

# Psychology Research on Education and Social Sciences



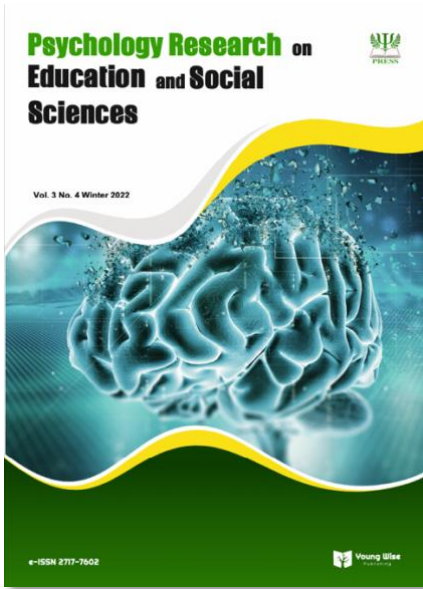
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## Research Article

# The relationship between attitudes and the use of instagram for political participation among college students

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### Abstract

This study aimed to determine the relationship between students' attitudes toward Instagram using for political participation and the use of Instagram for political participation. This study used a quantitative method with correlational descriptive research. Data collection employed student's attitudes towards Instagram usage for political participation scale and Instagram usage for political participation scale. The calculation of the product moment analysis technique from Pearson gained in the correlation coefficient ( $r_{xy}$ ) = .506;  $p = .000^{**}$  ( $p < .001$ ). These results indicated there was a significant positive relationship between attitudes toward Instagram usage and Instagram usage for political participation among students. Descriptive analysis results showed 73 students had positive attitudes and 65 students had negative attitudes toward Instagram usage for political participation, as many as 66 students had a high level and 72 students were low level of Instagram usage for political participation. Implication this research was use of instagram for political participation will be profitable, useful, fun, inexpensive, and provide adequate insight into political participation among college students.

### To cite this article

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## Introduction

In the developed era of technology, people cannot be silent without interacting with digital technology. Daily activities carried out have a tendency to use technology, ranging from internet-based educational activities, buying and selling online, and communication not only face to face but also with various online applications including in carrying out government and political mechanisms.

One of the information communication technologies that are increasingly being used today is Instagram social media. According to the Indonesia Millennial Report (Utomo et al, 2019), Indonesia is referred to as the global social media capital. On average, Indonesians as active users of social media spend at least three hours a day accessing social media. The activity patterns of Indonesian teenage Instagram users use the like, comment, and follow features more (Hafidz et al, 2017). However, in fact, the increasingly open political environment is not able to increase the political participation of the younger generation. The intensity of millennial behavior following political news is quite low, only 23.4% of Indonesian millennials follow news or issues about politics (Utomo et al, 2019). For young people, politics is

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often considered too formal, even many of them refuse to talk about politics. Whereas social media has increased flexibility in discussing politics and public issues through connections anywhere and anytime.

Himelboim (2012) suggests that interest in interpersonal interactions about political issues and consuming content about political issues increases understanding and can predict behavior towards online political activities. The more politically open, the individual will show the higher the multi-directional use of online media. The reason, according to Wasesa (2013), the presence of new digital-based media makes political information not only more massive but also distributed quickly and interactively. Social media in the context of political participation is understood as a tool. Online political participation activities that are usually carried out are giving likes (likes) for political information and news that are shared from other friends or friends' comments on news and information sharing, then forwarding the news or information to friends. others or leave a private comment (Perangin-angin & Zainal, 2018).

The importance of role of social media has grown over time to become an important platform for political discourse and provide access to social networking sites for information and political engagement. Various studies indicate that public opinion is affected by the use of social media. In fact, its influence is not limited to mere opinion, but sometimes also involves political participation. The relationship between the use of social media and political participation has been explored and discussed by various studies. Based on the literature study conducted by researchers regarding the use of social media in political participation or online political participation including: (1) Research conducted by Ahmad et al (2019); Juditha & Darmawan (2018); Feezell et al (2016), each of them has researched about political participation on the internet, however, they have not discussed the attitude of internet users towards information systems as one of the factors that influence the use of information technology. So this study aims to determine the use of information technology in this case is Instagram as a medium for student political participation and its relationship with attitudes towards these activities. This issue is important to know because students who are also included in the millennial generation category are considered to have a high intellectual level and critical thinking, so students are required to have a big role and contribution, especially in political participation. In addition, according to developmental tasks, students are at an age stage that is ready to take responsibility as citizens, including being active in political participation.

### **Problem of Study**

The purpose of this research is to examine the relationship between attitudes and the use of social media Instagram for political participation in students. The main problem of this research is how the relationship between attitudes and the use of social media Instagram for political participation in students?

## **Methods**

### **Research Model**

This study used a descriptive correlational analysis design that examines whether there is a relationship between the attitudes and the use of social media Instagram for political participation in students.

### **Participant**

The population in this study were students of class 2015 at the State University of Malang who actively used an Instagram account marked by having a minimum of 200 followers. The sample of this study is 138 students consisting of 29 students from the Faculty of Economics, 28 students from the Faculty of Engineering, 16 students from the Faculty of Letters, 15 students from the Faculty of Mathematics and Natural Science, 14 students from the Faculty of Education, 13 students from Faculty of Social Science, 12 students from Faculty of Sport Science, and 11 students from Faculty of Educational Psychology.

### **Data Collection Tools**

The data of this research were collected by an online Likert scale. The participants are asked to state the suitability or discrepancy with the contents of the statements.

### The Attitude Scale towards The Use of Instagram for Political Participation

This scale was compiled based on the development of the components of an attitude from Ajzen's perspective (1991). This scale consists of two aspects: beliefs and evaluations. The loading factor of beliefs aspect is 0.473 - 0.845 and reliability  $\alpha = 0.870$  and the factor loading of evaluations aspect is 0.572 - 0.847 with reliability  $\alpha = 0.881$ . This scale consists of 40 statements with favorable and unfavorable items in four categories of answers, namely, "very inappropriate" (STS), "not appropriate" (TS), "very appropriate" (SS), "appropriate" (S).

### The Use of Instagram for Political Participation Scale

This scale is compiled based on two aspects of the actual use of a technology proposed by Davis et al (1989), the frequency and the duration of use. The loading factor of frequency aspect is 0.568 - 0.919 and reliability  $\alpha = 0.839$  and the factor loading of duration aspect 0.576 - 0.859 with reliability  $\alpha = 0.960$ . The concept of political participation is limited to the component of political participation which is taken from Milbrath's opinion (in Long, 1981), including 1) submitting suggestions/suggestions on public policy 2) submitting criticism to straighten state policies 3) participating in discussions about general elections. The form of measurement is in the form of measuring the frequency and duration of time when posting, liking (like), reposting, making comments, and following individual accounts or information accounts relating to political participation on Instagram accounts. This scale consists of 36 statements arranged in favorable and unfavorable items with 5 answer choices; "almost never" (HTP), "very rarely" (SJ), "sometimes" (KD), "very often" (SS), and "almost always" (HSL).

### Data Analysis

The data obtained were analyzed using correlational analysis. Before performing correlational analysis, the data will go through normality and linearity tests, it was found that the significant value was 0.198 (for the attitude variable) and 0.080 (for the use variable), with a significant level of  $p > 0.05$ , so it can be said that the data had a normal distribution. Based on the results of the linearity test, it was found relationship between attitude and use variables,  $p$ -value of  $0.200 > 0.05$  so that it can be concluded that the data is linear and feasible to test correlation parametric statistics.

## Results

The results of this study indicate that based on table 1, it can be seen that the results of descriptive statistical calculations obtained on the attitude scale towards the use of Instagram for political participation in students there are 40 statement items with a range of 1 to 4, the lowest score is 57 and the highest score is 125, with an average score of 57. mean 94.93 and standard deviation 13,327. On the scale of using Instagram for political participation, there are 36 items with a range of values from 1 to 5. The results obtained are the lowest score is 66 and the highest score is 142, with an average of 103.10 and a standard deviation of 9.955 (Table 1).

