

Development and Validity of Sofian Emotional Intelligence Inventory (IKESofi)

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Abstract

This study aims to develop and acquire content validity Sofian Emotional Intelligence Inventory (IKESofi). This research surveys are using questionnaires. IKESofi contains 80 items consisting of 60 items was positive and 20 negative items that consist of four sub construct of Recognizing Emotions Self, Self-Management, Social Skills and Social Skills. The results showed that the items in IKESofi can measure the emotional intelligence of an individual precisely. IKESofi examination content validity was assessed by ten experts comprising academics and practitioners in the field of guidance and counselling. The validity of the content of each sub scale is 1 Sub Scale - Recognize Emotional Self obtain the content validity of 88%, Sub Scale 2 - Personal Management 86%, Sub Scale 3 - Social Skills 85% and Sub 4 - Social Skills 88%. Based on the validity of acquired content, several suggestions were made for improvement items.

Keywords: Construction, Validity, Sofian Emotional Intelligence Inventory (Ikesofi)

Introduction

The importance of emotional intelligence (EI) is no doubt in one's accomplishment determination to succeed in all aspects of life. Many studies have shown that a person's success is influenced by elements such as the EI-motivated, self-confident, sociable, able to concentrate, want to excel, have a strong incentive, learning and teamwork and communication skills. According to Goleman (1996) in his book "The Emotional Intelligence", the assessment of an individual is not solely based on IQ, but more important is EI owned by an individual. IQ does not promise to follow the well-being and harmony in its relationship with society. In fact, according to the study results, TO can give a deep impression in all aspects of life, including health and social aspects.

Individuals who have emotional intelligence is a person who is aware of his own emotions and can control their emotional reactions. This means that individuals can control your feelings without anger. Emotional intelligence also means realizing the emotions of others, and can interact with them effectively to get productive results. According to Goleman (1996) EI is the ability to control their own emotions and the emotions of others, able to distinguish the good, and can use the information your thoughts and actions. According to Goleman (1996) EI also is a person's ability to understand their own feelings and use them to make effective decisions in everyday life. With a high emotional intelligence, an individual can control his

disappointment, sadness and negative feelings of other people well. If a hardship, TO can help to keep them motivated and optimistic to achieve the goals set.

Murray (1998) has stated that EI is the ability to constrain the feelings or negative emotions such as anger and doubt and focuses on positive feelings such as self-confidence. In addition there are four abilities a must-have for improving the EI namely the ability to control impulses, emotions, in a state of frustration and motivated despite having to empathize with others. In summary, EI can be defined as a mechanism or an individual whose internal capacity exists to manage and control his feelings.

Goleman (1998) states EI is an important aspect in predicting and determining an individual's happiness and success both at home, at work and so on. In fact, he said again, 80 percent of a person's success is helped by EI. Instead intellectual wisdom only accounts for 20 percent or maybe less than that. For him, the emotional intelligence is a person's ability to recognize feelings in themselves and others. It also can motivate yourself and can also manage their own emotions well in interacting with others in the neighbourhood. EI Model mixture introduced by Goleman guide the construction of this IKESofi. This is because the model is very suitable EI mixture to be applied to the leaders, students, all the good employees of high rank or low rank, but can be applied and suitable to all types of work. Boyatzis et al. (2000) argues, EI Model Goleman mixture can be applied to all types of individuals, work and life background.

EI Coleman Mixture Model has several components that cluster where it focuses on specific human talents and abilities which can predict and determine one's success. Through this EI Goleman Model, he in turn has resulted in two major models of the original model and the model has been updated. But both this model is not much difference. In the original, the model has been broken down into five components. When redrafted and renewed it has been reduced to only four components. But both did not show clear differences. In addition, the model introduced by Goleman also have similarities with models introduced by Salovey and Mayer (1990) and Bar-On (1997), which Goleman has made some adjustments in order to facilitate understanding.

METHOD

In this study, data were analysed descriptively. According to Ary (2010), descriptive study was to determine the real situation occurring during a study was conducted. The advantage of this study it does not require any effort to control variables and sample. In addition, researchers do not have to first determine the factors that impact on an event and are not intended to test the hypothesis.

