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Psychometric properties of the Indonesian version of M-Workplace Curiosity Scale: A confirmatory factor analysis

Nadia Ayu Safira[a,1*], Anissa Lestari Kadiyono[b,2]

[a]Master in Professional Psychology, Universitas Padjadjaran, Bandung
[b]Center for Psychological Innovation and Research, Universitas Padjadjaran, Bandung
[ab]Faculty of Psychology, Universitas Padjadjaran, Bandung
[*1]nadia22019@mail.unpad.ac.id; [2]anissa.lestari@unpad.ac.id
*Correspondent Author

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KEYWORDS

adaptation;
confirmatory factor analysis;
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validity;
workplace curiosity

ABSTRACT

Curiosity is fundamental aspect that drives each individual to perform a behavior. In industrial setting, to face the work environment in the fast-paced digital era, company requires employees with high workplace curiosity in order to be more adaptive and achieve optimal work performance. This study aims to adapt the M-Workplace Curiosity Scale to Bahasa Indonesia. The instrument has been confirmed fit for United States and Germany workers, but has not been confirmed for Indonesian workers. Quantitative methods and non-probability convenience sampling were conducted to reach out to 205 workers with staff level, middle, and top management level. Workplace curiosity dimensions consist of Joyous Exploration, Deprivation Sensitivity, Stress Tolerance, and Openness to People's Ideas. Confirmatory Factor Analysis was performed to test construct validity. The adaptation of the M-Workplace Curiosity Scale in Indonesian shows a fit model. The fit criteria show RMSEA = .964, CFI = .47, SRMR = .057. The uniqueness of this study is that it does not involve item number 5 to get the ideal model. The reliability test used was Cronbach's alpha and item analysis. Overall, it shows a high-reliability value (α = .834). It can be concluded, M-Workplace Curiosity Scale can measure the level of curiosity at work among Indonesian workers.

KATA KUNCI:

Adaptasi;
analisis faktor konfirmatori;
keingintahuan di tempat kerja;
reliability;
validity

Properti psikometrik M-Workplace Curiosity Scale versi Indonesia: Analisis faktor konfirmatori

Rasa keingintahuan merupakan aspek dasar yang menggerakan individu untuk melakukan suatu perilaku. Di setting industri, untuk menghadapi lingkungan kerja di era digital yang serba cepat, perusahaan membutuhkan karyawan dengan workplace curiosity yang tinggi agar mudah beradaptasi dan mencapai performa kerja optimal. Penelitian ini bertujuan untuk mengadaptasi alat ukur M-Workplace Curiosity Scale ke dalam Bahasa Indonesia. Alat ukur ini telah terkonfirmasi fit pada pekerja di Jerman dan Amerika Serikat, namun belum dilakukan konfirmasi pada pekerja Indonesia. Metode kuantitatif dan non-probability convenience sampling dilakukan untuk menjaring 205 pekerja pada level staff, middle management, dan top management. Workplace curiosity terdiri dari dimensi Joyous Exploration, Deprivation Sensitivity, Stress Tolerance, dan Openness to People's Ideas. Confirmatory Factor Analysis dilakukan untuk menguji validitas konstruk. Hasil dari adaptasi alat ukur menunjukkan model yang fit. Kriteria fit menunjukkan RMSEA=0,964, CFI =0,7, SRMR=0,057. Adapun

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keunikan dari penelitian ini yaitu dengan tidak melibatkan item 5 untuk mendapatkan model yang ideal. Uji reliabilitas yang digunakan adalah alpha cronbach dan analisis butir pernyataan. Secara keseluruhan, alat ukur ini menunjukkan nilai reliabilitas yang tinggi α=0,834). Dapat disimpulkan, M-Workplace Curiosity Scale dapat mengukur tingkat tingkat keingintahuan di tempat kerja pada pekerja Indonesia.

Introduction

The successful of company depends on quality of its human resources (Mello, 2012). Personal characteristics in workers will influence business processes, which is how workers can perform the task and achieve organizational goals. One of the fundamental personal factors that influence individuals to act is a curiosity (Kashdan et al., 2020). Curiosity drives individuals to know, seek, and discover new information, builds intellectual capacity, and enhances creativity. In organizational setting, curiosity at workplace is a proactive attitude to seek new information, responsiveness to organizational changes, flexibility to new cultures, and the ability to openly accept feedback from colleagues (Harrison & Dossinger, 2017; Mussel, 2013). Without curiosity, workers will struggle to adapt to the changes in their environment (Reio, 2012).