**Table 1.** Descriptive statistics calculation results

Variable	N	Minimum	Maximum	Mean	Std. Deviation
Attitude	138	57	125	94,93	13.327
Use	138	66	142	103,10	9.955

The results of the instrument show that both variables have a normal distribution, so how to categorize them into two categories refers to the mean (average). Categorization of attitudes on the subject by categorizing high-low scores obtained scores of positive attitudes as many as 73 subjects and having negative attitudes as many as 65 subjects. So that it can be concluded that the subject has a positive attitude of 52.90% and a negative attitude of 47.10% (Table 2). Based on the research, it was found that most of the 2015 undergraduate students at the State University of Malang had an attitude towards the use of Instagram for political participation with a high category or in the sense of having a positive attitude. While the rest have an attitude with a low category which means they have a negative attitude towards the use of Instagram for political participation. The difference between subjects categorized as having positive and negative attitudes is not too far away, only having a difference in the number of eight subjects or 5.8% only.

**Table 2.** Subject category based on total attitude scale score on using instagram for political participation

Guidelines	Score	Category	Frequency	Percentage
$X \geq \text{Mean}$	$X \geq 94.93$	Tall	73	52.90 %
$X < \text{Mean}$	$X < 94.93$	Low	65	47.10 %
	Amount		138	100%

Attitude is the result of consideration of the beliefs and expectations of each individual towards the behavior. Predominant beliefs about the outcomes of a behavior and their evaluation of these outcomes shape attitudes toward behavior. Individuals who believe that a behavior can produce positive outcomes will have a positive attitude and vice versa. Attitude is a positive belief in the consequences of the behavior.

The essence of attitude is an evaluation of the action and the consequences of the action whether it is felt to be quite valuable, important, pleasant, comfortable, safe or otherwise the behavior is a futile act, a waste of time and energy, troublesome, or even risky. Cognitive balance theory from Heider (in Benesh-Weiner, 1990), which states that attitudes maintain a balanced relationship between a person and one or two attitude objects. If someone is favorable then the attitude towards behavior is good, like or positive. Conversely, if someone is unfavorable, then the attitude towards the behavior is bad, disliked or negative. Although the process of forming attitudes can occur in a balanced way or not.

The attitude referred to in this study is attitude toward using where the use of Instagram social media accounts as an information technology product is currently in accordance with the technology acceptance model. As the initial opinion of Davis and Warshaw (1992) stated that the user's attitude towards a system is the main determinant or the most influential factor in the use of information technology, whether users will actually use or reject the system.

**Table 3.** Subject categories based on total scores on the use of instagram for political participation

Guidelines	Score	Category	Frequency	Percentage
$X \geq \text{Mean}$	$X \geq 103.10$	Tall	66	47.83 %
$X < \text{Mean}$	$X < 103.10$	Low	72	52.17 %
	Total		138	100 %

The indicator of political participation in this study focuses on the form of subject participation in the 2019 general election. This is reflected in 40% of the statements provided on the research instrument, both the student attitude scale and the Instagram usage scale. As represented through attitude scale statements including: "I'm tired of following the conversations of my friends' Instagram accounts about the general election" approved by as many as 90 subjects. "I don't like to talk about elections using my Instagram account" agreed by 68 subjects who expressed negative views on the discussion of elections. The statement, "In my opinion, Instagram is a medium that quickly gets the attention of policy makers when people make suggestions", approved by 123 subjects. The statement "Using Instagram to criticize policies to emphasize the content of the message to be conveyed" was approved by 106 subjects. The statement "I think that submitting criticism through Instagram speeds up action on what is being criticized" was agreed by 103 subjects who expressed positive views regarding the activity of submitting suggestions or criticisms regarding certain policies.

### Discussion and Conclusion

Categorizing the use of Instagram on subjects by categorizing high-low scores, it was found that subjects with high usage scores were 66 subjects and 72 subjects had low usage. So it can be concluded that 47.83% of subjects are categorized as high in the use of Instagram for political participation and 52.17% of subjects have a low category in the use of Instagram for political participation (Table 3.).

Furthermore, the results of research conducted on research subjects found that most of the 2015 undergraduate students at the State University of Malang had a low level of use of Instagram for political participation. While the rest have a high level of use of Instagram for political participation. However, the difference between subjects categorized as having high and low usage is not too far away, only having a difference in the number of 6 subjects or equivalent to 4.34%.



This is obtained based on the results of measurements using the scale of use of information technology developed according to Rigopoulos & Askounis (2007), that actual system usage is conceptualized in the form of measuring the frequency and duration of technology use, in other words, the measurement of actual use is measured as the number of the time spent interacting with technology and the frequency with which it is used.

In addition to descriptive statistical calculations obtained through research instruments, logically by looking at the number of Instagram followers belonging to research subjects, only 6 (3.6%) subjects have followers over 2000, only 54 (29.9%) subjects have followers above 1000, the rest are mostly below 1000, i.e. 78 (43.1%) subjects have followers above 500, and 40 (22.1%) other subjects only have followers above 200, so it is reasonable if most of the subjects have a low category in using Instagram for political participation because the influence that the account has is not too big on the purpose of the activity.

Based on the research findings, most of the research subjects, namely 78 (43.1%) subjects in terms of duration of accessing Instagram in a day are categorized as medium users (accessing 1-3 hours a day) when referring to the category of internet consumption according to Utomo et al (2019), while there are 48 (26.5%) subjects were categorized as heavy users (4-6 hours a day), 32 (17.7%) other subjects were categorized as light users (<1 hour a day) and 23 subjects (12.7%) met the category addicted user (> 7 hours a day).

When viewed from the duration of some of the research subjects above, most of the subjects are in the medium user category, which means that most research subjects access Instagram 1-3 hours a day should lead to the possibility of using Instagram for greater political participation. However, on the other hand, the research findings also found that the frequency of updating Instagram stories (snapgrams) in a day was categorized as low, as many as 134 subjects (74%) only updated Instagram stories (snapgrams) in a day, 43 other subjects. (23%) update stories (snapgrams) 2-5 times a day, only 2 subjects (1.1%) update their Instagram stories (snapgrams) 6-8 times a day and only 2 subjects (1.1%) updated stories up to 8 times. In fact, to measure the use of Instagram for political participation in this study, user activities can be measured by activities like, share and comment, so that the high use of Instagram accompanied by low updating of their Instagram stories (snapgrams) allows research subjects to use Instagram for activities other than political participation, or just use Instagram to follow political news or information from political figures without using their accounts to like, share and comment on political information obtained.

The results of the product moment correlation test from Pearson to determine the relationship between attitudes and the use of Instagram for political participation in students obtained a correlation coefficient ( $r_{xy}$ ) = 0.506 with  $p$  value = 0.000\*\* ( $p < 0.0005$ ). Then the hypothesis is accepted, or proven to be very significant. This means that there is a very significant positive relationship between attitudes towards the use of Instagram for political participation and the use of Instagram for political participation in students. The higher the positive attitude towards the use of Instagram for political participation, the higher the use of Instagram for political participation in students. Vice versa, if the lower the positive attitude towards the use of Instagram for political participation, the lower the level of use of Instagram for political participation in students. Based on the results obtained, it shows that attitudes towards the use of Instagram for political participation are predictors of the use of Instagram for political participation in 2015 students at the State University of Malang.

This finding supports the technology of acceptance model (TAM) which illustrates that before attitudes toward using technology form actual system use, the attitudes of technology users are also influenced by perceived ease of use, and perceived ease of use. perceived usefulness (Davis, 1989). In line with the theory put forward by Ajzen (1991) regarding the attitude component, namely evaluation and belief, it means that if students have a positive meaning for the usefulness of Instagram (perceived usefulness) for political participation, then positive beliefs about this behavior will significantly have the potential to shape behavior using social media. Instagram as a vehicle for political participation.

