ABSTRAK

Mahardhika, Leonardus Ivan Taruna. 2024. Bukti Validitas terkait Struktur Internal pada *Individual Work Performance Questionnaire* (IWPQ) versi Bahasa Indonesia melalui Analisis Faktor Konfirmatori. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk memberikan bukti validitas terkait struktur internal pada Individual Work Performance Questionnaire (IWPQ) versi Bahasa Indonesia (Widyastuti & Hidayat, 2018) berdasarkan model tiga faktor berkorelasi (*task performance, contextual performance,* dan *counterproductive work behavior*). Data yang terkumpul sebanyak 295 partisipan bekerja sekurang-kurangnya tiga bulan pada tiga bidang pekerjaan (*blue-collar, pink-collar, white-collar,* dan *other-collar*). Teknik analisis data menggunakan analisis faktor konfirmatori dengan bantuan software R-Studio package *'lavaan'*. Hasil penelitian menunjukan menunjukan bahwa model tiga faktor berkorelasi memiliki kecocokan yang memadai dengan data empiris ($\chi 2$ = 170.432 (132), $p \leq 0.05$; CFI = 0.989; TLI = 0.987; RMSEA = 0.031; SRMR = 0.051). Dalam penelitian ini ditemukan korelasi positif dengan taraf kuat secara signifikan antara TP dengan CP (r = 0.718, $p \leq$ 0.05), korelasi negatif dengan taraf lemah secara signifikan antara TP dengan CWB (r = -0.240, $p \leq 0.05$), dan tidak adanya korelasi secara signifikan antara CP dengan CWB (r = -0.074, $p > 0.05$). Secara keseluruhan, penelitian ini dapat memberikan bukti validitas terkait struktur internal dari IWPQ versi Bahasa Indonesia (Widyastuti & Hidayat, 2018) berdasarkan model tiga faktor berkorelasi.

Kata kunci: Kinerja individu, Individual Work Performance Questionnaire (IWPQ), Bukti Validitas terkait struktur internal, analisis faktor konfirmatori.

ABSTRACT

Mahardhika, Leonardus Ivan Taruna. 2024. Evidence of validity regarding the internal structure of the Indonesian version of the *Individual Work Performance Questionnaire* (IWPQ) through confirmatory factor analysis. *Thesis.* Yogyakarta: Psychology, Faculty of Psychology, Sanata Dharma University.

This study aims to provide validity evidence regarding the internal structure of the Individual Work Performance Questionnaire (IWPQ) in the Indonesian version (Widyastuti & Hidayat, 2018) based on the correlated three-factor model (task performance, contextual performance, and counterproductive work behavior). The data were collected from 295 participants who had been working for at least three months in three job sectors (blue-collar, pink-collar, white-collar, and other-collar). Data analysis technique utilized confirmatory factor analysis with the assistance of R-Studio package 'lavaan'. The results of the study demonstrate that the three-factor correlated model has an adequate fit with the empirical data ($\chi2 = 170.432$ (132), $p \leq 0.05$; CFI = 0.989; TLI = 0.987; RMSEA = 0.031; SRMR = 0.051). In this study, a significantly strong positive correlation was found between TP and CP ($r = 0.718$, $p \leq 0.05$), a significantly weak negative correlation between TP and CWB ($r = -0.240$, $p \leq 0.05$), and no significant correlation was found between CP and CWB ($r = -0.074$, $p > 0.05$). Overall, this study provides evidence of the validity regarding the internal structure of the IWPQ in the Indonesian version (Widyastuti & Hidayat, 2018) based on the correlated three-factor model.

Keywords: Individual work performance, Individual Work Performance Questionnaire (IWPQ), Validity Evidence related to internal structure, confirmatory factor analysis.