Evaluation of instrument testing of change agents at denpasar high court with stake model

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Abstract. Evaluation is important for the improvement of a process or an activity. Evaluation activities are carried out at Denpasar High Court. One of the evaluation activities is determining the agent of change. The determination of the agent of change at Denpasar High Court is carried out through a selection process. This selection process uses 10 criteria. Currently, the process of selecting or determining agents of change at Denpasar High Court is still being carried out manually and some of the criteria are not based on physical data or documents. Accordingly, it is important to evaluate the criteria for determining agents of change. To simplify the evaluation process, this research used a stake evaluation model. The evaluation process uses assistance instrument. The instrument also determines the success of the evaluation process. To produce a good instrument, it is necessary to test the instrument. Therefore, this research conducted an instrument testing in form of a test on the validity and reliability of each question item on the instrument. The purpose of this research was to determine the level of validity and reliability of the evaluation instrument of agents of change at Denpasar High Court by using the stake model. The method used in this research was quantitative approach method. The test tool used was a questionnaire. Respondents of the research were 15 people who were agents of change and evaluators. The analysis technique used to test the validity was product-moment correlation. Additionally, the reliability analysis used Cronbach Alpha. The result of this research was the evaluation instrument of agents of change at Denpasar High Court with the stake model. Based on the result of the validity test, it was found that 21 instrument items were valid. Based on the result of the reliability test, it was found that all instrument items were reliable. Therefore, it can be concluded that this instrument is ready to use as an evaluation tool for agents of change at Denpasar High Court with the stake model.

1. Introduction

Evaluation is needed to make improvements or increase the performance of a process or an activity. Evaluation is done to get the right recommendation [1]. At Denpasar High Court, almost all activities or aspects are evaluated. This is done to improve the services and performances provided by Denpasar High Court. Decision making occurs in several activities at Denpasar High Court. One of the decision-making activities is determining the agent of change. The determination of the agent of change at Denpasar High Court is carried out through a selection process. This selection process uses several criteria, such as discipline, responsibility, creativity, adaptation, behavior, communication, honesty,
appearance, English, and computers. Currently, the process of selecting or determining agents of change at Denpasar High Court is still being carried out manually and some of the criteria are not based on physical data or documents. Accordingly, it is important to evaluate the criteria for determining agents of change. To simplify the evaluation process, an evaluation model can be used. Several previous studies have used the model for evaluation [2][3]. One of the evaluation models that can be used to evaluate the criteria is a stake model. The stake evaluation model consists of two evaluation activities, namely descriptions and judgments in which these activities distinguish the existence of three stages in an education program consisting of antecedents, transactions, and outcomes[4][5][6]. The evaluation process utilises an assistance instrument. This instrument is used to facilitate data collection and data processing. The instrument also determines the success of the evaluation process. A good instrument will produce evaluation results that are in accordance with the conditions in the field. To produce a good instrument, it is necessary to test the instrument before the instrument is given to the respondent. Instrument testing is done by testing the validity and reliability of each item or question item on the instrument. The validity of the test is the level of reliability and validity of the measurement instrument used[7]. The reliability test includes the data to measure a questionnaire as an indicator of a variable or construct[7]. Therefore, in this research, the evaluation instrument of change agents was tested at Denpasar High Court with the stake model. Several previous studies have tested the validity and reliability of the instrument before being distributed to respondents [8][9][10][11][12][13][14][15][16]. Besides, related research on testing the stake model instrument was carried out to evaluate the character and quality of students’ computer learning [17]. The difference between this research and the previous research is that this research used a stake model to evaluate the process of determining agents of change where the selection process was carried out by units or sections and the assessment by the bureaucratic reform team.

2. Research Method

The research method used in this research was quantitative approach method. Quantitative approach is an approach in which all of the processes uses aspects of measurement, calculation, formulas, and certainty of numerical data [18]. The result of this research was in form of numbers or the level of validity and reliability of the instrument. The subject of this research were 15 people who were agents of change and evaluators. The object of this research was the instrument of change agent evaluation at Denpasar High Court with the stake model. The research was conducted at Denpasar High Court. The instrument of testing tool was a questionnaire that will be distributed to predetermined respondents. The technique used in analyzing the validity was product-moment correlation statistical technique. Meanwhile, the technique used in the reliability analysis is Cronbach Alpha. This test used the SPSS software tool.

3. Result and Discussion

3.1 The instrument for Evaluation of Change Agents at Denpasar High Court with the Stake Model

Based on the observation in a case study research at Denpasar High Court and based on the stake model, the evaluation instrument items can be seen in Table 1.