Besides descriptive study also has a number of advantages such as easy to implement, does not require the control and treatment groups, can gain a lot of important information easily and findings obtained depending on whether researchers need more research or otherwise.

The study involved three levels of study;

Phase 1: Literature Review Model Policy Goleman New Mixed Emotions

(MKEC (b) G), Construct and Sub-Construct EI.

Phase 2: Testing the validity of the Sofian Emotional Intelligence Inventory (IKESofi).

Phase 3: Testing the reliability of Sofian Emotional Intelligence Inventory (IKESofi)

The study consisted of two types of samples, namely samples to assess the validity of the language and the study sample who answered the validity of the content of the question. Validity language were evaluated by three teachers from a secondary school and four students from the Bachelor of Education (B.Ed.). The validity of this language was designed to evaluate the items built a simple, easy to understand and use appropriate language. For content validity Emotional Intelligence Inventory Gomez (IKESofi), a member of the panel is made up of 10 experts composed of academics, practitioners and leaders in KE at public institutions of higher and secondary schools.

RESULT

Table 1. Content validity for Each Expert Evaluation

<i>Expert</i>	<i>The Sub Scale And The Percentage Value (Cumulative Value)</i>				<i>Expert View</i>
	<i>Sub Scale 1</i>	<i>Sub Scale 2</i>	<i>Sub Scale 3</i>	<i>Sub Scale 4</i>	
E1	93% (0.93)	96% (0.96)	96% (0.96)	91% (0.91)	Accepted
E2	88% (0.88)	88% (0.88)	84% (0.84)	89% (0.89)	Accepted
E3	81% (0.81)	76% (0.76)	78% (0.78)	78% (0.79)	Accepted
E4	83% (0.83)	90% (0.90)	86% (0.86)	90% (0.90)	Accepted
E5	95% (0.95)	85% (0.85)	84% (0.84)	91% (0.91)	Accepted
E6	88% (0.8)	89% (0.89)	86% (0.86)	94% (0.94)	Accepted
E7	86% (0.86)	82% (0.82)	82% (0.82)	88% (0.88)	Accepted
E8	91% (0.91)	81% (0.81)	84% (0.84)	81% (0.81)	Accepted
E9	88% (0.88)	87% (0.87)	80% (0.80)	87% (0.87)	Accepted
E10	90% (0.90)	87% (0.87)	90% (0.90)	90% (0.90)	Accepted
TOTAL	88% (0.88)	86% (0.86)	85% (0.85)	88% (0.88)	Accepted

Table 2. Validity Form Expert Item IKESofi Sub Scale 1: Recognizing Emotions Self

BIL	ITEM	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10	VALIDITY
1	I feel sympathy with the case of afflictions of others	10	9	8	9	10	10	9	8	9	9	91% (0.91)
2	I am very thankful for the help of others	10	9	8	9	8	9	7	8	9	9	86% (0.86)
3	I always rationalized my thinking	9	8	8	9	10	10	9	8	10	9	90% (0.90)
4	I feel frustrated when unable to complete a task well	9	9	8	9	10	9	9	8	9	9	58% (0.58)
5	I always think positive for motivate myself	9	8	8	9	9	10	9	8	10	10	90% (0.90)
6	I'm afraid to face failure	9	8	8	10	9	10	8	7	9	10	88% (0.88)
7	I feel guilty when failed to execute a Job	9	9	8	7	9	8	7	10	9	10	86% (0.86)
8	I am ready to accept good criticisms from anyone	10	9	7	10	9	9	8	10	9	10	91% (0.91)
9	I am pleased with every incident that occurs on myself	10	9	8	7	10	9	9	10	10	9	91% (0.91)
10	I am patient with any allegation that struck me	10	9	8	8	10	10	9	10	10	8	92% (0.92)

