



Validating the Job Stress Scale for Indonesian Police: A CFA Study

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Abstrak

Latar Belakang: Adaptasi *job stress scale* Indonesia sebelumnya diujikan pada sampel guru, sehingga pengukuran validitas dan reliabilitas ulang diperlukan untuk sampel polisi. *Confirmatory factor analysis* (CFA) pada skala stres kerja versi Indonesia untuk sampel polisi sangat penting karena pekerjaan kepolisian merupakan profesi yang sangat penuh tekanan dengan tuntutan unik yang tidak ditemukan pada profesi guru. **Tujuan:** Penelitian ini bertujuan mengukur validitas dan reliabilitas skala stres kerja yang telah diadaptasi untuk personel polisi di Indonesia. **Metode:** Menggunakan desain cross-sectional, data dikumpulkan dari populasi 121 anggota polisi Satsamapta Polresta Yogyakarta melalui *accidental sampling* dengan total 86 sampel. Confirmatory Factor Analysis (CFA) mengevaluasi validitas konstruk, sedangkan Cronbach's Alpha mengukur reliabilitas untuk Skala Stres Kerja dengan dua faktor dan total 13 item. **Hasil:** Terdapat tiga item (8, 9, dan 10) tidak memenuhi kriteria validitas (*factor loading* < 0.5). Setelah menghilangkan item tersebut, indeks kesesuaian model meningkat signifikan (CFI = 0,989, TLI = 0,984, SRMR = 0,0322, RMSEA = 0,0690), dan reliabilitas meningkat menjadi 0,967. **Simpulan:** Adaptasi skala stres kerja masih reliabel namun memiliki aitem yang tidak valid. Hasil modifikasi dengan 10 item, dinyatakan valid dan lebih reliabel untuk mengukur stres kerja pada anggota polisi di Indonesia. Implikasi penelitian dapat digunakan untuk peneliti lain dalam mengembangkan alat ukur stres kerja.

Kata kunci: *Confirmatory factor analysis*; polisi; reliabilitas; skala stres kerja; validitas

Introduction

Indonesian police officers constitute a key component of human resources that help maintain state security functions and carry substantial workloads. Their functions, as regulated in Law Number 2 of 2002 concerning the Indonesian National Police, position them as governmental elements responsible for maintaining public security and order, law enforcement, protection, guidance, and public service.

Bano (2011) states that policing represents one of the professions with high work stress levels. This is supported by statements from the Head of Public Relations of the Indonesian Police Intelligence Agency, Lahane Aziz, who noted that police officers experience stress annually. Work stress level on police officers also supplemented by remarks from Police Public Relations Division Head Inspector General Anton Charliyan that the internal research finding 80% of officers experience task-related stress (Indrawan, 2015).

Typically, police occupy positions involving direct and frequent community interactions while facing society's most threatening, antisocial, and untrustworthy elements (Zhao et al., 1999). Empirical evidence indicates alarmingly high stress levels among law enforcement personnel, with studies showing 25-30% of officers experiencing clinical stress symptoms and 15-20% meeting PTSD diagnostic criteria (Violanti et al., 2017). Research by Mendila (2021) demonstrates that work stress can affect police performance effectiveness and hinder optimal work output.

The Samapta unit (also known as SATSABHARA) represents the police unit responsible for personnel operations, including security arrangements, escorts, patrols, public event security, vital object protection, minor crime handling, crowd control for public order maintenance, headquarters security, and initial crime scene response. This unit faces greater demands than other police departments (Rezki, 2017). Research findings by Pujiastuti and Heryadi (2014) indicate 66.7% of Special Region of Yogyakarta Police Department Samapta members experience high work stress.

Stress is categorized into positive and negative stress based on individual assessment (Nelson & Simmons, 2003). Positive stress (eustress) and negative stress (distress) differ in their effects - eustress represents beneficial responses to stressors, while distress constitutes harmful, undesirable reactions (Branson et al., 2018). This study focuses specifically on work-related distress.

Work stress conceptualizations vary, like Gunasekera and Perera (2023) define it as reactions to job pressures, while more comprehensively, it constitutes harmful physical/emotional responses occurring when role demands mismatch employee capabilities (NIOSH, 1999). This aligns with Parker and DeCotiis' (1983) view of stress as deviations from normal functioning due to workplace conditions. Parker and DeCotiis (1983) identify two work stress dimensions (time pressure and anxiety) and six stressor categories: job characteristics, organizational structure/climate, role-related factors, workplace relationships, career development aspects, and external commitments.