In recent times, curiosity has become an exciting area of study for researchers, practitioners and business leaders to explore the factors that keep people motivated, engaged and productive (Hamilton, 2019). In organizational research, curiosity at work can explain work-related processes and outcomes, which curiosity has the power to improve job performance and predict workers' organizational commitment (Harrison et al., 2011; Harrison & Dossinger, 2017; Mussel, 2013; Mussel & Spengler, 2015). In this case, high curiosity can bring many benefits, which can be a potential aspect of bottom-up interventions, because it encourages employees to adjust their job demands. Thus, curiosity is needed for employees in facing the world of work in the modern era which is Volatile, Uncertain, Complex, and Ambiguous (VUCA).

Based on this explanation, workplace curiosity assessment is important in human resource development, such as selection, promotion, development, and other personnel activities. Regarding the development industry, Indonesia is currently entering the Society 5.0 era, which requires workers to have high quality and competitiveness, especially knowledge and skills related to technology. Workers in Indonesia are expected to have work competencies such as critical thinking, creativity, problem-solving, and collaboration skills. In this case, these skills can be predicted from the level of "curiosity", as workers who have high curiosity tend to think deeply about a problem and are responsive to change (Kashdan et al., 2020). This also in line with previous research in Indonesia, which showed that the level of curiosity influenced the increased of employee performance in financial employees (Suma & Budi, 2021)

That's point out the workplace curiosity research needs to be a concern to develop in Indonesia. Intervention of workplace curiosity has been shown to increase worker productivity, creativity, and innovativeness. However, before conducting some interventions, a valid and reliable curiosity assessment is needed. In addition, based on the exploration, workplace curiosity instrument in Indonesia are still quite limited. There is workplace curiosity instrument was developed in Indonesia (Suma & Budi, 2021). However, this instrument only consists of three items so it is necessary to develop a more comprehensive scale. In addition, Kashdan et al. (2020) has developed a more comprehensive M-Workplace Curiosity Scale (MWCS) that measures feeling, thought, and behavior of workplace curiosity.

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This instrument has been tested among employees at the staff, middle, and top management levels in the United States and Germany.

The measured construct of workplace curiosity consisted of four dimensions: Joyous Exploration, Deprivation Sensitivity, Stress Tolerance, and Openness to People's Ideas. This instrument has good psychometric properties, both validity and reliability. Based on Confirmatory Factor Analysis, the four factors show the fit statistics were as follows: $\chi 2$ = 469.94, df = 208; GFI = 0.97; CFI = 0.93, and RMSEA = 0.07. The most fit MWCS model is a bifactor model that consists of four factors with a general (g) factor. The test results show that the Bifactor Model has more fit results (RMSEA = .067; Communalities range from .44 to .70; Common variance by general curiosity was 52%). MWCS also has a reliability of .66 and .75 for the United States and Germany workers. In addition to testing on the construction itself, the M-Workplace Curiosity Scale has been tested by correlating to other important variables in the workplace, such as innovation behavior, work engagement, well-being and healthy work. The recent research from Blanco-Donoso et al. (2023) using MWCS indicated that workers with high curiosity, especially in stress tolerance, show less potential for mental disorders.

In addition, limitations were found in similar studies using MWCS. The research from (Prettyman, 2023) has a limited and homogeneous sample size, which consists of one unit in one organization. The results of this research are also considered to have limitations in their reliability values. Measuring psychological aspects need to use instruments with good psychometric properties. Based on the explanation, it is an opportunity to adapt the M-Workplace Curiosity Scale to other cultures, specifically, to Indonesia as a country with a high enough level of active workforce (BPS, 2022).

Novelty from this research will contribute to conducting a more comprehensive analysis of psychometric properties and provides strong evidence. This study aims to test the validity and reliability of the Indonesian version of the M-Workplace Curiosity Scale (MWCS) construct using the Confirmatory Factor Analysis (CFA), with a Bifactor Model. This study also consisted of a heterogeneous sample which is consist of staff, middle, and managerial worker levels in various work fields in Indonesia. With the availability of the workplace curiosity scale with good psychometric properties in Indonesia, it is hoped that it will become a reference for personality assessment that useful in human resources development context.

