

RELIABILITAS DAN VALIDITAS KONSTRUK *CAREER ADAPT-ABILITIES SCALE (CAAS) VERSI INDONESIA*

ABSTRAK

Cevy Nur Saleh (1303937). Reliabilitas dan Validitas Konstruk *Career Adapt-Abilities Scale (CAAS) Versi Indonesia*. Skripsi. Departemen Psikologi, Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia. Bandung. (2018).

Tujuan dari penelitian ini untuk menguji properti psikometrik alat ukur *Career Adapt-Abilities Scale (CAAS)* versi Indonesia. Metode penelitian yang digunakan merupakan kuantitatif dengan total sampel sebanyak 546 partisipan yang sudah bekerja dengan rentang usia 19-57 tahun. Teknik analisis data yang digunakan terdiri dari estimasi reliabilitas konsistensi internal dengan menggunakan formula *Alpha* dan *Split-half reliability* serta uji validitas konstruk menggunakan validitas faktorial dengan *Confirmatory Factor Analysis (CFA)*, validitas konvergen dan validitas diskriminan. Hasil yang diperoleh menunjukkan estimasi reliabilitas konsistensi internal yang tinggi. Sedangkan kecocokan CFA menunjukkan hasil yang *fit* setelah dilakukan *modification indices* dan eliminasi item dengan indeks ukuran kecocokan *Root Mean Square of Approximation (RMSEA)* sebesar 0,056 ($\leq 0,08$), *Goodness of Fit Index (GFI)* sebesar 0,901 ($\geq 0,90$), *Standardized Root Mean Residual (SRMR)* sebesar 0,05 ($\leq 0,05$), *Comparative Fit Index (CFI)* sebesar 0,934 ($\geq 0,90$) dan *Tucker Lewis Index (TLI)* sebesar 0,922 ($\geq 0,90$). Pendekatan validitas konvergen dan validitas diskriminan dalam penelitian ini dilakukan dengan cara mengkorelasikan alat ukur *Career Adapt-Abilities Scale (CAAS)* dengan alat ukur subskala Adaptabilitas Karir *Career Futures Inventory (CFI)*, *Perceived Stress Scale (PSS)* dan *Satisfaction With Life Scale (SWLS)* sebagai alat ukur pembandingnya.

Kata kunci: adaptabilitas karir, reliabilitas, *confirmatory factor analysis*, validitas konvergen, validitas diskriminan

RELIABILITY AND CONSTRUCT VALIDITY CAREER ADAPT- ABILITIES SCALE (CAAS) INDONESIAN VERSION

ABSTRACT

Cevy Nur Saleh (1303937). Reliability and Validity Career Adapt-Abilities Scale (CAAS) Indonesian Version. Final Paper. Psychology Department in Faculty of Education, Indonesia University of Education. Bandung. (2018).

The purpose of this study was to evaluate the psychometric properties of the Career Adapt-Abilities Scale (CAAS) Indonesian version. The method used is quantitative method with sample amounts 546 adult workers participant aged 19-57 years. Data analysis consisted of internal consistency reliability estimation using Alpha and Split-half reliability and test of construct validity using factorial validity with Confirmatory Factor Analysis (CFA), convergent validity and discriminant validity. The results shows that the scale has a high internal consistency reliability estimation. Whereas the suitability of the CFA is said to be fit after modification indices and item elimination with value fit index Root Mean Square Error of Approximation (RMSEA) equal to 0,056 ($\leq 0,08$), Goodness of Fit Index (GFI) 0,901 ($\geq 0,90$), Standardized Root Mean Residual (SRMR) 0,05 ($\leq 0,05$), Comparative Fit Index (CFI) 0,934 ($\geq 0,90$) and Tucker Lewis Index (TLI) 0,922 ($\geq 0,90$). A convergent validity and discriminant validity approach is also used by correlating the Career Adapt-Abilities Scale (CAAS) with subscale career adaptability career futures inventory (CFI), Perceived Stress Scale (PSS) and Satisfaction With Life Scale (SWLS) as the comparisons scale.

Keywords: career adaptability, reliability, *confirmatory factor analysis*, convergent validity, discriminant validity