In this study, the use of Instagram for political participation can basically be categorized in general political participation, but uses tools or methods that are integrated with the rapid development of today's communication

technology in the form of social media. The form of political participation according to Chilcote (2018) is seen in terms of activities which are active participation, namely this form of participation is oriented to the input and output aspects of a political system. For example, the activities of citizens submit proposals on a general policy, propose alternative public policies that are different from government policies, submit criticisms and suggestions for improvement to straighten policies, pay taxes, and participate in the election of government leaders. In line with the description in this study, which was also taken from Milbrath's opinion (in Long, 1981), the researcher determined that the components of political participation were manifested in action indicators, including discussing suggestions for public policies, criticism of general policies and the 2019 general election discussions. In the context of the subject of this research, political participation is realized through Instagram social media.

There is a gap between high positive attitudes and low usage, it is possible because the object of attitude and the elaboration of the limits of political participation indicators determined in this study. That is only limited to shares, likes and comments on activities related to policy input, criticism of policies and 2019 general election discussions. Because there is a possibility that the subject may carry out other activities related to political participation but outside the categories that have been set in this study. Therefore, it is important to consider for further researchers who are expected to be able to expand research variables with other factors besides attitudes, expand the range of subjects. And not limiting the form of political participation on Instagram by only responding in the form of likes; share; comments from other user account feeds, but adds an indicator of political participation consisting of postings on the subject's own personal account feed in the form of suggestions on public policies, criticism of state policies and conversations about elections.

### **Conclusion**

From the model formulated in this study, it is summarized that the attitude variable towards the use of Instagram for political participation has a high positive relationship with the use of Instagram for student political participation. This means that if the positive attitude towards the use of Instagram for political participation is higher, then the level of use of Instagram for political participation will be high. Conversely, if the positive attitude towards the use of Instagram for political participation is lower, the level of use of Instagram for political participation will be lower. Positive and negative attitudes are based on consideration of the beliefs and expectations of each student towards the use of Instagram as a medium for political participation. Students who believe that the use of Instagram as a medium for political participation can produce positive outcomes, students will have a positive attitude and vice versa. Likewise, the evaluation of the use of Instagram as a medium of political participation and the consequences of using Instagram as a medium of political participation, whether it is felt to be quite valuable, important, fun, comfortable, safe or otherwise using Instagram as a medium of political participation is a futile act, a waste of time and energy, a hassle. or even risk.

### **Recommendation**

Strengthening positive attitudes in students is very necessary, through efforts to increase confidence that the use of social media, especially Instagram for political participation, is profitable, useful, fun, inexpensive, as well as providing adequate insight into political participation.

Students can increase the form of political participation on their Instagram social media by first strengthening positive attitudes towards the use of social media for political participation. One of them is to strengthen positive beliefs about the use of social media for political participation and to provide a positive evaluation picture of him if he does these activities. If there are still students who have negative attitudes towards the use of Instagram or other social media for political participation, they can further increase their knowledge and understanding of the importance of these activities. Through discussions with fellow students about the positive impacts and benefits of participating in politics, as well as the negative impacts or disadvantages of not participating in politics through social media.

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## Research Article

# Analysis of the Rasch model on the development of quarter life crisis measurements

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### Abstract

A quarter life crisis is a condition in which individuals experience an identity crisis due to their inability to face the transition from adolescence to adulthood. The quarter life crisis phase causes negative feelings in the form of anxiety, failure, helplessness, fear, and even depression. Quarter-life crises in individuals can be identified through psychological measurements. However, the currently available quarter life crisis measurement tool cannot provide maximum results. This is because most of the psychological measuring tools were developed with classical test theory. The Rasch model is here to overcome the shortcomings of classical theory tests. The main objective of this research is to develop a quarter life crisis measurement tool using the Rasch model. The sampling technique used in this research is accidental sampling. In this study, the subjects involved were early adults aged 18-25 years, totaling 507 participants. Data analysis in this study used the Rasch model with the Winsteps program. Based on the results of the analysis, 29 items fit the model of 35 items. The resulting Cronbach alpha is 0.89 with an item reliability coefficient of 0.99 and a person coefficient of 0.87. Overall, it can be concluded that the measuring instrument for the quarter life crisis is valid and has good psychometric properties so that it can be used to measure the quarter life crisis in individuals.

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## Introduction

Early adulthood is a developmental period that starts from the age of 20s to 30s. At this time, individuals are expected to achieve independence in personality, career development, choosing a partner, and getting married (Santrock, 2012). Based on Badan Pusat Statistik Indonesia (BPS) census in 2020, around 44 million Indonesian population are in their early adult development stage, ranging from the age of 20-29 years old (Badan Pusat Statistik, 2021). This condition generates a demographic bonus that is highly related to the productive age (Goma et al., 2021). One of the requirements to be productive is that young adult individuals must have the ability to carry out their developmental tasks, either in social relations, community or work.

In its practice, the developmental tasks of early adulthood are not easy for all individuals to undertake. This is because adulthood is a transition period faced by young people in terms of career choices, finances, relationships, and life paths.

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During the transition period, various instability occurs and is marked by the emergence of negative feelings, such as fear of failure, anxiety, isolation, and feelings of helplessness. Negative emotions that arise, if not handled properly, can cause an emotional crisis called the quarter life crisis (Atwood & Scholtz, 2008; Duara et al., 2021)

Robbins and Wilner (2001) define the quarter life crisis as an identity crisis experienced by individuals during the transition from adolescence to adulthood. Quarter life crisis is caused by career problems, relationships, happiness level, intolerance to uncertainty, financial responsibility, lack of purpose in life, feeling trapped, and lack of support (Duara et al., 2021; Yeler et al., 2021). There are seven aspects that individuals experience when they are in the quarter life crisis phase, namely: indecisive in making decisions; feeling hopeless; negative self-assessment; stuck in a difficult situation; feeling anxious; feeling depressed and worried about interpersonal relationships with others.

Robinson (2018) mentions that the most common features of a quarter life crisis are breakups, debts, and conflicts with parents. A quarter life crisis can also be caused by feelings of being trapped in an unsatisfactory job, unemployment, and job pressure. According to Somad (2021) around 16% of Indonesia's population has the potential to experience a quarter life crisis. This condition is reinforced by the findings of previous research conducted by Riyanto and Arini (2021) which found that around 86% of UNIKA MusiCharitas students experienced a quarter life crisis due to anxiety related to difficulties in finding suitable jobs and feelings of being stuck with work due to financial needs.

One of the ways to know the quarter life crisis is by taking psychological measurements on individuals aged 18-25 years. The measurement of the quarter life crisis, among others, was developed by Hassler (2009) under the name Quarter life crisis Diagnosis Quiz which consists of 25 items. Then Piggolio (2015) developed the Quarterlife Crisis Scale (QLCS) in the Philippines which consists of 41 items with a reliability coefficient of 0.800. Furthermore, in 2019 Petrov developed the Crisis Screening Questioner-9 (CSQ-9) measuring instrument consisting of 9 items (Yeler et al., 2021). Based on the classical test theory, Agustin (2012) has developed a measuring instrument for the quarter life crisis in Indonesia, which consists of 25 items by adapting Hassler's (2009) items. The alpha reliability coefficient resulting from the adaptation of the quarter life crisis measurement tool is 0.924.