Method

This research used quantitative methods with a cross-sectional study approach. The research was conducted at a certain time and it was not continuous. The data collection process was carried out by survey, where respondents filled out the MWCS questionnaire that had been adapted into Indonesian.

The characteristics of participants in this study were active employees at the staff, *middle management,* and *top management* levels. The age characteristics of the participants were 18-65 years old. The *sampling* technique used is *non-probability convenience sampling.* The participants of this study were 205 workers in Indonesia (58% women), with adult ages ranging from 20 to 65 years. The participants consisted of active employees at the staff level 157 people (76,6%), middle management 42 people (20,5%), and top management 6 people (2,9%). In terms of the work system, there is a hybrid system (54 workers), Work from Home (11 workers), and Work from Office (139 workers).

The Indonesian version of MWCS was conducted following to International Test Commission for Translation and Adapting Tests (International Test Commission, 2018). First, in preparatory stage, authors asked for permission to Todd Kashdan, who developed the M-Workplace Curiosity Scale, to adapt the instrument to Bahasa Indonesia. The second step is forward-backward translation which is done by three translators with TOEFL scores of at least 600 who are familiar with both the test's content and the target culture. Third step, content validity was tested by conducting an expert review to get objective evaluation of how

representative the item can measure the construct. The results of content validity can be seen from the content validity index (CVI) assessment. The experts evaluated each item based on three aspects which are relevancy, importance, and clarity (Yusoff, 2019). Fourth stage, cognitive interview was conducted to see a four-stage cognitive model on the instrument item which are understanding, recall, judgement, and giving response to all instrument items. A cognitive interview was conducted with one participant who is a staff-level worker as Talent Acquisition, who works with a hybrid system. Fifth stage, data collection was carried out online using WhatsApp, Instagram and Linked-in with non-probability convenience sampling. Participants who met the criteria were asked to fill out informed consent, identity, and fill out a questionnaire for approximately 5-10 minutes.

Table 1.
Blueprint of M-Workplace Curiosity Scale

Dimension	Operational Definition	Indicator	Number of Item
Joyous Exploration *(Journey)*	How happy and enthusiastic workers are in exploring information, exploring the opinions of others, looking for opportunities to improve knowledge and skills, and thinking deeply to finish their work.	1. The worker trying to find a pleasant way of getting his work done. 2. The worker is passionate about exploring different ideas in the work environment. 3. The worker seeks opportunities to add and explore knowledge and skills. 4. The worker enjoys work that requires deep thought.	1, 2, 3, 4
Deprivation sensitivity *(Destination)*	How much will workers be willing to constantly persevere in search of information and answers to solve complex tasks in an effort to reduce uncomfortable feelings.	1. The worker feels restless and difficult to rest if they have not found answers to their work problems. 2. The worker will constantly strive to find and understands information to deal with complex problems. 3. The worker is willing to spend a long time to get answers to work problems to the end. 4. The worker will continue to work on finding ways to solve complex problems.	5, 6, 7, 8
Stress tolerance (Mobilize energy)	How willing the worker is to overcome doubt, confusion, and anxiety in exploring and carrying out new, uncertain, complex, and ambiguous tasks.	1. The worker chooses to persist in completing work tasks even though they cause anxiety. 2. The worker is still willing to continue with a new job even though it causes anxiety. 3. The worker is challenged to do new tasks that are not familiar before. 4. When working on interesting tasks, the worker ignores feelings of anxiety.	9, 10, 11, 12
Openness to people's ideas	How much is the worker's willingness to observe, appreciate, discuss, and share different perspectives from colleagues.	5. The worker needs to see other perspectives that are different from themselves. 6. The worker is able to appreciate different co-workers 7. The worker likes to listen to different ideas from colleagues. 8. The worker does not insist on defending his opinion, he/she will remain open to different opinions.	13, 14, 15, 16

The instrument adapted in this study is, The Multidimensional-Workplace Curiosity Scale (MWCS) from(Kashdan et al., 2020) , which consists of four dimensions, namely *Joyous Exploration, Deprivation Senstivity, Stress Tolerance,* and *Openness to people's ideas.* The instrument consisted of 16 items and use likert scale with five responses, 1) *never*; 2) *rarely*; 3) *sometimes*; 4) *often;* 5) *always.* Blueprint M-Workplace Curiosity Scale in Table 1.

Before the measuring instruments were distributed to respondents, content validity test was carried out with experts. After the instrument is valid based on content, then construct validity and reliability testing was conducted with JASP software. The following is a detailed data analysis explanation.