11	I take criticism as a positive for myself	10	9	8	8	9	8	10	9	8	8	87% (0.87)
12	I always try to improve myself for better	10	9	8	8	8	7	10	10	8	8	86% (0.86)
13	I am grateful for what I have	9	9	8	7	9	8	8	8	9	9	84% (0.84)
14	I was more excited when successful doing something right	9	9	9	9	8	8	9	8	8	9	86% (0.86)
15	I am very conscious about my personal appearance	8	9	9	8	7	8	9	8	8	9	83% (0.83)
16*	I was embarrassed when dealing with the public	9	8	9	8	10	9	8	8	8	8	85% (0.85)
17*	I was sad when it can not help others in need	9	9	8	7	10	10	8	8	8	8	85% (0.85)
18*	I am easily depressed with workload	9	9	9	8	8	8	9	9	9	9	87% (0.87)
19*	I am often anxious if the complicated problems	8	9	8	8	9	8	8	9	8	9	84% (0.84)
20*	I easily get angry over something that is hard to do	10	9	7	8	9	8	8	9	8	9	85% (0.85)

%VALIDITY	93%	88%	81%	83%	95%	88%	86%	91%	88%	85%
Total score x100	(0.93)	(0.88)	(0.81)	(0.83)	(0.95)	(0.8)	(0.86)	(0.91)	(0.88)	(0.85)
Maximum Score										

Table 3. Validity Form Expert Item IKESofi Sub Scale 2 : Self management

BIL	ITEM	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10	VADILITY
21	I am happy when my career developing good performance	9	9	8	9	9	9	9	8	8	10	88% (0.88)
22	I can calm down when facing difficulties	9	9	8	9	9	9	8	8	8	10	87% (0.87)
23	I'm not afraid to work under pressure	9	9	8	8	9	9	8	7	9	9	85% (0.85)
24	I'm not angry when work is criticized	10	9	8	9	9	9	9	8	9	9	89% (0.89)
25	I can control my emotion well	10	9	7	7	9	10	7	8	8	9	84% (0.84)
26	I'm not easily discouraged when faced with difficult problems	10	9	8	9	9	8	9	8	9	10	89% (0.89)
27	I am trying to solve all the difficulties that I have faced in carrying out specific duties that been given	9	8	8	9	8	9	9	7	9	8	84% (0.84)
28	In the event of fraud, I will report	9	8	8	9	9	9	8	7	8	9	84% (0.84)

	to the appropriate											
29	For me, any work done must have quality results	9	9	7	10	8	10	9	8	9	9	88% (0.88)
30	I'm not easy to blame others on mistakes that have been committed.	9	9	7	10	8	10	7	10	9	8	87% (0.87)
31	I don't mind working with new people I know	8	9	8	9	9	9	9	8	9	8	86% (0.86)
32	I would be happy to exchange ideas with others in matters of employment	8	9	9	9	8	9	7	7	9	7	82% (0.82)
33	I always try to rationalize my mistakes	7	9	9	9	8	9	9	9	9	8	86% (0.86)
34	I'm not giving up	9	8	8	9	7	9	7	10	9	8	84% (0.84)
35	I'm not afraid to do work outside the realm of my assignment	9	9	7	8	9	8	8	8	8	9	83% (0.83)
36*	I do not mind making mistakes on assignments	9	9	8	10	9	8	9	7	9	8	86% (0.86)
37*	I do not like to hear the opinions of others	9	9	8	10	7	10	8	7	8	9	85% (0.85)
38*	In the event of	8	9	9	9	9	8	9	8	9	9	87% (0.87)

	fraud, I don't report to anyone											
39*	I chose my colleagues	8	9	8	9	7	7	7	10	9	8	82% (0.82)
40*	I prefer to think of quantity rather than quality of work	9	8	8	9	9	9	9	8	9	8	86% (0.86)
%VALIDITY		96%	88%	76%	90%	85%	89%	82%	81%	87%	87%	
Total Score x100		(0.96)	(0.88)	(0.76)	(0.90)	(0.85)	(0.89)	(0.82)	(0.81)	(0.87)	(0.87)	
Maximum Score							9)					