Measurements in the psychological field are mostly developed using classical test theory (Embretson & Reise, 2000; Smith, 2003). Even though the score appears in the classical test theory measurement, it still contains a pure score and a measurement error of  $x = t + e$ . This deficiency in classical test theory is seen in the estimation of item difficulty and a person's ability depending on the number of samples, in other words, the p-value depends on the number of samples (Debelak et al., 2022). The classical test theory does not explain items that do not fit so it causes problems in the estimated reliability produced (Smith, 2003). Not only that, the measurement with classical test theory ignores the standard error of measurement (SEM) on the raw score (Bond et al., 2022). The shortcomings contained in the classical theory test ultimately cause problems in the measurement results, especially in individual psychological measurements. To overcome these shortcomings, Georg Rasch, a Danish mathematician, developed a measurement using the Rasch model (Landfeldt et al., 2021; Smith, 2003)

The Rasch model provides a more flexible and effective way to check the psychometric quality of the measuring instruments used (Khine, 2020). The Rasch model can overcome problems that classical theory tests cannot, such as sample dependence and missing input data (Kreijns et al., 2020). Another advantage of the Rasch model is item analysis, score interpretation, and reliability estimation. This is because, in the Rasch model, calibration is carried out in three ways, the measurement scale, respondents, and items so that the resulting data is more accurate (Debelak et al., 2022; Landfeldt et al., 2021; Smith, 2003). The Rasch model analysis tests how well the items in the measuring instrument measure the assumed unidimensionality latent variables. Rasch model analysis also tests whether the items fit the model by assessing whether the response patterns observed in the data match the theoretical patterns expected by the model (Tian et al., 2020). Bond and Fox (2007) stated that the use of the Rasch model in instrument validation will produce more holistic information about the instrument and better meet the definition of measurement

In psychological measurement, the Rasch model sets two conditions. First, the measuring instrument must be close to unidimensionality, in this case, a large part of the item must be able to measure the measuring construct. Second, the

measuring instrument must show local independence, which means that a respondent's answer to an item should not be influenced by other items (Smith, 2003). The most important difference between the Rasch model and the classical test theory is that the assumptions of the Rasch model can be tested empirically and all items in the Rasch model have the same discrimination assumptions (Debelak et al., 2022). The Rasch measurement model meets the strict criteria of fundamental measurement (Landfeldt et al., 2021). To date, the Rasch model is the only measurement model that has the desired scaling properties of linear interval measurements (Tian et al., 2020)

The main objective of this research is to develop a measuring tool for quarter life crisis using the Rasch model. After conducting review on literature and previous research, researcher found that until now, no quarter life crisis measurement tools were developed using the Rasch model. The result of this research is a valid and quality measuring instrument to obtain objective, accurate and accurate measurement information regarding the quarter life crisis variable.

### **Problem of Study**

The problem raised in this study is whether the development of a quarter life crisis measuring instrument using the Rasch model analysis can produce a valid and quality measuring instrument?

## **Method**

### **Research Model**

The research method used is a quantitative method with the type of research measuring instrument development.

### **Participants**

In this study, the population determined were students of Universitas Islam Negeri Raden Intan Lampung, Indonesia. By using the accidental sampling technique, 507 participants were obtained and the criteria set were students who entered early adulthood with an age range of 18-25. The selection of the characteristics of the student sample is in line with the theory of quarter life crisis according to Arnett (2000) that at the age of 18-25 years, they experience a crisis in terms of education, career, identity, and romantic relationships.

### **Measurement Instrument Development Stage**

The stages in the development of this measuring instrument are as follows:

- Conceptualization of the measuring construct, at this stage the measuring construct will be defined and translated into operational indicators. The measuring construct that will be revealed in this research is the quarter life crisis.
- Formulate behavioral aspects and indicators as outlined in the blueprint. The measuring instrument was developed based on aspects of the quarter life crisis from Robbins and Wilner (2001).
- Develop items. Items are developed based on the aspects and indicators contained in the blueprint. There are a total of 73 items.
- Item review (professional judgment). This process is carried out to ensure the suitability of the items written with the aspects measured and the suitability of the language used. The item reviewer on the quarter life crisis measuring instrument is a psychology lecturer at the Universitas Islam Negeri Raden Intan Lampung who is competent in his field.
- Pre-trial. This stage is carried out to see how far the respondents understand the language in the items that have been compiled.
- Trial of measuring instruments. This stage is carried out by distributing measuring instruments to research subjects that have been determined.
- Data analysis. The data in this study is analyzed using the Rasch model with the help of the Winstep 3.73 program. While the analysis of classical theory tests using the help of the JASP computer program
- Final Compilation. After the analysis stage, valid and quality measuring instruments will be obtained.

**Instrument**

The measuring instrument used in this study is the quarter life crisis scale that has been developed. Items developed amounted to 73 items. Then selected 35 items that match the aspects and indicators of the measuring construct. The scale used is a Likert scale with five response categories SA ( Strong Agree) until SD (Strongly Disagree) (Debelak et al., 2022; Jr & Stefanie, 2018; Zile-tamsen, 2017).

**Data Analysis**

Data analysis in this study used the Rasch model approach with the help of Winstep 3.73 software and JASP software for classical theory test analysis.

**Results**

Table of STANDARDIZED RESIDUAL variance (in Eigenvalue units)

		-- Empirical --	Modeled
Total raw variance in observations	=	61.6 100.0%	100.0%
Raw variance explained by measures	=	26.6 43.2%	42.7%
Raw variance explained by persons	=	5.7 9.2%	9.1%
Raw Variance explained by items	=	21.0 34.1%	33.7%
Raw unexplained variance (total)	=	35.0 56.8% 100.0%	57.3%
Unexplned variance in 1st contrast	=	4.7 7.7%	13.5%
Unexplned variance in 2nd contrast	=	2.3 3.7%	6.5%
Unexplned variance in 3rd contrast	=	2.1 3.4%	6.0%
Unexplned variance in 4th contrast	=	1.8 3.0%	5.3%
Unexplned variance in 5th contrast	=	1.6 2.6%	4.5%

**Figure 1.** Unidimensionality

The result of the analysis of raw variance is 43.2%, which means that the requirements for 20% dimensionality have been met. Then the unexplained variance is 13.5%. This means that this measuring tool can be used and can measure one measuring construct, namely the quarter life crisis.

**Table. 1** Summary Statistic of the Rasch Model

	Output	Result
Item	Item Reliability	0,99
	Separation	14,5
Person	Mean	0,16
	Person Reliability	0,87
	Separation	2,59
Instrument	Cronbach Alpha	0,89

The results of the analysis of the Rasch model obtained the item reliability coefficient value of 0.99. This means that these items are of very good quality. The person reliability coefficient obtained is 0.87, meaning that the respondents are quite consistent in providing answers. Judging from the resulting Cronbach alpha value of 0.89, it indicates that overall, this measuring tool can identify the quarter life crisis in participants well. The resulting item and person separation index is 24.5 and 2.59. This means that in this measurement there are 3 groups of respondents and 15 groups of items based on the level of difficulty to be approved by the respondents.



**Table 2.** Analysis Result with Classical Test Theory

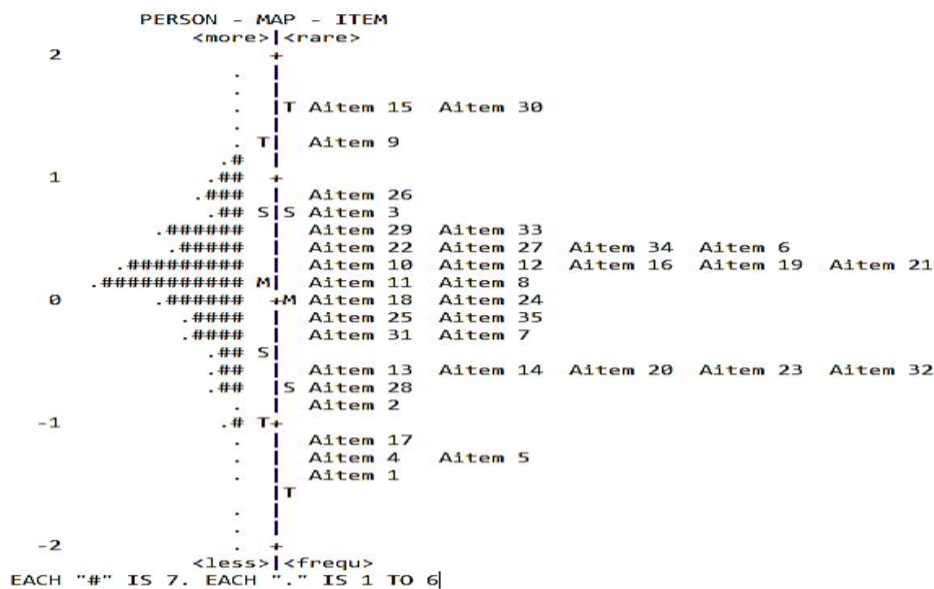
Estimate	McDonald's $\omega$	Cronbach's $\alpha$	Average interitem correlation
Point estimate	0.893	0.888	0.179
95% CI lower bound	0.880	0.874	0.158
95% CI upper bound	0.907	0.901	0.201

