

**KEBOLEHPERCAYAAN DAN KESAHAN INSTRUMEN INOVASI  
ORGANISASI: SUATU PENDEKATAN MODEL RASCH**  
(Reliability and Validity of Organizational Innovation Instrument: A Rasch Model Approach)

RUHAIDI AMIN, NASIHAH ASHAR AHAMED, ZALINA MOHD ALI &  
NUR RIZA MOHD SURADI\*

*ABSTRAK*

Kajian ini dijalankan bagi menyelidiki kebolehpercayaan dan kesahan instrumen pengukuran inovasi organisasi, MyIndeksIno. Seramai 32 orang kakitangan profesional dan pelaksana di unit inovasi di beberapa agensi Kementerian telah terlibat dalam kajian rintis yang dijalankan. Instrumen mengandungi 5 bahagian soalan, merangkumi Maklumat Umum, Pengetahuan Inovasi, Faktor-faktor Sumber Inovasi, Keupayaan Inovasi dan Prestasi Organisasi. Menggunakan pendekatan Model Rasch, kebolehpercayaan dan kesahan 72 item daripada tiga konstruk dan 10 subkonstruk berkait inovasi diselidiki. Secara keseluruhannya, didapati instrumen MyIndeksIno mempunyai kebolehpercayaan item dan individu yang tinggi dengan nilai 0.98 dan 0.97 masing-masingnya. Kesahan instrumen MyIndeksIno diselidiki melalui kesuaian padanan item, padanan individu, peta pemboleh ubah dan unidimensi. Kajian mendapati bahawa instrumen MyIndeksIno adalah boleh dipercayai dan sah untuk mengukur inovasi dalam kalangan pekerja dan organisasi.

*Kata kunci:* keupayaan inovasi; sumber inovasi; prestasi inovasi; model Rasch

*ABSTRACT*

This study was carried out to examine the reliability and validity of an instrument measuring organization innovation, MyIndeksIno. A total of 32 professional and executives at the innovation unit in several ministry agencies in several ministry agencies were involved in the pilot study conducted. The instrument contains 5 sections covering Basic Information, Knowledge on Innovation, Innovation Resource Factors, Innovation Capability and Innovation Performance. Using Rasch Model approach, the reliability and validity of 72 items from three constructs and 10 subconstructs related to innovation are being examined. In general, it is found that the MyIndeksIno instrument has high item and individual reliability with values of 0.98 and 0.97 respectively. The validity of the MyIndeksIno instrument is examined using item fit, individual fit, variable map and unidimension. The study found that the MyIndeksIno instrument is reliable and valid for measuring innovation in employees and organizations.

*Keywords:* innovation capability; innovation resources; innovation performance; Rasch model

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*Bahagian Penyelidikan, Perancangan dan Dasar  
Jabatan Perkhidmatan Awam  
Aras 7, Blok C3  
Kompleks C, Putrajaya, MALAYSIA  
E-mel: ruhaidi@hotmail.com*

*Jabatan Sains Matematik  
Fakulti Sains dan Teknologi  
Universiti Kebangsaan Malaysia  
43600 UKM Bangi  
Selangor DE, MALAYSIA  
E-mel: nasihahashar@gmail.com, zalina99@ukm.edu.my, nrms@ukm.edu.my\**

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\*Pengarang penghubung