

## **Psychometric Properties of Performance Appraisal Instrument: Individual Work Performance Questionnaire (IWPQ)**

Syahrul Alim<sup>1</sup>, Rahmat Hidayat<sup>2</sup>  
Faculty of Psychology, University of Gadjah Mada  
Email: degaga\_djago@yahoo.com

### **Abstract**

Individual Work Performance Questionnaire (IWPQ) is one of measuring instrument to measure individual performance that quite comprehensive and allegedly able to measure performance in general setting. This scale has been modified into the Indonesian context (language & culture), called the Employee Performance Measurement (AUKK). The main purpose of this study is to obtain an objective scale that supported by qualified psychometric properties. The study involved 364 respondents, divided into two stages of research. The first includes: modification process; content validation; reliability coefficients and discrimination power testing. While the second stage involves: reliability coefficient & discrimination power testing; construct & criteria validity testing; and the last, contracting AUKK in short version form.

Aiken's V was obtained in the range 0.70 to 0.94. Meanwhile, the reliability coefficient value was 0.81 to 0.88 and the item discrimination power was 0.231 to 0.759. The second study showed reliability coefficient value in all aspects was very high, namely: 0.931 (task performance); 0.911 (contextual performance) and 0.838 (counterproductive work behavior) and the lowest item discrimination power was 0.35. The concurrent validity testing with OCB (Organizational Citizenship Behavior) as a criterion showed contextual performance aspect correlated significantly while the other two aspects were not. It happened because there is the differences measuring purpose of the scales after being tested using factor analysis. Finally, the construction of AUKK short version form contains 25 items with the lowest reliability coefficient value was 0.84.

Based on the results of the analysis, it can be concluded that AUKK is an individual performance measurement that capable to measure performance appropriately and supported by the qualified value of psychometric properties. One of the AUKK advantages is it can be used to measure performance globally without limiting individual work backgrounds. In other words, this scale can be used in universal setting of work.

**Keywords:** *Individual Performance, Psychometric Properties of AUKK*

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<sup>1</sup> Student

<sup>2</sup> Supervisor

## **Studi Properti Psikometri Alat Ukur *Performance Appraisal: Individual Work Performance Questionnaire (IWPQ)***

Syahrul Alim<sup>1</sup>, Rahmat Hidayat<sup>2</sup>  
Fakultas Psikologi, Universitas Gadjah Mada  
Email: degaga\_djago@yahoo.com

### **Intisari**

IWPQ (*Individual Work Performance Questionnaire*) merupakan salah satu alat ukur kinerja individu yang cukup komprehensif dan disinyalir mampu mengukur kinerja secara umum. Skala ini telah dimodifikasi ke dalam bahasa dan budaya masyarakat Indonesia yang kemudian dinamakan Alat Ukur Kinerja Karyawan (AUKK). Tujuan utama pembuatan AUKK ialah untuk memperoleh skala kinerja individu yang obyektif serta didukung dengan properti psikometri yang mumpuni. Studi ini melibatkan 364 orang responden yang terbagi ke dalam dua tahapan penelitian. Tahap pertama meliputi: proses modifikasi; validasi isi, serta pengujian koefisien reliabilitas dan indeks daya beda aitem. Sedangkan studi tahap kedua menyangkut: pengujian koefisien reliabilitas dan indeks daya beda aitem, pengujian validitas konstruk & kriteria, dan diakhiri dengan pembuatan AUKK versi pendek.

Perolehan nilai Aiken's V studi pertama pada rentang 0,70 s/d 0,94. Sementara itu perolehan nilai koefisien reliabilitas sebesar 0,81 s/d 0,88 serta indeks daya beda aitem 0,231 s/d 0,759. Analisis studi kedua menunjukkan nilai koefisien reliabilitas AUKK pada semua aspek sangat tinggi, yaitu: 0,931 (*task performance*); 0,911 (*contextual performance*) dan 0,838 (*counterproductive work behavior*) serta indeks daya beda paling rendah 0,35. Selanjutnya pengujian validitas konkuren AUKK dengan kriteria OCB (*Organizational Citizenship Behavior*) memperlihatkan hanya aspek *contextual performance* yang berkorelasi signifikan sedangkan dua aspek lainnya tidak berkorelasi. Hal tersebut disebabkan karena tujuan ukur kedua skala yang berbeda setelah diuji dengan menggunakan analisis faktor. Terakhir, AUKK versi pendek berisi sebanyak 25 aitem dengan nilai koefisien reliabilitas terendah 0,84.

Berdasarkan hasil analisis yang telah dilakukan maka dapat disimpulkan bahwa AUKK merupakan alat ukur yang mampu mengukur kinerja individu dengan tepat dan didukung dengan nilai properti psikometri yang mumpuni. Salah satu keunggulan AUKK ialah dapat digunakan untuk mengukur kinerja secara global tanpa mempermasalahkan latar belakang pekerjaan individu. Dengan kata lain, alat ukur ini bersifat universal yang bisa dipakai pada semua bidang pekerjaan.

**Kata Kunci:** Kinerja Individu, Properti Psikometri AUKK

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<sup>1</sup> Mahasiswa Magister Psikologi UGM

<sup>2</sup> Dosen Pembimbing Tesis