The results of the classical test theory analysis obtained Cronbach's alpha of 0.87. That is, the measuring tool for the quarter life crisis is valid. Analysis using classical test theory was carried out to compare the measurement's result

**Table 3.** Item Misfits

Item	Outfit MNSQ	Outfit ZSTD	Pt Measure Core
A6 Whenever I have a problem, I always tell my closest friend	1.83	9.9	.22
A9 I feel comfortable for being with my friends	.91	-1.4	.32
A15 I am happy when I can meet the expectations of those closest to me	1.85	9.9	-.14
A16 I can make decision fast	.90	-1.7	.37
A17 I always take consideration for what I will do	1.38	5.2	-.13
A34 I am not worry if my peers are more successful than I do	1.37	5.9	.30

The results of the analysis of the Rasch model show that six items do not fit the model, namely, A6, A9, A15, A16, A17, and A34. The item is invalid because it does not meet the specified MNSQ, ZSTD, and Pt Measure core values. Based on the results of the analysis with the Rasch model, 29 items were found that fit the model from 35 items, but only 25 items were selected with consideration of the proportionality of the weights of each aspect contained in the blueprint. Referring to the results of the person measure, it is known that as many as 68 respondents indicated outliers.



**Figure 2.** Wright Map of Quarter Life Crisis Measurements

The interaction between respondents' abilities and item difficulty can be seen in the right map above. The results of the analysis showed that the most difficult items to agree on were A15 (logit value +1.64) and A30 (logit value +1.55). However, if you look closely, some respondents have abilities above the item difficulty level. The item that is the easiest to agree on is A1 (logit value -1.37) and several respondents have abilities below the standard deviation.

The results of the model analysis showed that there was no bias in the measurement of gender, educational background, romantic relationship status, and employment status. This means that the measuring instrument developed is free from measurement bias.

### Discussion and Conclusion

Based on the results of the analysis using the Rasch model, it is known that this quarter life crisis measuring instrument has good psychometric properties and provides consistent results, and is proven to reveal a psychological construct (unidimensional). In psychological measurement, most measuring instruments are multidimensional, so it is important to analyze the unidimensional assumptions in a measurement (Smith, 2003). The value of the resulting alpha reliability coefficient is 0.89. That is, this measuring tool produces a consistent and reliable measurement score. Item reliability coefficients and person reliability are also classified as very good, namely 0.99 and 0.87. The results of this study strengthen the research of Yasin et al., (2018) regarding reliability and validity testing with the Rasch model. Then the research of Tian et al., (2020) regarding the development of a self-efficacy measurement tool for nurses in China with an item reliability of 0.97. The results of this study are also evidence that the analysis using the Rasch model produces a valid measuring instrument.

The person separation index obtained is 2.59 and the item separation index is 24.52. This can be interpreted that the items used have been able to accurately assess respondents' answers, about the construction of the quarter life crisis. The value of the separation index, both on items and respondents is quite large. This shows that this scale has good quality because it can identify groups of respondents and items quite accurately.

The results of the instrument reliability analysis using the classical test theory approach also showed very satisfactory results, namely 0.87. These results make it clear that the quarter life crisis instrument is indeed a valid measuring tool because it can provide consistent and reliable measurement results. The value of the reliability coefficient generated by the Rasch model approach and the classical test theory is only slightly different, but the results of the calculation using the Rasch model are more accurate because it considers the level of conformity of the respondent with the model. The Rasch model is also able to calculate the score of each respondent in the form of interval data (Yamashita, 2022). The invalid aim in the analysis of the Rasch model can be seen from the value of MNSQ, ZSTD, and PT Measure Corr (Bond et al., 2022). An item is said to be valid at least it meets two of the three criteria that have been set (Bond et al., 2022; Smith, 2003). The Rasch model not only provides information about the validity of the aim but also the validity of the person (Christensen et al., 2022). Referring to the person measure, the person who does not fit the model is 68 participants.

The advantage of the Rasch model is that it can see the interaction between a person's abilities and item difficulty (Bond et al., 2022; Debelak et al., 2022). Item A15 is the most difficult item to agree with the largest logit value of +1.64. When viewed further from the editorial side, this item confused the respondent *"I am happy if I can meet the expectations of the people closest to me"*. So many of the respondents answered "Neutral" on the item. However, when examined from the Wright Map, some respondents have abilities above item difficulty. That is, some respondents answered "Strongly Agree" and "Agree" on the item. When further reviewed on the blueprint, it turns out that the items that do not fit the model are unfavorable items, except for item A17 which is a favorable item. As in item A16 *"I can make decisions quickly"* this is not by the aspect of the quarter life crisis. Individuals who are in the quarter life crisis phase tend to find it difficult to make decisions (Robinson, 2018). The item that was easiest to agree on was item A1 *"I feel worried when I think about my future"*. This item has the lowest logit value, which is -1.37 logit. This means that this measuring tool can measure the quarter-life of individuals well. This is because individuals who experience a quarter life crisis tend to feel confused and anxious about the future (Arnett et al., 2014; Robbins & Wilner, 2001).

Based on the results of the analysis using the Rasch Model, it is found that the quarter life crisis instrument that has been developed can reveal the construct of the quarter-life. 29 items fit the model; the resulting Cronbach alpha coefficient is 0.89. The item reliability coefficient is 0.99 and the person reliability is 0.87. That is, the developed scale

produces a consistent and reliable measurement score with very good and valid item quality. Overall, from the analysis results, it can be concluded that the quarter life crisis scale is proven to have good psychometric properties so that it can be used to measure the quarter life crisis in individuals.

## Recommendations

### Recommendations for Applicants

People who work in the field of psychology could make use of this measuring instruments to measure the quarter life crisis of individuals from all groups of background.

### Recommendations for Further Research

Further researcher interested in this field could try to reach wider or more general subjects so that the measuring instrument can detect diversity of participants. Thus, the index of separation of respondents could increase.

## Limitations of Study

The limitation of this study is in its subject, because the subject being observed are students. However, this measuring tool is still quite valid and reliable to be used to measure the quarter life crisis in the general population.

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- Citra Wahyuni, contributed to the concept of measuring instruments; studied items and indicators; and studied the analysis method of the Rasch model.

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## Research Article

# The relationship between psychological capital and innovative work behavior in food and beverages employees

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### Abstract

The teachers' psychological well-being is very important to note because it affects their performance. Various factors affect the teachers' psychological well-being, including one of them is the teachers' social capital. This study aims to determine the effect of social capital on teachers' psychological well-being. The research topic is based on the problem of finding problems where increasing social capital needs to be done not only to improve psychological well-being even in all aspects of human life, especially to get out of the crisis due to the COVID-19 pandemic. This study involved a subject of 250 teachers. This study uses quantitative research techniques with correlational descriptive methods. Data collection in this study used two kinds of instruments: the personal social capital 16 scale and the psychological well-being scale. Based on the results of the study, it was found that: (1) social capital has a significant influence on psychological well-being, and the direction of the relationship is positive, meaning that when the value of social capital on teachers (as subjects) increases, their psychological well-being also increases, (2) aspects of social capital in the form of bonding and bridging lead to different roles in the relationship that affect each aspect of psychological well-being, (3) each aspect of social capital in the form of bonding and bridging does not always have the same effect on each aspect of social capital. The implications of this research are teachers' social capital needs to improve teachers' psychological well-being.