Work stress impacts have been extensively studied across professions. Job stressors like workloads and management expectations create tension (Beehr & Glazer, 2001) and may impair health. Previous research links high work stress to decreased job satisfaction (Peitama, 2022; Aji et al., 2023), increased turnover (Marcella & Ie, 2022; Sutagana et al., 2022; Imana & Muhandi, 2022), reduced organizational commitment (Gozali, 2022), and negative mood states (Repetti & Wang, 2017). These consequences highlight the need for reliable measurement tools for psychological research and organizational planning.

Psychological instrument development have been encompasses many creation, modification, and cultural adaptation of measures. For instance, Shukla and Srivastava (2016) advanced Jamal and Baba's (1992) Occupational Stress measurement tool while also building upon Parker and DeCotiis' (1983) framework. Evolving cultural and behavioral patterns necessitate continuous psychometric refinement to maintain relevance.

For this study, the researcher uses references from Job Stress Scale developed by Parker and DeCotiis (1983). This measurement tool has been widely used by previous researchers, including in Indonesia. Several studies that have utilized Parker and DeCotiis' (1983) Job Stress Scale include Wicaksono (2018), Al-Akbar and Vinaya (2020), Fauzan et al. (2022), and Wicaksono (2023).

The original version of Parker and DeCotiis' (1983) Job Stress Scale was in English, while this study uses the Indonesian adaptation by Wicaksono (2023). Wicaksono's (2023) reliability estimation for the scale with teacher subjects yielded a score of 0.803. While Wicaksono (2023) previously administered this measurement tool to teachers, the current study applies it to a different subject group - police personnel.

The purpose of assessing the validity and reliability estimates of this adapted Job Stress Scale is to determine its accuracy and consistency when used with police subjects. Validity measurement examines whether the tool accurately measures the intended variable (Ghozali, 2009) - in this case, work stress among police personnel, particularly the Samapta unit. Reliability testing determines the instrument's consistency and whether it produces stable results upon repeated administration (Sugiyono, 2017). The absence of recent publications examining the validity and reliability of the Job Stress Scale for Indonesian police samples motivated the current research.

Method

Sample

The study participants were police officers from the Satsamapta unit of Yogyakarta Regional Police (Polresta Yogyakarta), with a total population of 121 personnel. The sample comprised 86 individuals selected from the population using accidental sampling technique. The following table presents the detailed demographic characteristics.

Table 1. Demographic Data

Demographic	Category	(N=86)	Percentage
Sex	Male	84	97.7%
	Female	2	2.3%
Age	19-29 years	68	79.1%
	30-39 years	10	11.6%
	40-49 years	6	7.0%
	50-58 years	2	2.3%
Length of work	< 10 years	68	79.1%
	10-20 years	13	15.1%
	> 20 years	5	5.8%
Rank	Non-commissioned Officer	83	96.5%
	Commissioned Officer	3	3.5%

Procedure

Data collection was conducted with official permission from Polresta Yogyakarta. Research data were gathered online via Google Form from July 16 to July 19, 2023. The collected data consisted of three sections: respondent consent, demographic information, and work stress scale. The demographic section included gender, age, work tenure, and rank, serving to characterize the research sample. The work stress scale section contained statements with response options and completion instructions. Responses were recorded using a 4-point Likert scale: 1 (strongly disagree), 2 (disagree), 3 (agree), and 4 (strongly agree).

Data Measurement

The measurement instrument was adapted from Wicaksono's (2023) Indonesian version of Parker & DeCotiss' Job Stress Scale (1983). The scale comprises two dimensions: time pressure and anxiety. All 13 items are favorable (positively worded), with eight items measuring time pressure and five assessing anxiety, randomly arranged.

Table 2. Job Stress Scale Blueprint

Dimension	Items number	Number of items
Anxiety	1,3,5,7,10	5
Time Pressure	2,4,6,8,9,11,12,13	8
Total		13

The instrument testing aimed to examine the validity and reliability of this job stress scale for police samples. While the referenced instrument was already an Indonesian adaptation, certain terms were modified for relevance to the study population. Specifically, the word "school" in items 8 and 13 was replaced with contextually appropriate alternatives while maintaining equivalent meaning.

