

ADAPTATION OF THE INDONESIAN VERSION OF THE WORK REGULATORY FOCUS SCALE

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Abstract

This current study aims to adapt the Work Regulatory Focus Scale into the Indonesian version, following the International Test Commission (ITC) Guidelines for Test Adaptation. This cross-sectional study involved 218 participants from a local bank with several branches in Indonesia. Confirmatory Factor Analysis using Lisrel 8.80 was employed to analyze the data. Regulatory focus and work engagement are correlated to determine convergent validity, while CR (Construct Reliability) evaluates reliability. The results of the Confirmatory Factor Analysis indicate that the Work Regulatory Focus Scale model fits the data best (RMSEA = .073, NFI = .94, CFI = .96, Standardized RMR = .065, and AGFI = .93, $p = .000$). The scale also demonstrates good reliability, with a CR value of .798 for promotion focus and .778 for prevention focus. Furthermore, a relationship between work regulatory focus and work engagement was found. These findings indicate that the Work Regulatory Focus has good psychometric properties and provides supports for applicability in the Indonesian context.

Keywords: work regulatory focus scale; adaptation; Indonesian

INTRODUCTION

The regulatory focus has an important role when someone is undertaking something in their life. A person is triggered to comply with various basic needs centered on their physical and social well-being. Regarding the conditions, scholars often differentiate between progressive (e.g., growth and development) and security (e.g., safety and protection). Expanding on this difference, the regulatory focus theory (Higgins, 1997) suggests that, with different needs, the regulatory focus consists of two things: gain (promotion focus) and security (prevention focus).

Persons with a promotion focus choose to take risks in evaluating and chasing possible opportunities and escaping missing out on something that might benefit them, even if this results in setbacks and mistakes (Molden & Higgins, 2012). Promotion focus is oriented to aspirations and growth, related to strategies for approaching the desired final state, and can be considered as a motivation for experimentation and transformation (Kark &

Van Dijk, 2007). Individuals with a prevention focus prefer to do something carefully with the potential to be too limited in assessing and looking for possible chances to circumvent some mistakes that could undercut their security, even resulting in missed opportunities for rewards and benefits. Therefore, the prevention focus is related to responsibility and security, as well as strategies to avoid unwanted end states, and can be considered a motivation for security and constancy (Kark & Van Dijk, 2007).

Promotion focus and prevention focus have different relationships with performance consequences and attitudes. For example, one of the meta-analytic studies showed that promotion focus positively influences innovative performance, creativity, job satisfaction, organizational citizenship behavior and maintains work motivation in the face of qualitative job insecurity (Gorman et al., 2012; Kark et al., 2018; Lanaj et al., 2012; Tu et al., 2020). In contrast, prevention focus is more beneficial to overcome the stress associated with quantitative job insecurity, decreases counterproductive work behavior,

and increases safety performance (Lanaj et al., 2012; Tu et al., 2020). In addition, the meta-analysis conducted by (Gorman et al., 2012) showed that promotion focus is associated positively with task performance, job satisfaction, continuance commitment, affective commitment, LMX, normative commitment, and organizational citizenship. In contrast, prevention focus is associated negatively with job satisfaction but positively related to normative and continuance commitments.

A person with a promotion focus will work faster (Förster et al., 2003; Wallace & Chen, 2006), be involved in different and curious ways of thinking (Crowe & Higgins, 1997), generate and support a variety of possible explanations for outcomes (Lieberman et al., 2001), and is willing to change goals when better opportunities appear (Lieberman et al., 1999; Molden & Hui, 2011). On the other hand, a person with a prevention focus will act safer at work (Wallace & Chen, 2006), be better at detecting errors (Förster et al., 2003), and procrastinate (Freitas et al., 2002).

Regulatory focus also plays a role in explaining the dynamics of the influence relationship between variables. The research on the effect of work events on affective well-being at work and physiological well-being at home shows that daily promotion focus has a positive relationship with well-being. Still, the relationship between this can be weakened when a person has a strong relationship with their supervisors, the promotion focus on improving well-being. Conversely, the impact of the promotion focus on well-being is more substantial when the prevention focus is weakened (Koopmann et al., 2016).

Another study investigated the association between transformational leadership and employee creativity by specializing in promotion focus as a mediator. The research proved that promotion focus is a mediator between transformational leadership and employee creativity, and creative process engagement mediates the relationship between promotion focus and employee

creativity. Research conducted using a three-wave longitudinal study with 279 employees shows that promotion focus mediates the relationship between transformational leadership and employee creativity (Henker et al., 2015).