Experts rated each item on a scale of 1 to 4 (1 = not relevant, 2 = somewhat relevant, 3 = quite relevant, 4 = very relevant). The values 1 and 2 are given a value of 0, while 3 and 4 are given a value of 1. Content validity index in this research was done by calculated I-CVI and S-CVI/Ave. Content validity criteria in Table 2.

Table 2.
Criteria of Content Validity Index

CVI *Indices*	**Definition**	**Formula**	**Criteria**
I-CVI (Item-level Content Validity Index)	Proportion of experts rating.	I-CVI = Approved items / number of experts	I-CVI > 0,78
S-CVI/Ave (Scale-level content validity index based on the average method)	The average of I-CVI	S-CVI/Ave = Sum of I-CVI / number of items	S-CVI/UA > 0,9

Source: (Polit et al., 2007)

This study conducted construct validity test using Confirmatory Factor Analysis to confirm a fit model of the theoritical construct. It used CFA criteria from (Hu & Bentler, 1999) which is often used as an ideal CFA reference for psychological research. The goodness of fit criteria is in table 3. The factor loading value in the CFA test is also indicated the closeness between the indicator (observed variable) and the factor (latent variable). According to Chan et al. (2006) and Harrington (2009), items on each dimension are acceptable with a factor loading value ($\lambda \geq .3$).

Table 3.
The Goodness of Fit Criteria

Fit Index	**Perfect Fit**	**Acceptable Fit**
Chi-Square $\mathcal{X}^2$ / df	$0 \leq X^2/df \leq 2$	$0 \leq X^2/df \leq 5$
CFI	$.95 \leq CFI \leq 1.00$	$.90 \leq CFI \leq .95$
TLI	>.95	<.95
RMSEA	$.00 \leq RMSEA \leq 0.05$	$.05 \leq RMSEA \leq 0.08$
SRMR	$SRMR \leq 0.05$	$SRMR \leq 0.08$

Source: (Hu & Bentler, 1999)

The Indonesian version of MWCS reliability testing using internal consistency with *Cronbach's Alpha.* According to (Hinton & Geffen (2005), there are four categories of reliability, which are low reliability ($\alpha < 0.5$), moderate reliability ($0.5 \leq \alpha < 0.7$), high reliability ($0.7 \leq \alpha < 0.9$), and very high reliability ($\alpha \geq 0.9$). The item Discriminant Index (DI) was performed to identify items that have a high probability to be answered according to the conditions of the subject as workers who have a high *level* of curiosity and low *curiosity* (Crocker & Algina, 2008). The discriminant item is indicated by the item-rest correlation value. Discriminant Index in Table 4.

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Table 4.
Discriminant Index

Magnitude	Discriminant Index Category	Decision
≥ 0.40	Very good item	Can be used
0.30-0.39	Reasonably good	Can be revised
0.20-0.29	Marginal item	Must be revised
≤ 0.19	Poor item	Rejected / improved by revision

Source: Crocker & Algina (2008)

Result

Content Validity

The instrument was reviewed by three experts who work as lecturers, psychologists, and practitioners of Organizational Industrial Psychology. In this study, Content Validity Index (CVI) was done by calculated I-CVI and S-CVI. I-CVI and S-CVI/Ave of the Indonesian version of MWCS show the value from .92 to 1.00. It can be interpreted that all items and scales have excellent validity evidence based on content (Zamanzadeh et al., 2015; Shi et al., 2012). CVI result in Table 5.

Table 5.
CVI Result of Indonesian Version of M-Workplace Curiosity Scale

CVI Classification	Criteria	Score of Relevancy	Score of Important	Score of Clarity
I-CVI	I-CVI > .79	1 (Good content validity)	1 (Good content validity)	.92 (Good content validity)
S-CVI/Ave	S-CVI/Ave > .90	1 (Good content validity)	1 (Good content validity)	.92 (Good content validity)

Construct Validity of Confirmatory Factor Analysis

Confirmatory Factor Analysis with the second-order model was applied to evaluate the instrument constructs. In this study, three models were tested to get the most fit model construct. First, the first model was tested without any modification, the results showed that the SRMR index did not meet the fit value. This case can be solved by deleting items with low factor loading or modifying the index.

