

Development of the MCDL Day's Instrument as a Personality Measurement Tool compared to the Papikostick Test Tool

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Abstract

In the working world, the personality of a worker or employee is one of the crucial things to know. Personality can be seen from various things, including behavior patterns, to understand better how someone acts in certain situations. This study looks at the MCDL Day's Instrument as a personality measurement tool compared to the Papikostick test. This research method uses a cross-sectional quantitative approach. The research subjects were 235 people aged 17-34 years. The reliability test used a composite score. The validity test used confirmatory factor analysis (CFA) and concurrent criteria. The results showed that the reliability test of the composite score is 0.616 with the results of the CFA loading factor 0.30 with 18 valid items and four dimensions explaining 23% of the variables. For the criteria validity, there is no significant relationship between the MCDL Day's instrument and the dimensions in Papikostick.

Keywords: MCDL Day's, Papikostick.

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Introduction

A personality is a complex unit consisting of psychological and physical aspects that interact with each other and their environment, which changes continuously to form a unique pattern of behavior

concerning the goals to be achieved by the individual. Personality is dynamic, which means that although personality changes continuously, there are permanent patterns (Suhermanto, 2015).

According to Murray (Rosyidi, 2015), personality is an abstraction formulated by theorists and not a mere description of human behavior, every part of human behavior must be understood concerning other functions, the environment, past experiences, unconsciousness, and consciousness, as well as brain function, and the formulation is based on behavior that can be observed and the factors that are inferred from those observations.

Personality has an essential contribution in understanding individuals' behavior, attitudes, and performance in the workplace. Innovative work behavior is influenced by several factors, one of which is personality (Yesil & Sozbilir, 2013). Individual personality has dimensions that are specifically related to performance. Personality dimensions based on the five-factor personality theory or The Big Five, namely Neuroticism, Extraversion, Openness to Experience, Agreeableness, and Conscientiousness, are used for references that can describe the association of personality types with individual performance (Rachmawati, Hasanati, & Shohib, 2019). The Big Five model provides a taxonomy for studying individual differences, where there are five relatively independent dimensions of personality (Erdheim, 2006).

The theory of psychology put forward by Murray (2008), an expert in psychology, reveals that motivation and direction of behavior can be explained through the concept of needs in a person's personality. The basic assumption is that the internal will drives behavior while everyone has needs, which is the impetus in their behavior.

The psychological attributes to be measured are called constructs. The term construct is almost identical to the concept, but there are essential differences between the two. A concept is a word that expresses a general and abstract form. Constructs are concepts that are deliberately created for specific scientific purposes (Kerlinger, 1964).

Using indicators to define a psychological construct is one aspect of measurement in research. The measurement itself is an essential aspect of research. An indicator is an operational description of a psychological construct to be measured and studied. The indicator is also a reference from which the details of the measuring instrument are developed or compiled. We can use indicators to define psychological constructs. These indicators are a way of approaching by using examples of actual behavior that can be observed directly and can be accepted as a valid index of psychological constructs such as intelligence, creativity, motivation, achievement, attitudes, interests, and others (Marliani, 2010).

According to Kerlinger (1964), there are two ways to know a construct. The first way is to look at other constructs that are theoretically related to that construct. For example, to know a child's intellectual capacity, we can look at the history of their academic achievements in school. The second way is to define the construct specifically to observe or measure it. This approach is what prompted the development of psychologists' measuring instruments.

The making of items in the psychological measuring instrument must be done carefully. The choice of words (wording) must be accurate and as precise as possible so that the data obtained is valid, especially if the measuring tool is prepared in the form of a self-report. Complex Psychological constructs need to be represented in sentences that are easy for respondents to understand. Thus they can provide correct information about themselves (Susanty, 2018).

Validity testing plays a vital role in ensuring that the prepared measuring instrument accurately represents the measured construct. Researchers can use more than one approach in validity testing if necessary. This procedure ensures that the compiled measuring instrument will provide valid data. In addition, reliability tests should also be performed to determine the consistency of measurement results (Susanty, 2018).

This study aims to develop and identify MCDL (Motivation, Cooperation, Discipline, and Leadership) Day's personality measurement tool in a working context. So the measuring tool used is MCDL Day's as an instrument to measure the constructs of motivation, cooperation, discipline, and leadership by paying attention to the personality theory of Needs from Murray and Papi Kostick from Kostick, which had previously been tested on 1123 people with the age of 20-30 years. The reliability test uses a composite score with a stratified alpha coefficient. Validity test using confirmatory factor analysis (CFA). The reliability test result is 0.832 (Hidayatullah & Thaibah, 2022). The validity used is the validity of content and the validity of criteria. Content validity is a test of validity estimated through testing on this test with rational analysis or professional judgment. While the validity of the criteria is the ability of a measuring instrument to measure a particular symptom in the present, then compare it to other measuring instruments for the same construct. Standardized measuring instruments can be the criteria for the newly created measuring instruments that need testing validity. In this research, the Papikostick test is used as a standardized measuring tool to compare MCDL Day's validity.