Regulatory focus is a construct that can explain how the relationship between choice and goals can be related to performance (Higgins, 1997). A meta-analysis of 77 studies also shows the importance of regulatory focus for research in organizational settings (Gorman et al., 2012). Research on regulatory focus in organizational behavior settings has been carried out; for example, several recent studies have examined the relationship between regulatory focus related to performance measurement (Rokhayati et al., 2022), entrepreneurial passion (Santosa et al., 2022), leadership (Shing Leung, 2020; Xu & Wang, 2019), some of these studies used the Work Regulatory Focus Scale (Andrews et al., 2014; Koopmann et al., 2016; Petrou et al., 2015; Roczniowska et al., 2013). In contrast to other countries, there are not as many studies on regulatory focus in Indonesia, and there has not been a work regulatory focus measuring instrument that has been adapted in the Indonesian version.

The measuring tool developed by Higgins (1997), the founder of the regulatory focus theory, is the Regulation Focus Questionnaire (RFQ), which is a scale that measures how a person's subjective reaction when assessing events that have occurred on the success or failure of promotion and prevention of self-regulation. RFQ measures common things in a person's life related to prevention and promotion focus. The scale adapted in this study is the measuring instrument developed by Neubert et al. (2008), the scale is developed by using its two dimensions in the individual perspective at work. The measuring tool is based on the work context to capture the regulatory focus level in the work environment. So, the focus of the items developed on this measuring instrument are related to work situations and ask respondents to consider their behavior at work. Several

scales have been adapted in several languages, including Turkish (Kuş & Ünsal, 2023) and Polish (Roczniewska et al., 2013).

In conclusion, it is crucial to conduct research involving regulatory focus as one of the research variables. The regulatory focus studied in organizational settings, in particular, can affect individual behavior, which also impacts organizational performance, including in Indonesia. Therefore, a valid and reliable psychological scale is needed. Based on this, this research aims to adapt the work regulatory focus scale into the Indonesian version.

METHOD

A cross-sectional study was conducted to prove the validation of the scale. The data was gathered in a local bank in West Sumatera, Indonesia; because bank employees have a high target to gain a bigger company market share; on the other hand, they must do every work precisely to prevent financial loss and fraud. The prior study involved some participants with 155 employees of different professions from diverse companies (Roczniewska et al., 2013), 187 university-affiliated managerial development workshops (Koopmann et al., 2016), and 226 employees of Dutch organizations experiencing organize (Petrou et al., 2015).

As a result, 267 people filled out the research scale, but only 218 people met the research criteria where the respondent had been a permanent employee for at least two years. The adaptation process was conducted based on the International Test Commission (ITC, 2017). This guide explains how to develop and evaluate, including adapting to a psychological test or scale. The first step before validating, we asked permission by email from the owner of the measuring instrument by Neubert (Neubert et al., 2008). After obtaining permission, we carried out forward and backward translations. Two experts carry out translation from English to Indonesian; the criteria for translators are

people who have adequate knowledge of the languages involved, the culture, the content of the test, and the principles of the test in general. The experts are lecturers teaching English with a Doctoral Education qualification and expert translators. Even though they come from the same educational background, one of the translators has translation linguistic qualifications and also studies culture, while the other translator has Translation Studies and English Applied Linguistics. The translation from English and Indonesian is carried out independently by each translator. Meanwhile, backward translation is carried out by language experts who are native English, have a Masters's Education qualification in Indonesian Studies, and have been teaching in Indonesia since 2011. In addition, the expert committee consists of five experts from Psychology and Management who have good English skills, with criteria having a minimum TOEFL score of 500 or having lived abroad; the role of the expert committee is to carry out the synthesis by discussing the translation results of the two translators facilitated by the researcher. One complete translation is obtained based on the agreement of two translators. This stage resulted in a draft Indonesian translation. The next stage is to do a backward translation, which is assessed for suitability with the Work Regulatory Focus Scale item by Neubert et al. (2008). Most of the backward results showed suitability, and some that were not suitable were discussed again with the forward translator and expert committee facilitated by the researcher so that a final scale draft was obtained for further process. After that, a readability test was conducted with a ten-question pilot study. Then, few items undergo some adjustments, which then ready to be tested.

The measurement instrument scale distributed online also contains information about research and informed consent. Previously, this research was also declared eligible and has ethical clearance registered with the Ethics Committee of Padjadjaran University No. 379/UN6.KEP/EC/2020. The research

measurement scale link was submitted to the Human Capital Division of the bank to be distributed to qualified employees so they could fill out the questionnaire. Measuring tools distributed online contain a work regulatory focus scale and a measuring scale that will later be used as convergent validity using the Utrecht Work Engagement Scale (UWES).