Table 3. Job Stress Scale Items

No.	Code	Dimension	Items	
			Indonesian	English
1	SK01	Anxiety	Saya merasa gelisah atau gugup karena pekerjaan saya	I have felt fidgety or nervous as a result of my job
2	SK02	Time Pressure	Bekerja di sini membuat saya kesulitan untuk menghabiskan waktu yang cukup bersama keluarga saya	Working here makes it hard to spend enough time with my family
3	SK03	Anxiety	Pekerjaan saya lebih banyak dari yang seharusnya	My job gets to me more than it should
4	SK04	Time Pressure	Saya menghabiskan waktu yang begitu banyak di tempat kerja, sehingga saya tidak dapat melihat sudut pandang yang lebih luas	I spend so much time at work, I can't see the forest for the trees
5	SK05	Anxiety	Seringkali pekerjaan saya terasa menjengkelkan	There are lots of times when my job drives me right up the wall
6	SK06	Time Pressure	Bekerja di sini menyisakan sedikit waktu untuk aktivitas lain	Working here leaves little time for other activities
7	SK07	Anxiety	Terkadang ketika saya memikirkan pekerjaan saya, saya merasakan sesak di dada	Sometimes when I think about my job I get a tight feeling in my chest
8	SK08	Time Pressure	Saya sering merasa saya sangat terikat dengan pekerjaan.	I frequently get the feeling I am married to the company
9	SK09	Time Pressure	Saya memiliki terlalu banyak pekerjaan dan terlalu sedikit waktu untuk mengerjakannya	I have too much work and too little time to do it in
10	SK10	Anxiety	Saya merasa bersalah saat mengambil cuti dari pekerjaan	I feel guilty when I take time off from job
11	SK11	Time Pressure	Terkadang saya merasa takut ketika telepon berdering di rumah karena panggilan tersebut mungkin berhubungan dengan pekerjaan	I sometimes dread the telephone ringing at home because the call might be job-related
12	SK12	Time Pressure	Saya merasa seperti saya tidak pernah memiliki hari libur	I feel like I never have a day off
13	SK13	Time Pressure	Kebanyakan orang dengan level yang sama dengan saya di pekerjaan merasa stress karena tuntutan pekerjaan	Too many people at my level in the company get burned out by job demands

Data Analysis

The obtained data were analyzed using statistical analysis software, specifically Jamovi version 2.3.26. The data analysis in this study aimed to estimate the validity and reliability of the Job Stress Scale measurement tool. The analytical technique employed for validity estimation was Confirmatory Factor Analysis (CFA), which utilizes several model fit parameters including the Comparative Fit Index (CFI), Tucker-Lewis Index (TLI), Root Mean Square Error of Approximation (RMSEA), and Standardized Root Mean Square Residual (SRMR). For reliability estimation, Cronbach's alpha coefficient was calculated.

CFA, as a confirmatory technique, is used to test the construct validity of psychological measures (Umar, 2020). Item validity in CFA is assessed through factor loading estimates, with values ≥ 0.5 considered acceptable (Hair et al., 2010). Model interpretation involves examining fit indices, including CFI ≥ 0.9 , TLI ≥ 0.9 , RMSEA < 0.08 , and SRMR < 0.08 (Hair et al., 2019).

Result

The construct validity analysis conducted using Jamovi displays the standardized factor loadings (Stand. Estimate) for each item in the table below. Table 4 reveals three items (8, 9, and 10) with factor loadings between 0.413-0.497 failed to meet the ≥ 0.5 threshold, indicating invalidity. The remaining ten items (1-7, 11-13) demonstrated valid factor loadings ranging from 0.711-0.982, well above the minimum requirement.

Table 4. Factor Loading

Factor	Indicator	SE	Z	p	Stand. Estimate
Anxiety	SK01	0.0951	5.36	<.001	0.781
	SK03	0.1330	4.71	<.001	0.711
	SK05	0.0941	7.61	<.001	0.968
	SK07	0.0892	5.15	<.001	0.760
	SK10	0.1266	2.95	0.003	0.485*
Time Pressure	SK02	0.1042	5.74	<.001	0.818
	SK04	0.1047	6.81	<.001	0.910
	SK06	0.1220	6.37	<.001	0.874
	SK08	0.1623	3.03	0.002	0.497*
	SK09	0.1495	2.46	0.014	0.413*
	SK11	0.0990	6.84	<.001	0.913
	SK12	0.1056	6.41	<.001	0.878
	SK13	0.0923	7.83	<.001	0.982

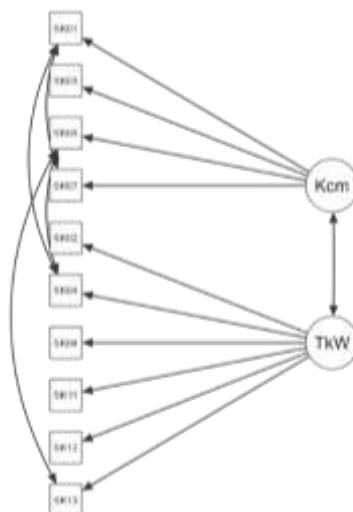
*) Not significant (< 0.5)

Subsequent analysis compared model fit indices between the full 13-item scale (including invalid items) and the refined 10-item version. The comparative results (shown in Table 5) demonstrate the improved fit of the modified scale after removing non-valid items, with all indices now meeting established thresholds.

