

Konstruksi Alat Ukur *Crab in Barrel Syndrome* Pada Karyawan Swasta Di Daerah Istimewa Yogyakarta

RINGKASAN

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Crab in Barrel Syndrome merupakan pola perilaku di mana seseorang cenderung menjatuhkan atau menghambat keberhasilan orang lain karena perasaan iri, takut tersaingi, atau tidak ingin orang lain lebih unggul darinya. Di Indonesia, penelitian mengenai pengembangan alat ukur *Crab in Barrel Syndrome* yang sesuai dengan konteks dan budaya lokal masih sangat terbatas. Penelitian ini bertujuan untuk mengembangkan skala *Crab in Barrel Syndrome* (CBS) dengan merujuk pada teori utama dari Fettahlioglu dan Dedeoglu (2021), serta menguji validitas dan reliabilitasnya. Teknik pengambilan sampel menggunakan metode *purposive sampling*, dengan responden sebanyak 190 karyawan swasta yang berdomisili di Yogyakarta. Pengumpulan data dilakukan melalui penyebaran kuesioner online. Analisis data dilakukan menggunakan uji validitas isi (Aiken's V) dan reliabilitas (Cronbach's Alpha). Hasil penelitian menunjukkan bahwa alat ukur ini memiliki validitas isi pada tingkat indikator sebesar 0,825–0,95 dan pada tingkat aitem sebesar 0,80–0,975. Nilai reliabilitas skala mencapai 0,975, dengan daya diskriminasi aitem antara 0,321 – 0,795. Dari 54 aitem yang disusun, sebanyak 45 aitem dinyatakan valid dan reliabel. Dengan demikian, skala CBS yang dikembangkan terbukti memiliki validitas dan reliabilitas yang baik, serta layak digunakan sebagai instrumen untuk mengukur kecenderungan perilaku tersebut pada karyawan sektor swasta di Indonesia.

Kata kunci: Konstruksi alat ukur, *Crab in Barrel Syndrome*, Karyawan swasta.

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Construction of a Crab in Barrel Syndrome Measuring Tool for Private Employees in the Special Region of Yogyakarta

ABSTRACT

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Crab-in-Barrel Syndrome is a behavioral pattern in which a person tends to undermine or hinder the success of others due to feelings of envy, fear of competition, or a reluctance to outperform others. In Indonesia, research on developing Crab-in-Barrel Syndrome measurement tools appropriate to local contexts and cultures is still very limited. This study aims to develop a Crab-in-Barrel Syndrome (CBS) scale based on the main theory of Fettahlioglu and Dedeoglu (2021) and to test its validity and reliability. The sampling technique used purposive sampling, with 190 private sector employees residing in Yogyakarta as respondents. Data collection was conducted through an online questionnaire. Data analysis was conducted using content validity (Aiken's V) and reliability (Cronbach's Alpha) tests. The results showed that this measurement tool has content validity at the indicator level of 0.825–0.95 and at the item level of 0.80–0.975. The scale's reliability value reached 0.975, with item discrimination ranging from 0.321 to 0.795. Of the 54 items compiled, 45 were declared valid and reliable. Thus, the developed CBS scale has proven to have good validity and reliability and is suitable for use as an instrument to measure behavioral tendencies among private sector employees in Indonesia.

Keywords: *Measuring instrument construction, Crab in Barrel Syndrome, sector employee.*

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