Table 4. Validity Form Expert Item IKESofi Sub Scale 3 : Social Skills

BIL	ITEM	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10	VALIDITY
41	My empathy toward other people's hardship	10	8	7	9	9	10	7	9	7	10	86% (0.86)
42	I can motivate people in need	10	9	8	9	9	10	7	9	8	10	89% (0.89)
43	I could feel the grief of others	9	9	8	10	8	9	7	9	8	9	86% (0.86)
44	I was pleased to see the success of others	9	9	8	10	8	9	9	9	8	9	88% (0.88)
45	I felt the suffering experienced by people	10	9	7	9	8	10	10	9	8	10	90% (0.90)
46	I tried to maintain a relationship with	9	9	8	8	8	8	8	9	8	8	83% (0.83)

	the people around me											
47	Colleague was an inspiration for me to do a job	10	9	8	9	7	8	7	9	7	8	82% (0.82)
48	If run into conflict with a friend, I was able to resolve it	10	9	8	8	8	9	8	9	8	9	86% (0.86)
49	I don't like to speak about the issues hurting the hearts of colleagues	9	9	8	9	8	9	8	8	9	9	86% (0.86)
50	I can give a good cooperation in work groups	9	9	8	8	8	9	9	7	8	9	84% (0.84)
51	I feel responsibility towards my family	10	9	7	6	9	8	7	8	8	9	81% (0.81)
52	If found guilty I will apologies	10	8	8	9	9	7	9	8	8	9	85% (0.85)
53	I made the family as a force in my career	10	9	8	9	9	8	9	9	7	8	86% (0.86)
54	For me, failure is not a barrier to achieving greatness	10	8	9	8	8	8	9	7	8	8	83% (0.83)
55	I make sure that what I deserve achieved	9	8	7	9	9	8	7	8	9	10	84% (0.84)
56*	I am not concerned with other people's hardship	9	9	8	9	8	9	8	8	9	9	86% (0.86)
57*	I feel the	9	9	8	8	8	9	9	7	8	9	84% (0.84)

58*	responsibility is a burden for me I do not mind if people do not want to be friends with me	10	9	7	6	9	8	7	8	8	9	81% (0.81)
59*	I'm not going to apologize if I commit a mistake	10	9	8	9	9	7	9	8	8	9	86% (0.86)
60*	If I fail, I want others also failed	9	9	8	9	9	8	9	9	7	8	85% (0.85)
%VALIDITY		96%	84%	78%	86%	84%	86%	82%	84%	80%	90%	
Total Score x100		(0.96)	(0.84)	(0.78)	(0.86)	(0.84)	(0.86)	(0.82)	(0.84)	(0.80)	(0.90)	
Maximum Score												

Table 5 Validity Form Expert Item IKESofi Sub Scale 4 : Social skills

BIL	ITEM	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10	VALIDITY
61	I do not mind giving financial assistance to those who need help	9	9	8	9	9	9	9	8	9	10	89% (0.89)
62	I do not ask for the return of any help that I gave	9	9	8	8	8	8	9	8	9	10	86% (0.86)
63	I see the responsibility as a challenge for me	9	9	8	9	8	9	9	8	9	9	87% (0.87)
64	I tried to lead my work team well	10	9	8	10	9	10	9	8	9	10	92% (0.92)
65	I was able to handle workers with more	10	8	8	10	9	10	9	10	9	10	93% (0.93)

66	systematic I'm plan the best management in my service	9	9	8	9	9	9	7	7	9	8	84% (0.84)
67	I never grudge with people who make mistakes against me	10	9	8	10	9	10	7	9	9	8	89% (0.89)
68	I tried to solve the problem I faced with partners	10	9	8	10	9	10	8	9	9	8	90% (0.90)
69	I am sure every kindness done to impact someone's life	10	9	8	10	9	10	9	8	9	9	91% (0.91)
70	I believe that I can change a person towards goodness	9	9	7	8	9	10	9	8	9	8	86% (0.86)
71	I often advise a friend to do good	10	9	8	9	9	10	9	7	9	10	90% (0.90)
72	I'm trying to use the language in word spoken	10	8	7	8	9	10	9	8	9	10	88% (0.88)
73	I do not like to take advantage of the kindness of others	10	9	8	9	8	7	9	8	6	8	82% (0.82)
74	I was aware of what was happening around me	9	9	8	7	7	9	9	8	9	9	84% (0.84)
75	I always strive to provide the renewal of ideas when in	9	9	8	9	8	9	9	9	9	8	87% (0.87)