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## Introduction

The food and beverages (*fnb*) industry is a field that has the task of providing professionally managed food and beverage services to satisfy customers and have the ultimate goal of making a profit (Riley, 2005). The food and beverage industry is a company that is involved in the whole range of processing, packaging, distribution, and presentation of food and beverages to the hands of consumers. The food and beverage industry in Indonesia is one of the business fields prioritized by the government because it has a positive impact on the economy in Indonesia, one of these positive impacts is employment. (Sons & Nareswari, 2022). Quoted from kontan.co.id (2021), Minister of Finance Sri Mulyani stated that based on data from the Ministry of Tourism and Creative Economy, the food and beverage industry is the most significant contributor to the sector and an average of approximately 43% of the total GDP of the creative economy. Sri Mulyani hopes that business owners will continuously innovate in order to develop quality businesses that are in demand by the public, not only to meet people's tastes but also to follow people's lifestyles because, in this digitalization

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era, new trends have emerged that can support the food and beverage industry through transportation-based application platforms, social media, and marketplaces.

In the food and beverage industry, human resources or human resources are the most critical assets in running a company, and this is because humans are the main factor in determining the company's path and goals. H.R. should be managed regularly, starting from employee recruitment, selection, and placement to employee training to produce a harmonious work environment so that it can affect the company's future success. However, human resources that have been appropriately managed cannot be separated from various problems. In this case, the problems that usually occur are low employee discipline, low employee innovation, and a lack of training employees (Pratiwi, 2016).

From the results of interviews that researchers have held with several food and beverage business owners in Malang City, it shows that with the increasing competition in the food and beverage industry in their business environment has an impact on decreasing profits, decreasing the number of visitors, and often happening in and out of employees, to overcome this the need for quality human resources in the organization to come up with bright ideas that It is innovative to maintain the business. Employees are found to have a pessimistic feeling about realizing relationships with work friends to carry out cooperation; besides, some employees have not been able to solve problems effectively in the work environment.

With the development of the food and beverage industry conditions, of course, involving the role of parties in it, employees play an important role in achieving organizational innovation because employees who generate new ideas and propose new approaches so that organizations can achieve innovation through investment in their human resources because innovation can be achieved through innovative work behaviors or *innovative work behavior* (IWB) (Alireza, 2019).

Based on the above problems, it can be known that human resources in an organization cannot innovate against bad influences and hinder the organization's development from achieving its goals. This statement agrees with Yuan and Woodman (2010), who stated that innovative behavior is an essential factor for the success of an organization or company in the work environment. Companies must prepare superior human resources and withstand competition pressures to achieve success (Aditya & Ardana, 2016).

Roger (2013) says innovation is ideas or ideas, manifestations, and materials newly created by a person, something that is planned and brings more efficient development to a particular problem. Another opinion according to experts, namely Janssen (2000) innovative behavior is an effort that is deliberately carried out in order to find new ideas that are more useful and beneficial to an individual or group. Meanwhile, according to De Jong (2010) innovative behavior is an activity. Individuals who have the goal of publishing new ideas or valuable new ideas, starting from the process, the product, and at the same time the procedure.

According to Janssen (2000), innovative behavior has three stages that begin with (1) idea generation, namely the initial stage of finding or coming up with new ideas, (2) idea promotion, namely the stage of promotion to the party concerned or who has the potential to realize the idea, at this stage individuals are looking for friends, sponsors, *backers*, or build coalitions to provide the power to bring the idea to life. The next stage, namely (3) *idea realization* at this stage is expected to produce a *prototype* of an innovation which will then be realized to realize new ideas.

An organization that wants to realize innovative work behavior in its employees must learn the importance of the factors that play a role in it to create these behaviors. Internal factors that originate from within the individual have a significant role in becoming a factor of innovative work behavior. West and Farr (1989) believe that there is much that innovative behavior can learn from individuals. One aspect that supports innovative behavior in individuals can be understood from a psychological perspective, namely internal factors (West & Farr, 1989).

Based on the definition of innovative work behavior according to several experts, researchers conclude that *innovative work behavior* is behavior that introduces new ideas or ideas related to processes, methods, or products that are beneficial to individuals or companies, or organizations. There are various factors that influence the innovative

behavior of individuals. One of the internal factors influencing innovative behavior is the condition human psychology includes self-efficacy, hope, optimism, and resilience.

Luthans, Youssef, and Avolio (2007) proposed a new concept that reflects the psychological perspective of *psychological capital* sourced from humans. They can be invested in and developed to be superior in sustainable competition with individuals. Luthans, Youssef, and Avolio (2007) define *psychological capital* as a positive capacity that belongs to the individual and helps support the individual to grow and develop, which is symbolized by: (1) *self-efficacy (confidence)* to complete work, (2) having a positive desire (*optimism*) Regarding success now and in the coming period, (3) perseverance in hoping (*hope*) to achieve success, and (4) being steadfast when facing various problems (*resiliency*) to achieve success.

Psychological capital has a significant influence on the development of a business and also affects a person making a change (Dewi, 2013). Therefore, human resources in the company or organization must have sufficient psychological capital to cause innovative behaviors that can trigger changes in a positive direction in the company or organization. Thus the hypothesis (H1) that wants to be tested in this study is the relationship between psychological capital and innovative behavior in *food and beverage* employees in Malang City

### **Problem of Study**

The purpose of this research is to examine the relationship between psychological capital and innovative work behavior in food and beverages employees. The main question of this research is whether there is a relationship between between psychological capital and innovative work behavior in food and beverages employees?

## **Method**

### **Research Model**

This study used a descriptive correlational analysis design that examines whether whether there is a relationship between between psychological capital and innovative work behavior in food and beverages employees.

### **Participants**

The population in this study was employees who worked in the food and *food and beverages* in Malang City sector. The number of populations in this study is unknown, so researchers used Roscoe's proprietary precepts (Azwar, 2013). The number of samples is more than 30 and not more than 500 people with a total of 200 employees. Sampling in this study used *non-probability sampling* techniques covering *accidental sampling*.

### **Data Collection Tools**

The data of this research were collected by an online Likert scale. The participants are asked to state the suitability or discrepancy with the contents of the statements. In addition, validity indicates the extent to which a quantification can measure the purpose rather than the tool to measure it so that it can measure with precise, meticulous, and by its function (Azwar, 2010). After testing instruments, results found subsequently in *the Pearson* correlation coefficient *Product moment* with SPSS support. In this study, items were declared passed if the total item correlation was more significant than 0.244 with a significance level of 5%, while if the total item correlation value was smaller than 0.244, the item was considered dead and needed to be eliminated. Reliability is related to the consistency and meaning of the measurement accuracy of the measuring instrument so that the measuring instrument can be trusted (Azwar, 2010). Based on the reliability test results, a PCQ-24 scale was obtained with an alpha Cronbach coefficient of 0.854 and an IWB scale with an *alpha Cronbach* coefficient of 0.887.

### **Psychological Capital Scale**

This scale was compiled based on the development of psychological capital using the *psychological capital questionnaire* (PCQ24) scale developed by Luthans, Youssef, and Avolio (2007). This aspect measures four components: *self-efficacy*, *hope*, *resiliency*, and *optimism*. Based on the reliability test results, a PCQ-24 scale was obtained with an alpha Cronbach coefficient of 0.854.

**Innovative Work Behavior Scale**

This scale was compiled based on *innovative work behavior (IWB) scale* developed by Janssen (2000), this aspect measures the *components of idea generation, idea promotion, and idea realization*. Based on the reliability test results an IWB scale with an *alpha Cronbach* coefficient of 0.887.

**Data Analysis**

In this study, the data analysis used was descriptive analysis and hypothesis testing using the *IBM SPSS statistical* program; descriptive analysis found minimum value scores, maximum values, moderate values, and standard deviations, which were further divided into three categories: low, medium, and high. Next, a normality test is carried out to determine the distribution of data on normal or not distributed variables, a linearity test to determine the relationship between the variables studied, and a correlation test using *Pearson product-moment*.