Based on these considerations, the index of the model has been modified on items in the same dimensions to avoid theoretical changes in the second model. In the second model, modification indices were performed by covariate item residues on OPI13 with OPI14, OPI14 with OPI15, DS7 with DS8, DS5 with DS7, and DS5 with DS8. The results show that the second model better meets the fit index parameter. In addition, in this model, there is one item that has a factor loading value (λ<.3), which is DS5 (λ=.203). This does not fit the standard factor loading value of λ >.3 (Chan et al., 2006; Harrington, 2009). This is reinforced by the value of the Discrimination Index on DS5 that tend to be small (DI=.192).

Based on these considerations, a third model was tested by eliminating one item (DS5) to get a more fit model. In the third test, item modifications were conducted on DS 7 with DS 8, OPO13 with OPI14, OPI14 with OPI15, and JE2 with JE3. Results showed the third model had better *goodness of fit* parameters (CFI=.964; TLI=.951; RMSEA=.047; SRMR=.057). Parameter fit index result can be seen in Table 6.

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Table 6.
Parameter Fit Index Result

Goodness of Fit	Criteria	Model 1	Model 2	Model 3
X^2/df	$0 \leq X^2/df \leq 2$ (Perfect Fit)	1.932	1.491	1.477
	$0 \leq X^2/df \leq 5$ (Perfect Fit)	(Perfect Fit)	(Perfect Fit)	(Perfect Fit)
CFI	. 95 ≤ CFI ≤ 1.00 (Perfect Fit)	.913	.956	.964
	.90 ≤ CFI ≤ .95 (Acceptable Fit)	(Acceptable Fit)	(Perfect Fit)	(Perfect Fit)
TLI	>.95 (Perfect Fit)	.896	.945	.951
	<.95(Acceptable Fit)	(Acceptable Fit)	(Acceptable Fit)	(Perfect Fit)
RMSEA	.00 ≤ RMSEA ≤ 0.05 (Perfect Fit)	.067	.049	.047
	.05 ≤ RMSEA ≤ 0.08 (Acceptable Fit)	(Acceptable Fit)	(Perfect Fit)	(Perfect Fit)
SRMR	SRMR ≤ 0.05 (Perfect Fit)	.089	.061	.057
	SRMR ≤ 0.08 (Acceptable Fit)	(Not Fit)	(Acceptable Fit)	(Acceptable Fit)

Based on the factor loading value, test model 2 showed that DS5 does not meet the factor *loading* criteria (λ = .203 < .3), so the item should be eliminated in order to get more fit value in third model (Chan et al., 2006; Harrington, 2009). Overall, the Indonesian Version of MWCS items have an acceptable *loading factor*, it can be interpreted the items can reflect the construct being measured. Factor loading result in Table 7.

Table 7.
Factor Loading Estimation

Factor	Indicator	*Standardized Estimation* (Model 2)	*Standardized Estimation (Model 3)*	*Category*
Joyous Exploration	JE1	.326	.305	Acceptable
	JE2	.683	.609	Acceptable
	JE3	.609	.643	Acceptable
	JE4	.565	.485	Acceptable
Deprivation Sensitivity	DS5	.203	-	-
	DS6	.789	.805	Acceptable
	DS7	.494	.485	Acceptable
	DS8	.390	.385	Acceptable
Stress Tolerance	ST9	.611	.613	Acceptable
	ST10	.772	.767	Acceptable
	ST11	.619	.621	Acceptable
	ST12	.710	.713	Acceptable
Openness to People's Ideas	OPI13	.575	.577	Acceptable
	OPI14	.656	.655	Acceptable
	OPI15	.841	.841	Acceptable
	OPI16	.908	.908	Acceptable

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The visualization of CFA of Indonesian Version of M-Workplace Curiosity in figure 1, figure 2, and figure 3.