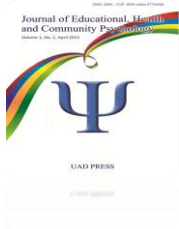
Research Purposes

This study aims to examine the MCDL Day's Instrument as a personality measurement tool compared to the Papikostik test.

Method

Definition Operational

MCDL Day's instrument is a personality instrument created by researchers by looking at the dimensions of personality that in many cases or activities of psychological test work selection is very dominant to try to be revealed and given an assessment. These dimensions are achievement motivation, cooperation, discipline, and leadership.



Papikostik is a psychological test tool to reveal the masses of traits (basic elements of personality) that are varied in each person, to be then interpreted as the basic structure of the personality itself (Jones, 2011).

Experimental Design

This study uses quantitative research methods with a special type of survey in the construction of measuring instruments. The study population is the workforce in South Kalimantan aged 17-34 years. 235 people were the subjects of this study after the purposive sampling technique. The research was conducted in Banjarmasin City, Banjarbaru City, and Banjar Regency in South Kalimantan, which geographically is a part of the city of a thousand rivers (Wetlands), located on the banks of the Barito and Martapura rivers.

Participants

The research on the development of the MCDL Day's Instrument was conducted offline or by collecting data directly from the research subjects while following strict health protocols. The data collection process was performed between 2 August 2021 to 21 August 2021. The demographic data of the research subjects are as follows. Inform consent was given to participants before they voluntarily participated in this study.

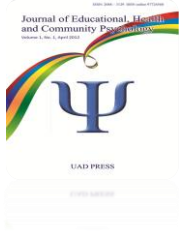


Table 1
Participants demographic data

Demographic	Description
Gender	
Male	85 people
Female	150 people
Average Age (17-34 years old)	22 years old; SD: 3 years old
City	
Banjar	24 people
Banjarbaru	100 people
Banjarmasin	107 people
Batola	2 people
Marabahan	2 people
Total	235 people

Result

The item feasibility test or the item validity and reliability use item discrimination with corrected item-total correlation (CITC) and composite score.

Item Discrimination and Reliability

Based on the theory of the MCDL instrument, there are four dimensions to be measured. In this data analysis, the dimensions are given the symbols A, B, C, and D. The analysis process is carried out on a component-by-component basis because it is multidimensional.

Dimension A

In dimension A there are 7 items (1, 5, 9, 11, 15, 28, 29). After the first test, it obtained a reliability value of 0.514 with a CITC of 0.10 - 0.37. By using standard 0.25, 5 items that passed (1, 9, 11, 28, 29) were then retested and resulted in a reliability value of 0.562 with a CITC of 0.28 – 0.37 and a variance of 5.008.

Dimension B

In dimension B there are 8 items (2, 6, 10, 14, 18, 21, 24, 30). After the first test obtained a reliability value of 0.356 with a CITC of 0.01 - 0.31. By using a standard value of 0.25, 4 items that passed (2, 6, 18, 24) were then retested and resulted in a reliability value of 0.592 with a CITC of 0.36 – 0.41 and a variance of 3.008.

Dimension C

In dimension C there are 7 items (3, 7, 13, 17, 20, 23, 26). After the first test, it obtained a reliability value of 0.563 with a CITC of 0.20 - 0.42. By using a standard 0.25, 5 items that passed (3, 7, 13, 20, 23) were then retested and produced a reliability value of 0.548 with a CITC of 0.23 – 0.38. Item 7 has a CITC below 0.25, so it is tested again by dropping item 7 (3, 13, 20, 23) and getting reliability of 0.533 with a CITC of 0.25 – 0.39 and a variance of 2.684.

Dimension D

In dimension D there are 8 items (4, 8, 12, 16, 19, 22, 25, 27). After the first test, it obtained a reliability value of 0.626 with a CITC of 0.17 - 0.42. By using a standard value of 0.25, 7 items that passed (4, 8, 12, 16, 19, 25, 27) were then retested and produced a reliability value of 0.627 with a CITC of 0.30 – 0.42 a variance of 10,824.

Based on the test analysis results above, a total of 30 items in the initial instrument changed to 20 items (A:5; B:4; C:4; D:7).