Table 5. Model Fit Indices

Model	χ^2	df	CFI	TLI	SRMR	RMSEA
CFA full items	147	64	0.834	0.798	0.0894	0.198
CFA valid items	34.7	30	0.989	0.984	0.0322	0.0690

Table 5 presents the model fit indices for the full 13-item job stress scale, showing that the model did not initially meet the fit criteria. Following the removal of invalid items, modifications were made based on residual covariances indicated in the modification indices. After four successive modifications, the revised model achieved acceptable fit thresholds: CFI = 0.989 (> 0.9), TLI = 0.984 (> 0.9), SRMR = 0.0322 (< 0.08), and RMSEA = 0.0690 (< 0.08). The accompanying path diagram illustrates these final model modifications.



Picture 1. Path Diagram CFA after model modification

In a CFA path diagram, double-headed arrows typically indicate correlations between latent variables or measured dimensions. In this context, the bidirectional arrow between the anxiety dimension (Kcm) and time pressure dimension (TkW) suggests these two dimensions are interrelated and demonstrate significant correlation. This implies that police officers' experience of anxiety and time pressure may mutually influence each other. Understanding this correlation is crucial as it demonstrates that work stress is not a unidimensional construct, but rather involves complex interactions between interrelated factors.

Table 6. Reliability Statistic

Before items reduction			After items reduction		
Indicator	Cronbach's α Items	Cronbach's α Scale	Indicator	Cronbach's α Items	Cronbach's α Scale
SK01	0.945	0.950	SK01	0.965	0.967
SK02	0.945		SK02	0.964	
SK03	0.949		SK03	0.969	
SK04	0.943		SK04	0.962	
SK05	0.943		SK05	0.960	
SK06	0.944		SK06	0.963	
SK07	0.946		SK07	0.966	
SK08	0.954		SK11	0.961	
SK09	0.956		SK12	0.962	
SK10	0.950		SK13	0.960	
SK11	0.942				
SK12	0.944				
SK13	0.942				

The Cronbach's Alpha estimate for the full-item work stress scale met the reliability criterion (≥ 0.7) with a value of 0.950, indicating acceptable reliability. Reliability estimation was repeated after removing the invalid items, resulting in a 10-item work stress scale. Following this modification, the Cronbach's Alpha value increased to 0.967, demonstrating improved reliability estimates.

Discussion

The analysis results showed that out of 13 initial items, 3 items (numbers 8, 9, and 10) did not meet the validity criteria with factor loading values below 0.5. These items were related to time pressure and anxiety dimensions but failed to effectively measure the job stress construct in the police sample. This might be caused by differences in work context between previous research subjects (teachers) in Wicaksono's (2023) study and subjects in this study (police officers), who have different job characteristics and work demands. For example, police officers have to face life-threatening situations or violent confrontations, while teachers do not.

After removing the invalid items, the measurement model showed significant improvement in model fit. The model fit indices (CFI = 0.989, TLI = 0.984, SRMR = 0.0322, and RMSEA = 0.0690) met the established criteria (Hair et al., 2019). Furthermore, the instrument's reliability also increased after item reduction, with a Cronbach's Alpha value of 0.967, indicating excellent internal consistency (Azwar, 2018) and being more reliable compared to the complete version of the job stress scale (including invalid items) as it had higher reliability values or values closer to 1 (Azwar, 2010). These results indicate that the modified job stress measurement tool can be effectively used to measure work stress among police officers, especially in the Satsamapta unit.

Theoretically, this study strengthens empirical evidence regarding the validity and reliability of the Indonesian-adapted version of Parker and DeCotiis' (1983) Job Stress Scale. These findings also support the importance of adapting and modifying psychological measurement tools to suit different cultural contexts and subject characteristics (Shukla & Srivastava, 2016). Additionally, this study contributes to the development of job stress measurement instruments in Indonesia, particularly for police profession which has unique work demands.

Practically, the validated job stress measurement tool can be used by police institutions to monitor job stress levels among police officers or can be used by other researchers conducting studies on police personnel. By understanding job stress levels, institutions can design appropriate interventions to reduce negative impacts of stress, such as decreased performance, burnout, and mental health problems (Beehr & Glazer, 2001).

Furthermore, these research results can serve as a basis for developing stress management training programs and improving psychological well-being of police officers.

Conclusion

Based on the results of the construct validity measurement (CFA) and the reliability of the job stress measurement tool in this study, it can be concluded that the researcher's adaptation of Wicaksono's (2023) instrument for the police sample was declared valid and reliable after item reduction and model modification. For future researchers who wish to use the job stress scale measurement tool on police samples, they may use the 10-item scale version that has been assessed as valid and reliable. Further development of the measurement tool is also recommended to be tested on a broader sample, including non-police samples and larger sample sizes.

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