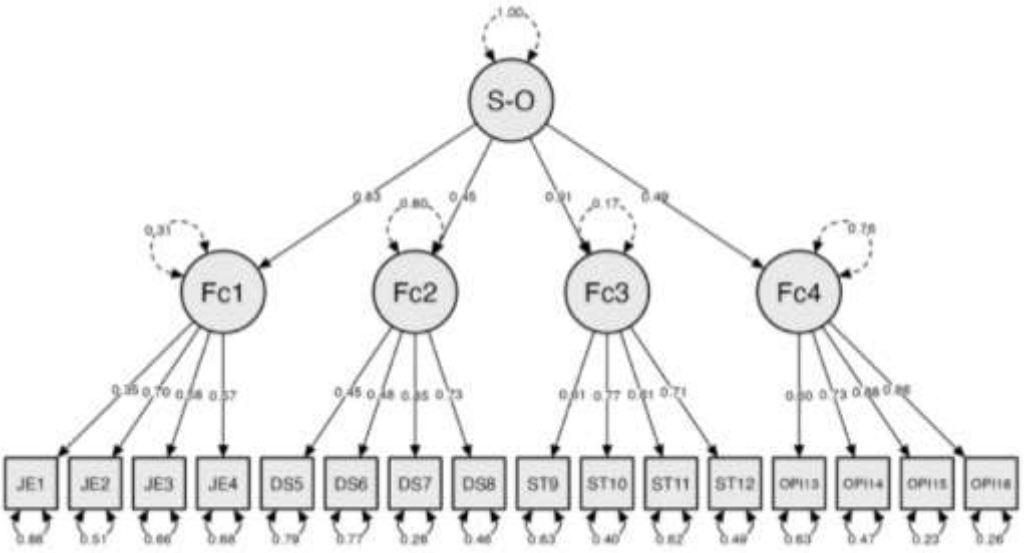

Figure 1. First Model of the M-Workplace Curiosity Scale without Any Modification

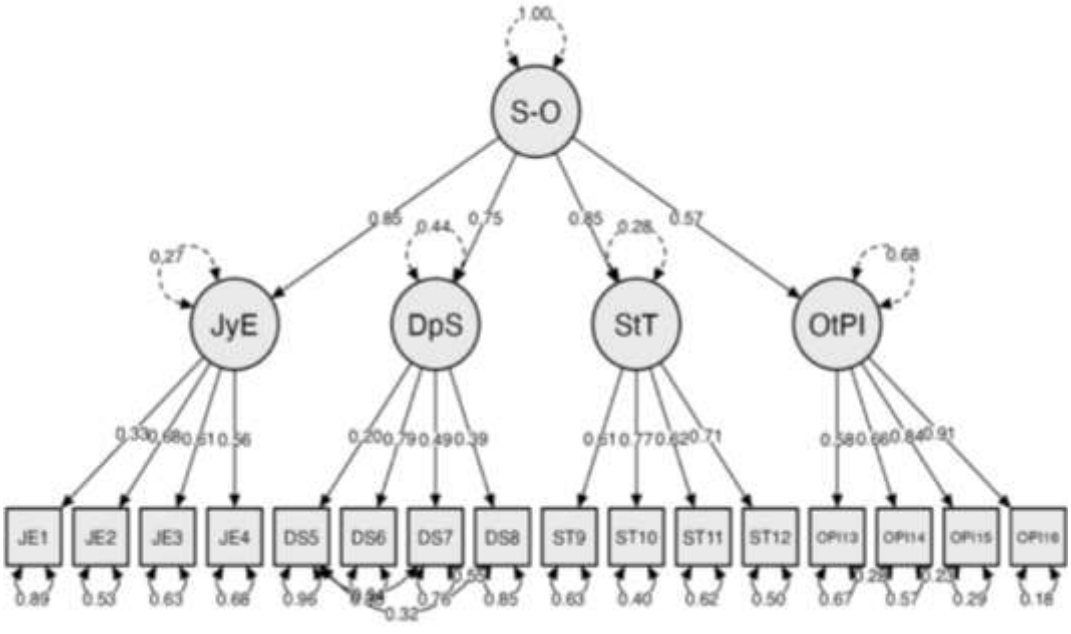

Figure 2. Second Model of the M-Workplace Curiosity Scale After Performed Some Modifications to Several Items in One Dimension that Correlate with Each Other