Composite Score Reliability

The reliability of the composite score on this scale uses a stratified alpha coefficient. This coefficient is used to estimate the instrument's reliability consisting of several subtests or multidimensional (Widhiarso, 2011).

$$r_{STRAT,\alpha} = 1 - \frac{\sum_{j=1}^k \sigma_i^2 (1 - r_i)}{\sigma_c^2}$$

Annotation :

- $r_{STRAT,\alpha}$ = Stratified alpha reliability coefficient
 σ_i^2 = Item variance on the i-th component
 r_i = Reliability of component i
 σ_c^2 = Composite score variance (total test score)

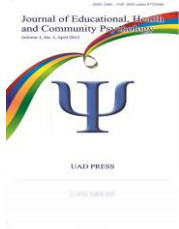
Table 2
Composite Score Reliability

Dimension	Variance	Reliability
A	5,008	0,562
B	3,008	0,592
C	2,684	0,533
D	10,824	0,627
Total Score	21,524	

$$r_{STRAT,\alpha} = 1 - \frac{5,008(1 - 0,562) + 3,008(1 - 0,592) + 2,684(1 - 0,533) + 10,824(1 - 0,627)}{21,524} = 0,595$$

$$= 0,6$$

Based on table 2 above, the reliability of the composite score on the MCDL Day's scale measurement is 0.6. The characteristics of this coefficient, among others: (a) this reliability can be worth 1.00 if all component reliability is also worth 1.00, (b) the more significant the correlation between dimensions, the greater the reliability value generated, and (c) this reliability value tends to be greater than the average reliability of each component, except in the condition that the components have the same reliability, variance and weight and the correlation between the components is zero. This last condition will produce reliability which is the average of the reliability of each component.



As a comparison of data for item eligibility, confirmatory factor analysis and criteria validity was carried out using the Papikostick instrument.

Confirmatory Factor Analysis

Confirmatory factor analysis was used to determine the items' validity based on the four factors that make up the MCDL instrument. The KMO Measure of Sampling Adequacy results shows the number 0.742, which means the scale meets factor analysis's testing requirements.

Based on the total variance data, the four factors formed in the scale explain 23% of the variables. The results of grouping the four factors with the specified coefficient standard value of 0.30 can be seen in the following table.

Based on table 3, it can be seen that factor 1 is dominated by the leadership dimension (P), which consists of items 4, 8, 12, 16, 19, 25, and 27; factor 2 - discipline dimension (D) consist of items 3, 7, 13, 17, and 23; factor 3 - cooperation dimension (K) consists of items 2, 6, 18, and 24; and factor 4 dimensions of motivation (M) consist of items 1 and 9. Based on these results, it can be seen that there are 18 valid items from 30 items in the initial instrument.

The reliability test results and the value of the variance of each dimension for the valid items can be seen in the following table. The composite reliability value based on these data is 0.616.

Table 3
Rotated Factor Matrix

	Factor			
	1	2	3	4
Aitem1_M				.602
Aitem2_K			.504	
Aitem3_D		.515		
Aitem4_P	.478			
Aitem5_M				
Aitem6_K			.490	
Aitem7_D		.344		
Aitem8_P	.427	.311		
Aitem9_M		.499	.380	.387
Aitem10_K				
Aitem11_M				
Aitem12_P	.370			
Aitem13_D		.475		
Aitem14_K				
Aitem15_M		.452		
Aitem16_P	.504			
Aitem17_D		.331		
Aitem18_K			.530	
Aitem19_P	.338			
Aitem20_D				
Aitem21_K				-.340
Aitem22_P				
Aitem23_D		.461		
Aitem24_K			.508	
Aitem25_P	.538			
Aitem26_D	.423			
Aitem27_P	.360	.343	.325	
Aitem28_M	.345			
Aitem29_M	.438			
Aitem30_K				

Table 4
Variance Per Dimension

Dimension	Reliability	Variance
Motivation Dimension(M)	0,469	0,034
Cooperation Dimension (K)	0,592	0,014
Discipline Dimension (D)	0,531	0,013
Leadership Dimension (P)	0,627	0,418

Criteria Validity

The validity of criteria is carried out to compare the suitability of the results of the MCDL scale with the results of other instruments that have been tested for quality. In this case, the researcher used the Papikostick scale. The type of criteria validity used in this study is concurrent validity, where data collection for the MCDL and Papikostick scales is carried out simultaneously and comes from the same subject. The correlation between the MCDL scale and the Papikostick scale can be seen in the following table. Based on the table, it can be concluded that there is no correlation between MCDL and Papikostick ($p > 0.05$).