| Model Evaluation Stake | Items of Instruments |
|------------------------|----------------------|
| Number Matrix Description | Consideration Matrix |
| DI | Discipline |
| | Not undergoing disciplinary punishment |
| | DI1 |
| | Obey the prevailing laws and / or official regulations with a sense of responsibility |
| Number | Matrix Description | Consideration Matrix                                                                 | Items of Instruments                                                                                     |
|--------|--------------------|--------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| PE     | Behavior           | Comply with working hours regulations                                               | DI2  | Comply with working hours regulations |
|        |                    | PE1  | Show a high work ethic                                                                |                                                                                                          |
|        |                    | PE2  | Demonstrate polite behavior, respect superiors and colleagues                        |                                                                                                          |
|        |                    | PE3  | Self-control in the work environment                                                  |                                                                                                          |
|        |                    | PE4  | Collaborate with colleagues both inside and outside the organization                 |                                                                                                          |
| KE     | Honesty            | KE1  | Be honest and sincere in carrying out work                                             |                                                                                                          |
|        |                    | KE2  | Never abuse authority in carrying out work                                            |                                                                                                          |
| PE     | Appearance         | PN1  | Always look neat                                                                      |                                                                                                          |
|        |                    | PN2  | Wear clothes and attributes according to the rules                                    |                                                                                                          |
| TA     | Responsible        | TA1  | Carrying out duties with full responsibility                                          |                                                                                                          |
|        |                    | TA2  | Be able to correct work-related mistakes with full responsibility                    |                                                                                                          |
| KR     | Creativity         | KR1  | Have bright ideas and quickly catch developments                                      |                                                                                                          |
|        |                    | KR2  | Be able to implement creative ideas that are useful for the institution where they work |                                                                                                          |
| BA     | English            | BA1  | Have the ability to communicate verbally in using English                              |                                                                                                          |
|        |                    | BA2  | Have the ability to communicate in writing in using English                           |                                                                                                          |
| KM     | Computer           | KM1  | Be able to operate a computer well                                                   |                                                                                                          |
|        |                    | KM2  | Can use a computer to support work                                                   |                                                                                                          |
| AD     | Adaptation         | AD1  | Adapt to change                                                                       |                                                                                                          |
|        |                    | AD2  | Respond positively to every change                                                   |                                                                                                          |
| KO     | Communication      | KO1  | Always communicate information about the task.                                       |                                                                                                          |
|        |                    | K02  | Can easily communicate with superiors                                               |                                                                                                          |
|        |                    | K03  | Be able to coordinate with colleagues related to work                                |                                                                                                          |
|        |                    | K04  | Be able to serve and communicate with the general public                              |                                                                                                          |
3.2 Validity and Reliability of Change Agent Evaluation Instruments at Denpasar High Court with the Stake Model

Validity and reliability were tested by using SPSS tools. Validity testing used product moment correlation where Bivariate correlation with Pearson correlation coefficients. Meanwhile, reliability testing used Cronbach’s Alpha value. The test used product moment analysis techniques to calculate using the following formula.

\[
r = \frac{n \sum X_i Y_i - (\sum X_i)(\sum Y_i)}{\sqrt{n \sum X_i^2 - (\sum X_i)^2} \sqrt{n \sum Y_i^2 - (\sum Y_i)^2}}
\]  

(1)

| Item Code | Corrected Item Total Correlation | Table R (n = 15, α = 0.05) | Validity |
|-----------|---------------------------------|-----------------------------|----------|
| DI1       | 0.651                           | 0.4409                      | Valid    |
| DI2       | 0.546                           | 0.4409                      | Valid    |
| PE1       | 0.656                           | 0.4409                      | Valid    |
| PE2       | 0.377                           | 0.4409                      | Invalid  |
| PE3       | 0.531                           | 0.4409                      | Valid    |
| PE4       | 0.567                           | 0.4409                      | Valid    |
| KE1       | 0.498                           | 0.4409                      | Valid    |
| KE2       | 0.559                           | 0.4409                      | Valid    |
| PN1       | 0.498                           | 0.4409                      | Valid    |
| PN2       | 0.656                           | 0.4409                      | Valid    |
| TA1       | 0.606                           | 0.4409                      | Valid    |
| TA2       | 0.684                           | 0.4409                      | Valid    |
| KR1       | 0.707                           | 0.4409                      | Valid    |
| KR2       | 0.550                           | 0.4409                      | Valid    |
| BA1       | 0.415                           | 0.4409                      | Invalid  |
| BA2       | 0.743                           | 0.4409                      | Valid    |
| KM1       | 0.457                           | 0.4409                      | Valid    |
| KM2       | 0.640                           | 0.4409                      | Valid    |
| AD1       | 0.425                           | 0.4409                      | Invalid  |
| AD2       | 0.533                           | 0.4409                      | Valid    |
| KO1       | 0.619                           | 0.4409                      | Valid    |
| K02       | 0.550                           | 0.4409                      | Valid    |
| K03       | 0.579                           | 0.4409                      | Valid    |
| K04       | 0.559                           | 0.4409                      | Valid    |

Based on the validity test data in Table 2, there were three invalid instrument items, namely PE2, BA1, and AD1 with a calculated r-value or Corrected Item Total Correlation < r-table. This result indicated that the three question items were removed from the instrument and were not included in the next analysis.

| Item Code | Cronbach’s Alpha | Table R (n = 15, α = 0.05) | Reliability |
|-----------|------------------|-----------------------------|-------------|
| DI1       | 0.920            | 0.514                       | Reliable    |
| DI2       | 0.922            | 0.514                       | Reliable    |
| PE1       | 0.920            | 0.514                       | Reliable    |
| PE2       | 0.924            | 0.514                       | Reliable    |
Based on the reliability test data in Table 3, all instrument items had a Cronbach’s Alpha value > $r_{table}$ or $> 0.514$. Thus, it can be concluded that all question items were reliable.

4. Conclusion

Based on the result of the research, there were 24 question items generated for the Evaluation Instrument for agents of change at Denpasar High Court with the stake model. Based on the result of the validity test conducted on 24 instrument items, it was found that 21 instrument items were valid and 3 items were invalid. In the other words, the 3 questions were eliminated thus the question items used for the evaluation process were 21 items. Based on the result of the reliability test, it was found that all instrument items were reliable. Therefore, these question items were reliable to be used as an evaluation tool for agents of change at Denpasar High Court with the stake model. For further research, it is suggested to develop a web-based online change agent candidate selection application.

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