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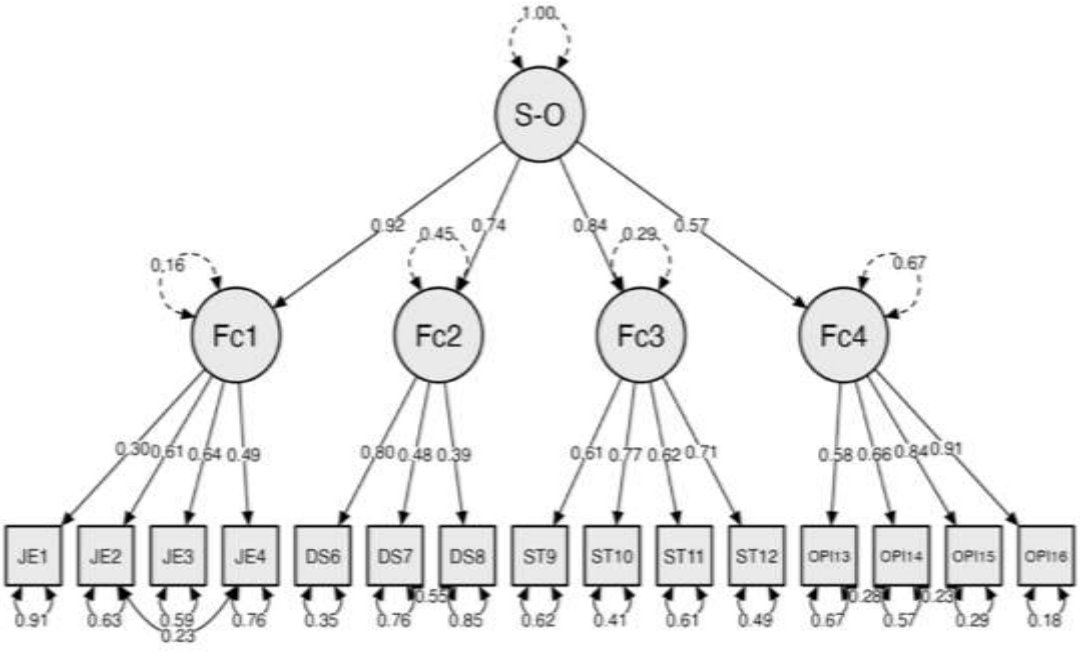

Figure 3. Third Model of the M-Workplace Curiosity Scale after Modifications and Eliminated Item 5

Reliability Analysis

Overall, the Indonesian version of MWCS shows reliability in the high category of α=.824. Each dimension showed the reliability value of the medium to the high category which ranges from .610-.853. In addition, after conducting validity tests through CFA, there was one item that had a low loading factor, which is DS 5 (λ =.203 <.3). Therefore, Reliability testing was conducted two times, which the first reliability analysis was tested the original version (Total: 16 items) and the second reliability analysis was tested by eliminating DS 5 (Total: 15 items) to meet the fit criteria. The results show that the reliability value increases to α=.834. Reliability result in Table 8.

Tabel 8.
Reliability test of the Indonesian version of the M-Workplace Curiosity Scale

Dimension	First Test	Second Test	Interpretation
	α Cronbach	***α Cronbach***	
Joyous Exploration	.610	.610	Medium
Deprivation Sensitivity	.710	.710	High
Stress Tolerance	.768	.768	High
Openness to People's Ideas	.853	.853	High
Total	.824	.834	High

Indonesian version of MWCS items have a discrimination index (DI) ranged from .192 to .568, which is marginal to very good. Item 5 have a low discrimination index (DI=.192 <.3), so this item was eliminated from the model. Discriminant Index result in Table 9.

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Tabel 9.
Discriminant Index of M-Workplace Curiosity Scale

Dimension	Item	*Item-rest Correlation*		Category
		1st Reliability Analysis	***2nd Realibility Analysis***	
Joyous	1	.256	.234	Marginal
Exploration	2	.494	.508	Very good
	3	.498	.517	Very good
	4	.424	.432	Very good
Deprivation	5	.192	-	Marginal
Sensitivity	6	.568	.561	Very good
	7	.468	.420	Very good
	8	.375	.329	Reasonably good
Stress	9	.501	.516	Very good
Tolerance	10	.546	.580	Very good
	11	.496	.511	Very good
	12	.539	.550	Very good
Openness to	13	.390	.416	Reasonably good
People's	14	.343	.373	Reasonably good
Ideas	15	.484	.502	Very good
	16	.530	.542	Very good

Discussion

This study has confirmed that the M-Workplace Curiosity Scale model is very suitable for Indonesian workers, this can be seen from the Goodness of Fit results which reach the acceptable fit to perfect fit category based on the cut-off value from Hu & Bentler (1999). This model has been tested through three models to get a better fit value. The instrument also shows high reliability, it means that Indonesian version of MWCS can consistently measure the extent to which workers are motivated to seek new information and experiences, willing to cope with stressful situations, consider different perspectives, and direct their attention and energy to explore their work

Overall, this study shows that the Indonesian version of the MWCS has a model fit and suitable for workers in Indonesia. Except, the Chi-Square value from the analysis does not reach the cut-off value. However, many experts argue that the Chi-Square value is highly influenced and sensitive to the sample size (Umar & Nisa, 2020). The larger the sample, the more possibilities to reach a significant value. However, in estimating CFA, a correlation matrix is needed not the individual data. Based on this, to measure the model, it can use model fit indices that are not influenced by sample size including CFI, TLI, RMSEA, SRMR (Hu & Bentler, 1999).