Table 5
Criteria Validity

Scale	Sig. 2 Tailed Pearson Correlation
MCDL-Papi Motivation (M)	0,422
MCDL-Papi Cooperation (K)	0,514
MCDL-Papi Discipline (D)	0,957
MCDL-Papi Leadership (P)	0,654

Discussion

The reliability of MCDL Day's Instrument after being calculated through stratified alpha is 0.616, which means it is included in the low category (Reis & Judd, 2014). This reliability shows that the instrument

requires re-evaluation both in terms of content and empirical processes that have been carried out on the subject. Reis and Judd (2014) stated that measurement procedures in psychology have much potential for "errors," including the weakness in humans as researchers, subjects, or participants who are not enthusiastic about answering instruments, to the analysis process that allows data errors. The low-reliability results in the initial process of making this instrument do not deny that the MCDL Day's Instrument can still be considered for further research with some improvements that can be made. This is because the existing reliability values cannot be fully generalized, and every time an instrument is used, it still requires a reliability test process again (Furr, 2011).

MCDL Day's Instrument uses confirmatory factor analysis (CFA) with a factor loading of 0.30. Based on the results of the CFA, four factors formed in the scale can explain 23% of the variables. However, by looking at the eigenvalue > 1 , it is found that 11 factors can be formed. This formed factor can explain 59% of the variables. This shows that further study is needed regarding the elaboration of the 4 dimensions that the researchers have determined to become items. The percentage of representation of 23% is feared to result in biased measurements to produce valid data according to the purpose of the instrument. The number of 11 factors formed from this instrument can also be considered considering that one of the measuring instruments that are the reference material for making this instrument, Papi Kostick, has many aspects. Tirtawinata (2013) stated that PapiKostick describes a person's personality in 20 aspects, each of which represents a need or another role comprehensively based on the individual's perception of who tests themselves.

Based on the load factor of 0.30, it was found that the factors with items came from 2 different dimensions. A good measuring tool is when the description of the dimensions is theoretically the same as the grouping of factors from the results of statistical calculations. Therefore, the items in these different dimensions require further analysis by construct experts to assess their suitability.

Apart from the existence of several incompatible items with the instrument blueprint, leadership is the dimension with the highest number of valid items compared to other dimensions. This result shows is

quite good and needs to be maintained, given the importance of the leadership role. Leadership has a direct impact on organizational performance through the role of employees in the organization (Isa et al., 2019). Leadership in the management function is related to how leaders can influence, direct, motivate, and supervise others to be able to carry out planned tasks to achieve organizational goals and objectives (Jakaria & Putra, 2020).

The total number of valid items compatible with their respective dimensions is 18 items from the initial 60 items. Of the 21 items, the dimensions do not have an equal number. Making personality measurement tools requires continuous development and, of course, through a process that is not short, like Triwahyuni et al. (2019), which underwent 11 trials to get good reliability on the personality measurement tool being developed. The results of this MCDL Day's Instrument research can be the first step to go back through the development and evaluation process. Currently, the development of personality measurement tools made directly in Indonesia is still relatively small (Periantalo & Azwar, 2017). At the same time, the personality measurement tool has an important role. Personality has a positive and significant effect on employee performance (Fiernaningsih, 2017; Widyasari et al., 2007). Hogan et al. (1996) revealed that if the personality measuring instrument is well structured, that instrument will be valid in predicting one's work performance.

Conclusion

It can be concluded that the MCDL Day's Instrument as a personality measurement tool in the context of the workforce in South Kalimantan can be used for ages 17 to 34 years with the composite score reliability result on the MCDL scale measurement is 0.616. The results of the CFA loading factor 0.30: 18 valid items and four dimensions that can explain 23% of the variables. Criteria validity: there is no significant relationship between MCDL Day's Instrument and the dimensions on Papikostick because the research results found 11 factors that could be formed on the instrument and explained 59% of the variables. There are 18 valid items from the initial 30 items with an uneven distribution between dimensions. The leadership dimension has the most valid items compared to other dimensions. Further

development of the instrument through repeated evaluation and experimentation is needed to produce better psychometric properties.

Suggestion

For lecturers, it can be a role model in developing other personality measurement tools in different contexts. For campuses, it can be an input to develop this MCDL Day's personality measurement tool in universities. Future researchers are expected to conduct similar research by creating and developing new instruments that are viewed from a psychological perspective in the context of work, social, clinical, or even educational. The researcher would like to thank the University of Lambung Mangkurat Banjarmasin for funding through the DIPA of the University of Lambung Mangkurat for the 2021 Fiscal Year.

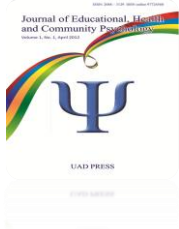
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