76*	groups I will not tolerate my employee	10	9	8	10	9	10	9	8	9	8	90% (0.90)
77*	I don't mind the welfare of others	10	9	7	8	9	10	9	8	9	8	87% (0.87)
78*	I don't wish to advise those who have problems	10	9	8	9	9	10	9	7	9	10	90% (0.90)
79*	I like to take advantage of the kindness of others	10	9	7	8	9	10	9	8	9	10	89% (0.89)
80*	I do not mind if you can not manage the team work well	9	9	8	9	8	7	9	8	6	8	81% (0.81)
%VALIDITY		91%	89%	78%	90%	91%	94%	88%	81%	87%	90%	
Total score x100 Maximum Score		(0.91)	(0.89)	(0.79)	(0.90)	(0.91)	(0.94)	(0.88)	(0.81)	(0.87)	(0.90)	

The table above shows the validity of the content validity values obtained have good content and high as above 70%. Mostly acquire the validity of the content of 70% and above. Overall the validity of the content was of 86.8%, equivalent to the cumulative value of 0.868

According to Sidek (2005), if the validity of which was to reach 60% or 0.60 and the cumulative value of the inventory has high content validity. According to Abu Bakr (1995) achieving 70% or cumulative value of 0.70 is considered to have reached a high level of achievement. Therefore, expert opinion on the legality of the contents of this IKESofi content is high. Overall, the content validity was already reaches 60% or the cumulative value of 0.60 over the valuations were carried out by ten specialists who have knowledge in the field of counselling which consists of lecturers in the Department of Guidance and Counselling and counsellors in secondary schools and primary schools.

DISCUSSION

Overall, these studies focus on the aspects of legality IKESofi which was conducted among experts and practitioners in the field of guidance and counselling. The questionnaire has been used in Malaysia as yet have legal validity and reliability. IKESofi contains four main sub construct Recognizing Emotions Self, Self-Management, Social Skills and Social Skills. The process of establishing the validity of this inventory through a modified process of Jamaludin (2002) in Ahmad Jazimin (2012). IKESofi to assess the validity of this, a total of 10 expert assessors who verify the content of the item. In addition, a total of six experts' language / interface has seen fit language used in this inventory.

Studies conducted to see to what extent the validity of this inventory legitimately used in an academic context. For that purpose, the face validity and content validity were carried out. Through face validity, these inventories were valued by expert's language. Whereas, for the validity of content, a total of six experts and practitioners of psychology and counselling should have responded.

The questionnaire was given a Likert scale of 1 to 10 representing the force strongly disagree to strongly agree. The validity of the calculated high validity if the majority of scale at the level of 7 to 10. However, there are some items that are in the low scale of the scale 6. In general, the panel agreed that the items in IKESofi meet predefined content. Comments of the panels have been repaired to create items that are more robust.

In this study, aspects of validity by a panel of experts representing all the main aspects that should be researched and reviewed to allow items that are built to make improvements to the study more dynamic. Most appraisal expert to review the items that represent sub constructs built in Mixed Model Theory of Emotional Intelligence (New) Goleman. The experts give their views to see and examine the items that give no clear sub constructs. The proposal is very useful to researchers as sub constructs used are relevant in everyday life of an individual and it's not just the view alone.

The study also takes into account the views of experts that the items must be constructed in the form of questions short and not too much. This is to allow for this measure to be more consistent and were able to answer honestly.

CONCLUSION

Based on the research conducted, the results show the validity of IKESofi has good value and indirect inventory can be tested on the public in various categories such as students and workers, whether public or private employees. It became one of the added value of an instrument to measure KE individuals at all levels in the ministries, departments and institutions that require it.

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