**Results**

**Table 1** Data description of the research subject

Descriptions	Types	Number	Percentage
Gender	Male	167	81.0
	Female	37	18.0
Ages	18-25 Years Old	83	41.5
	26-32 Years Old	117	58.0
Work Tenure	Less than 1 Year	127	63.0
	1-3 Years	58	2.0
	4-6 Years	15	7.5

Based on the data described by the research above, it can be concluded that the study involved 200 *food and beverage* employees. There are more male subjects than female subjects. Ages between 26 and 32 years dominate the subjects of this study. It is known that 127 subjects during this study have worked in the field for less than one year, 58 subjects worked for 1-3 years, and 15 subjects worked for 3-6 years. Researchers also categorized subjects into three categories: low, medium, and high.

**Table 2.** Subject category based on total value of psychological capital

Category	Frequency	Percentage
Low	0	0.0
Moderate	80	40.0
High	120	60.0
Total	200	100.0

**Table 3.** Subject category based on total value of innovative behavior

Category	Frequency	Percentage
Low	0	0.0
Moderate	19	9.5
High	181	90.5
Total	200	100.0



The normality test is used to find the distribution of data on free variables and customarily distributed bound variables or not. The data distribution is declared normal if  $p > 0.05$ . The opposite is if  $p < 0.05$ , then the data distribution is declared abnormal. The technique used for the normality test is *the Kolmogorov-Smirnov test of normality*. Normality tests are carried out based on existing hypothetical data.

**Table 4.** Normality Test Result

<i>p</i>	Sig.	Conclusion
0.17	>0.05	Normal

The linearity test is used to determine the form of the relationship between innovative behavioral variables and psychological capital are linear. The data declared linear if linearity test results indicate  $p > 0.05$ . It was found that innovative variable behavior and psychological capital have a value of significance 0.327 is more significant than 0.05, meaning the data is linear.

**Table 5.** Linearity Test Result

<i>p</i>	Sig.	Conclusion
0.327	>0.05	Linear

The hypothetical test was carried out based on the results of the normality test and the linearity test which showed that the two variables in this study, namely innovative behavior, and psychological capital, had fulfilled the normality and linear assumptions. The hypothesis formulated in this study is that there is a positive relationship between innovative behavior and psychological capital in Malang City employees working in the field of *food and beverages*.

**Table 6.** Hypothesis Testing result

<i>p</i>	Sig.	Conclusion
0.728	<0.05	H0 rejected

Based on the results of the correlation test that has been carried out, the results of  $r = 0.728$  with  $p = 0.000$  ( $p < 0.05$ ) showed a solid relationship between psychological capital variables and innovative behavior in employees. With this value, it can be concluded that H0 is rejected, so the researcher's hypothesis that states that there is a relationship between psychological capital and innovative behavior in employees in the field of *food and beverages* in Malang City are proven to be proven.

### Discussion and Conclusion

This study aims to determine whether or not there is a relationship between psychological capital and innovative behavior in Malang City employees working in the *food and beverage* sector. Based on the results of research on the relationship between psychological capital and innovative work behavior, it was found that there was a significant relationship between the two variables, with a correlation value of 0.728. These results, it shows that one of the factors that contribute to innovative behavior in the workplace is psychological capital. The higher the psychological capital owned by the employee, the higher the innovative behavior, as well as the opposite; the lower the level of psychological capital, the lower the innovative behavior.

Based on quantitative data, employees who work in the *food and beverages* sector in Malang City have a high level of psychological capital with a category that tends to be high. Psychological capital is defined as the psychological capacity of individuals who have the characteristics of their personal beliefs in taking on challenging tasks (self-efficacy), positive attribution of current and future successes (optimism), aspirations to achieve and find alternative ways to achieve goals (expectations), and abilities to Get back on your feet when faced with a challenging problem (resilience) (Luthans, Youssef, & Avolio, 2007).

A good aspect of self-efficacy will support employees in solving problems in the work environment using an effective resolution to resolve existing problems quickly. Luthans, Youssef & Avolio (2007) say that individuals with high self-efficacy characteristics can develop their personalities independently and carry out tasks effectively. Meanwhile, individuals with low self-efficacy can have doubts, *negative* feedback, and repeated failures. The next aspect is expectations, meaning that the higher the expectations of an employee, the higher the innovative behavior is caused. Hope is the entirety of individual expertise that leads to the realization of the expected goals and is balanced with the motivation to carry out these directions.

Furthermore, resilience is a skill to bounce back from difficulties, conflicts, failures, progress, and responsibility optimization. A person with high resilience can learn and grow from challenges. The last aspect is optimism. Seligman (in Luthans 2007) defines optimism as a method of interpreting positive events as something that occurs as a result of oneself and can occur in various situations, as well as interpreting adverse events as a matter that exists with matters outside of the personal and temporary nature.

This research is to previous research conducted by Rulevy & Parahyanti (2016) found that high psychological capital in the work environment can maximize motivation and foster employee interest in presenting innovative ideas, Another research conducted by Abbas Dan Raja (2015) also explains that individuals who have a higher level of psychological capital will be more likely to behave innovatively or creatively in the workplace. Sukamto (2013) said that a person who has a high psychological capital value would have the ability to direct motivation, cognitive skills, and actions needed to complete tasks to success. In addition, a person can create alternative solutions to achieve the desired goals when faced with problems. Individuals with high psychological capital will see problems with a positive point of view and allowing them to rise from the slump and not give up easily.

In this study, it is known that the results of the categorization of psychological capital scale values show that employees are in the medium and high categories. The description of the research data shows that the subjects in the moderate category are 80 subjects, and the high category is 120 subjects. The results of this categorization show that employees who work in the *food and beverages* sector in Malang City apply the four aspects of psychological capital they have. Employees in Malang city have a high level of trust in themselves to do and complete their work, have a high level of optimism about success in their current and future work, are diligent in hoping for job success, and are steadfast in facing various problems that exist to achieve success.

In this study, it was known that the innovative behaviors that the subject had were on medium and high categories. The description of the research data shows that the subjects in the medium category are 19 subjects, and the high category is 181 subjects. The results of this categorization show that employees who work in the food and beverages sector in Malang city have innovative behaviors when doing their work. Employees with highly innovative behavior can come up with creative ideas to overcome problems in their work and develop innovations that can develop their businesses.

According to the results of the categorization of the two variables, it was found that there were no subjects who had innovative behaviors or psychological capital in low categorization; this shows that employees who work in the field of *food and beverages* in Malang City already have and at the same time have applied innovative behaviors and psychological capital to their work.

In general, psychological capital correlates with innovative behavior at a high level. By analyzing every aspect of psychological capital, self-efficacy acts as an individual's confidence in his abilities because it is to allow individuals to think and generate new ideas (*idea generation*); by having high self-efficacy, individuals also have confidence in expressing their ideas (*idea promotion*), and are brave in implementing or realizing those ideas (*the idea of realization*). The subjects in this study were individuals with positive characteristics who were confident, optimistic, hopeful, and able to recover quickly from the downturn. Individuals with these words show that they are resilient and reliable individuals. Especially in facing problems, they want to try and not give up easily.

The results of this study follow the opinion of Pryce-Jones (2010) that psychological capital can support the maximization of the motivation, perseverance and creative thinking of employees in stressful situations. This is possible because employees with high psychological capital interact better, are more resilient, and have the desire to find a solid motivation to find methods to succeed in the workplace.

The results of the data analysis explained that there is a relationship between psychological capital and innovative behavior in Malang City employees working in the *food and beverages* sector. The results of the data description state that the level of psychological capital and innovative behavior in Malang City employees working in the *food and beverages* sector tends to be high. If employees have a high level of psychological capital, the innovative behavior formed at work will be higher, and vice versa; if the employee has low psychological capital, low innovative behavior can be formed as well; the following research can develop research by observing several factors that can influence and contribute to innovative behavior.

### Recommendations

Based on the results of the research that has been completed, there are several recommendation submitted by researchers for related parties and subsequent research. This study's results show that most research subjects have a high level of innovative behavior and psychological capital. It needs to be maintained to complete the task maximum and solve the problems in the work optimally and efficiently. Recommendation for further research are expected to be held on the relationship between psychological capital and innovative behavior in other industrial field

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## Book Review

### Book review of the Monk in terms of psychological perspective

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#### Abstract

This work of gothic literature (*The Monk*) was written by quoting the two important elements of gothic literature, 'horror' and 'terror', through the examples in the book and the ideas of important gothic literature representatives (Ann Radcliffe etc.). And what the reader feels while reading this book and what emotions he finds himself in, this situation is discussed psychologically in the article. There is a discussion of space, which is another of the Gothic elements. What feelings does the reader find himself in when he visits these places? And in the last part this gothic of mine. I discuss my own perspective and feelings towards the elements.

