



Abstract. BAUM test is often used by the psychologist. High subjectivity towards application of BAUM test generated to how the relevance of its, specifically on Crown and its round, those are Leaf, Flower and Fruit section. It had an impact towards human resources management in organization that its not by evidence-based. Research question of this study was how is the validity of The BAUM Test Interpretation Manual used self-assessment of BAUM test, that was compared with semi-structured interview as a *gold standard*. The procedures of data analysis used comparative-descriptive methods to evaluate Manual of BAUM Test Interpretation, specifically on Crown and its round, those are Leaf, Flower and Fruit section. The datas are 17 picture descriptions of Crown, Leaf, Flower and Fruit section that could be evaluated. The study resulted 75% (percentage of validation), and it explained that most of the Manual of BAUM Test Interpretation, specifically on Crown and its round, those are Leaf, Flower and Fruit section was quite relevant and valid to be used by the psychologist to do interpretation yet.

Keywords: *validity, interpretation manual, BAUM test*

Abstrak. Tes BAUM masih digunakan oleh beberapa psikolog di organisasi. Subjektivitas yang tinggi terhadap penggunaan tes BAUM saat ini menimbulkan pertanyaan bagaimana relevansi panduan interpretasi tes BAUM, khususnya pada bagian mahkota, daun, bunga dan buah. Hal tersebut dapat berdampak manajemen sumber daya manusia di organisasi yang tidak berdasarkan bukti ilmiah. Pertanyaan dalam penelitian adalah bagaimana validitas Panduan Interpretasi Tes BAUM melalui hasil pemeriksaan psikologis Tes BAUM, yang dibandingkan dengan hasil wawancara secara semi-terstruktur sebagai *gold standard*. Prosedur analisis secara deskriptif-komparatif dilakukan guna mengevaluasi kesesuaian Panduan Interpretasi tes BAUM saat ini, khususnya pada bagian Mahkota dan sekitarnya, yakni Daun, Bunga dan Buah. Hasil penelitian memunculkan presentase validitas sebesar 75%, sehingga dapat dinyatakan bahwa saat ini sebagian Panduan Interpretasi Tes BAUM, bagian Mahkota, Daun, Bunga dan Buah dianggap masih cukup valid untuk digunakan oleh para psikolog dalam melakukan interpretasi.

Kata kunci: *panduan interpretasi, tes BAUM, validitas*