wirasto, Sp.KJ(K); Prof. Dr. dr. H. Soewadi, MPH, Sp.KJ(K)
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

VALIDITY AND RELIABILITY TESTING OF THE INDONESIAN VERSION OF THE *ATTITUDES TOWARD THE EMPLOYABILITY OF PEOPLE WITH MENTAL ILLNESS*

ABSTRACT

Background: Work plays a crucial role for people with psychosocial disabilities (PwSD) as a source of income and a means of psychosocial recovery. However, their employment rate remains low, with one of the main barriers being limited acceptance from employers and coworkers. A supportive work environment is essential for maintaining mental stability and enhancing productivity among PwSD. Assessment instruments are important to support the development of such inclusive environments. Lettieri et al. (2020) developed the *Attitudes toward the Employability of People with Mental Illness*/*Cuestionario para medir las Actitudes hacia la Empleabilidad de Personas con Enfermedad Mental* (CEPEM) to assess attitudes toward the employability of PwSD. To date, no study has translated and validated the Indonesian version of this instrument.

Objective: To evaluate the Indonesian version of the *Attitudes toward the Employability of People with Mental Illness* as a valid and reliable instrument for assessing attitudes toward the employability of PwSD among relevant stakeholders.

Methods: This study employed an instrument validation design. Participants included stakeholders involved in the employment of PwSD, such as employers, employees, and mental health professionals. Content validity was assessed through expert evaluation of item relevance, clarity, and representativeness. Construct validity was examined using exploratory factor analysis (EFA) and known-groups hypothesis testing. Reliability was evaluated through internal consistency using item-total correlations and Cronbach's alpha. Data analysis was conducted using SPSS Statistics version 23.

Results: The Indonesian version demonstrated good content validity (S-CVI/Ave = 0.89–0.94). Exploratory factor analysis yielded a three-factor structure consisting of 18 items, with factor loadings ranging from 0.442 to 0.916. Known-groups testing indicated that the instrument could distinguish between groups with different characteristics. Reliability was found to be good for both the 33-item version (Cronbach's alpha = 0.904) and the 18-item version (Cronbach's alpha = 0.921).

Conclusion: The Indonesian version of the *Attitudes toward the Employability of People with Mental Illness*, consisting of three factors, is a valid and reliable instrument for assessing attitudes toward the employability of PwSD among relevant stakeholders.

Keywords: psychosocial disabilities, employability, attitudes toward employability, *Attitudes toward the Employability of People with Mental Illness*