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#### Introduction

This essay critically examines *The Monk* that is written by Lewis by highlighting the function of the gothic features, such as “horror “and terror in keeping with the claims of Ann Radcliffe. In the pages that follow, it will be depicted things that creates” experience of sublime” and it will be addressed another gothic fiction terms such as “taboo, “transgression”, and “violation”, that are essential. Finally, this essay will be finished by discussing, sharing and explaining my opinion as to where I would pinpoint in this literary work of Lewis in accordance with Todorov’s scale.

This paper has been divided into three parts. The first part deals with “horror” and “terror” with the claims of Ann Radcliffe by analysing *The Monk* by Lewis. Gothic literature has two important and essential terms that are “horror” and “terror”. One of the pioneer of this literature is Ann Radcliffe claims her ideas and explains them in detail and with examples on her works. She separates them. <sup>2</sup>Radcliffe posits that terror is the useful thing for the readers, since terror gives the reader extensive perspective. It invokes the reader, expands the soul of the reader and also opens a new door to the reader when it reads it. The reader wonders and feels unease because of unknown. It does not give any description or show anything to the readers. It just evokes the feelings of the readers by suggestive way. Alarm bells are set off during the novel or a story. The possibilities are given to the reader and the reader starts to think that terrifying things can happen in a moment. All in all, it is beyond the reader’s and our signification, reason, knowledge or mundane that is

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<sup>2</sup> ENG570, Fantastic Literature, 19th April, 11-12,13.

usual. Terror alerts the reader's attention throughout the story or the novel. So, the reader's expectation lasts throughout it. Moreover, it is a vital thing in a gothic novel or story. If the story or the novel does not have this feeling, it is a rubbish. When *The Monk* is analysed in terms of the "terror", there are various examples in it. Therefore, the reader feels the terror in deep down. First of all, when Raymond's story was analysed in terms of "terror", he and his servants had an accident in the dark forest, they sheltered in a cottage house.<sup>3</sup> Suddenly, he realizes that terrible things will happen in this house through Marguerite who is the wife of Bapsiste. She shows a sheet which is full of blood, this action confuses him. So, she starts to terrify because it is abnormal thing, he cannot know what happens in the end. So, the reader can start to terrify. Since nothing is shown or described. It is beyond the signification and mundane life. The reader starts to wonder question possibilities. Moreover, another example of "terror" is again Raymond's story with Bleeding Nun. When Raymond and Agnes makes an escape plan by using Bleeding Nun, everything turns upside down. Bleeding Nun comes to carriage, thunder, lightning, darkness area happening, and the owl that symbolises death and terrible possibilities provide in the dark area but it is not described what will happen a minute later. It is not shown explicitly It is shown in a suggestive way. This the alarm bell for the reader.

The reader starts to feel experience of sublime. It is not usual thing, it is unknown. Furthermore, this<sup>4</sup> Bleeding Nun starts to visit Raymond, before it comes, everything becomes strange. The lights turning on and off suddenly. So, this actions takes the reader's attention by giving a suggestive way. Nobody can know what will happen in the end. It terrorizes the reader and makes the reader unease. In addition to these examples, there is a story on Ambrosio who is clerk. When he and Matilda travel to a cave, there are terrifying object everywhere around the graveyard. There are terrifying noise and strange lights around it. It is again given in a suggestive way, not explicitly described to the reader. The reader starts to terrify repeatedly, these are not explained. They are beyond the knowledge and the reason. Possibilities are emerged into. Unknown and unfamiliarity keep the attention of the readers.

<sup>5</sup>The second term "horror" is explained by Ann Radcliffe. Radcliffe claims that "horror" is a negative thing and it has bad effects on the reader. They are morally bad for the people and the reader. Violence, assaults, rapes, murders are the explicitly shown in the story or the novel. Hence, it freezes the mind of the readers, readers cannot think any possibilities. Therefore, the reader has a passive role during the violence, rape, assaults and murders part in the text. It gives all description of these horrible things. So, these kinds of terrible things misguide the reader and it does not give the sense of sublime. It just makes shocked the readers. It damages the mind of the reader with these horrific scenes. On the contrary of "terror", it disables the reader in the text. Everything takes down with this element. In a nutshell, it is an unnecessary thing for a story or novel.

In the analysis of *The Monk* in terms of "horror", there are clear examples on Ann Radcliffe's assertions. <sup>6</sup>In Raymond's story, Marguerite kills her husband mercilessly with the help of Raymond. This scene is too horrible. Therefore, it misguides to its reader. The reader cannot think any of the possibilities, it just focuses on the violence. As it seen, it has no good effect on the readers. On the other hand, when Ambrosio' story is analysed, he tries to rape Antonia. It again misguides and affects badly to its readers. In this scene, reader's attention is directed to the violence that is experienced by an innocent girl. The reader's mind freezes at the moment of this scene, it cannot think what will happen a minute later. Later, Ambrosio kills Antonia's mother mercilessly. The reader again morally is disrupted by the violence. The reader has no role in such actions, since these passivates the reader in the story or the novel. To sum up, Ann Radcliffe's assertions on "horror" and "terror" effects in a text are clearly examined with the help of *The Monk* by Lewis. Her claims are on these terms and effects are undoubtedly suit when a book is analysed with her perspective.

<sup>3</sup> Lewis, Gregory Mathew, No Date, No Publisher, 149-151.

<sup>4</sup> Lewis, Gregory Mathew, No Date, No Publisher, 212, 219

<sup>5</sup> ENG570, Fantastic Literature, 19th April, 11-13

<sup>6</sup> Lewis, Gregory Mathew, No Date, No Publisher, 165-166.

<sup>7</sup>The second part of this essay aims to analyse *The Monk* in terms of “taboo”, “violation” and “transgression” with the claims of Fred Botting. There are some certain taboos in every community. One of the most important is prohibiting killing people and raping. People must obey these rules. There is a sharp barrier for the people. However, in the assertion of Freud (he uses a kid example. “When a mother prohibits something for her kid, it desires to actualize this prohibition.” Hence, taboos are seemed more desirable for a person since it is forbidden. In *The Monk*, Ambrosio’s desire to actualize this forbidden thing is the example of this. He mustn’t have a sex with a woman because he is a clerk but he exceeds. Firstly, he starts to have a sex with a woman and after he cannot control himself. Hence, he tries to rape Antonia and kills her mother mercilessly. Moreover, he gives his soul to the Lucifer. These taboos wake him. He cannot handle it. On the other hand, he violated these norms and taboos by acting like this. “Violation” destroys these taboos by killing the people and raped them. Violation is not morally good thing. Moreover “transgression” does not destroy these taboos and norms. It does what it should be. In *The Monk*, Ambrosio tortured because of sins and also he will be killed in front of the people. It should be happened because he violated the rules. He should be punished and killed. This is not morally bad thing. He deserves that. Hence this taboo should be transgressed.

<sup>8</sup>Finally, this part of the study focuses on discussing and sharing my opinion as to where I would pinpoint in *The Monk* according to Todorov’s scale. My hesitation keeps until the end of the novel. In the end, I accept the supernatural beings such as Lucifer are existing. I can explain them in terms of my faith. There are demons such as Lucifer. Their existences can be explained by the religion. They seduce and manipulate people for forbidden things easily. Ambrosio is seduced by the demons. However, he is worse than the demons. Since, he killed his own mother and tries to rape his own sister!

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<sup>7</sup> Botting Fred, Routledge, 1995, 4-6.

<sup>8</sup> Todorov, Tzvetan, ENG570, Fantastic Literature, 22nd of March, 41-47



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