The good fit value of the Indonesian version of the MWCS model is almost the same as previous research from Kashdan et al. (2020). This can be explained that the characteristics of the sample used are in line with previous research, which consists of three different levels of work and different levels of education. According to International Test Commission (ITC), 2018, in translating instruments into other languages, it is necessary to adjust the sample characteristics with previous research in order to confirm the theoretical constructs used in the target sample.

The Indonesian version of MWCS which has a good fit value can also be explained by the dominance of the research sample, which is workers in early adulthood. Based on previous research, early adults tend to have greater curiosity than late adults (Sakaki et al., 2018). Individuals in this age range tend to have a willingness to explore about themselves, seek new information, and have high interpersonal curiosity. So that the Indonesian version of the MWCS can represent what is thought, felt, and curiosity behavior in workers.

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Not only confirmed in terms of construct validity, but this research was also confirmed in terms of content. This study conducted a content validity test that has not been done in previous studies. This instrument shows good Content Validity Index (CVI), which means that the items on this instrument have been found to be relevant, important, and clear to measure the level of workplace curiosity in Indonesian workers (Yusoff, 2019).

Furthermore, the difference with previouss research is that this study did not include one item (item 5) into the model. Item 5 is *"When I am given a complicated problem at work, I cannot rest until I find the answer"*. This item has a small distribution for measuring workplace curiosity and less ability to distinguish one individual's score from another. The lack of suitability of this item for Indonesian workers can be explained by culture. Indonesian people tend to have quite strong spiritual culture that becomes a principle in daily life, one of which is about tawakkal and ikhlas (Anggadwita et al., 2017; Sudarsih, 2019). Tawakkal is surrendering to God after giving their best effort. This means that if they find difficulties, Indonesian workers will keep trying, but after that they will surrender and still pay attention to their rest time.

Overall, all dimensions measure workplace curiosity well. Specifically, the dimension that has the largest contribution is Joyous Exploration, this is in line with previous research that workers who have Joyous Exploration tend to have a great sense of curiosity which is shown by feeling enthusiastic and excited about doing tasks (Kashdan et al., 2020). The pleasant feeling of seeking information encourages workers to get creative ideas (Celik et al., 2016; Harrison et al., 2011). Next, the second dimension that shows the largest contribution is Stress Tolerance. According to Kashdan et al. (2020), someone who has stress tolerance in a potential workplace tends to be better able to cope with stress and tension in the face of new, volatile, uncertain, complex, and ambiguous information, tasks, and situations. The ability to manage this pressure is influenced by workers' curiosity in solving problems (Kashdan et al., 2020).

The contribution of the third dimension is Deprivation Sensitivity. Employees who score high on Deprivation Sensitivity are motivated to explore unsolved problems or puzzles (Kashdan et al., 2020). High scores on Deprivation Sensitivity seek to reduce uncertainty and increase required competencies (Litman, 2004). The contribution of the fourth dimension is Openness to People's Idea, It can be explained that individuals who have high curiosity capital will easily accept and use ideas from other people or co-workers.

Conclusion

This study aims to adapt the M-Workplace Curiosity Scale into Bahasa Indonesia. The results showed that the Indonesian version of the MWCS has good psychometric properties. The Indonesian version of the MWCS shows good validity values in terms of content and construct, furthermore this instrument shows a good model fit. The MWCS shows high reliability values so that it can consistently measure workplace curiosity in different participants, in this case workers in Indonesia. The instrument can also differentiate between participants with high and low workplace curiosity, which refers to how willing they are to explore new ideas and experiences, look for solutions to problems at work, and be open to different viewpoints.

According to this study, it is possible to determine which dimensions need to improve. So that these results can be proposed intervention designs that can stimulate workers to improve their curiosity. Furthermore, it could be used as an initial foundation for intervention design that can stimulate workers to be more curious, creative, courageous, and adaptive. Furthermore, suggestions for further research are to do external validity by correlating with other measuring instruments, which was not conducted in this study.

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