Work engagement was assessed using the Indonesian version of the short version of the Utrecht Work Engagement Scale (UWES), which consisted of nine items. The UWES score ranges from 1-5, with the answer choices being never to always. The Indonesian version of UWES was adapted and validated by Rahmadani et al. (2019). The regulatory focus measurement was used in the

Indonesian version of the Work Regulatory Focus Scale adaptation measurement tool with answer choices ranging from 1-5 or strongly disagree to agree (Neubert et al., 2008). The construct validity was proved by Confirmatory Factor Analysis using Lisrel 8.80 maximum likelihood estimation.

RESULT AND DISCUSSION

Based on the data collected, 267 people filled out the research scale, but only 218 met the requirements. It can be seen from Table 1, where the average age of the respondents is 36.43 years, and the average length of work is 12.57 years, while most respondents who fill out the research scale are men (56%). Meanwhile, based on education level, most are graduates from colleges or universities (78%).

Table 1.
Demographic Details

	Range	M(SD)
Age (years)	21-54	36.43(7.95)
Length of work (years)	2-33	12.57(7.38)
	<i>n</i>	%
Gender		
Female	95	44%
Male	123	56%
Education level		
Senior high school	33	15%
College or university	170	78%
Graduate school	15	7%

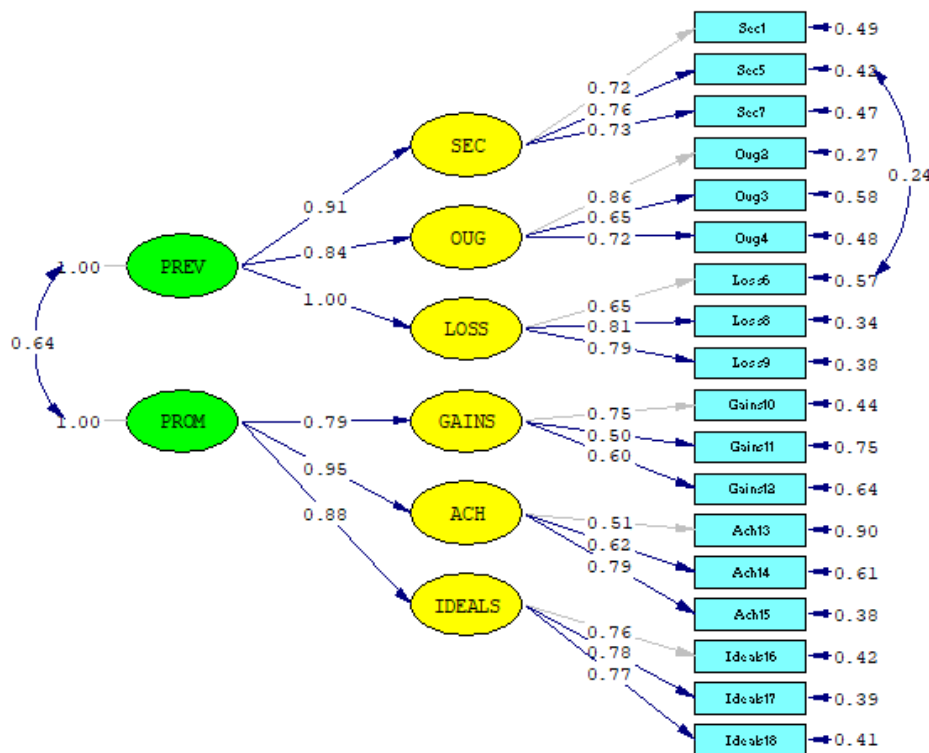
This study aims to adapt the work regulatory focus scale into the Indonesian version. After translation, the measuring instrument was complete, and the validity of the research measuring instrument was tested. Confirmatory Factor analysis was conducted to test the validity of the multi-dimensional construct of the study measuring instrument according to the model proposed by Neubert (Neubert et al., 2008). The results of the analysis using Lisrel 8.80, namely, Chi-Squared (129) = 331.99, $p = 0.000$, and RMSEA = 0.085, show results that do not fit. After modification by correlating measurement error (Bollen, 2014), we get

Chi-Square (129.19) = 276.19, $p = 0.000$, and RMSEA = 0.073, the reason for correlating errors is to get a better Goodness of Fit based on the advice given by Lisrel, it is allowed to execute as long as it does not violate the conceptual understanding (Hair et al., 2014), in this case the correlated error variances are still within one construct. In addition, it can also be seen in Table 2 from other Goodness of Fit values, which indicate the standards that are expected to be achieved quite well, namely NFI = 0.94, CFI = 0.96, Standardized RMR = 0.065, and AGFI = 0.93. After ensuring the model fits the data, the loading factor for each item is presented below.

Table 2.
Goodness of Fit Before and After Modification

Criteria	Acceptable Level of Conformity	Before Modification		After Modification	
		Estimated Results	Note	Estimated Results	Note
χ^2	$p > .05$	.000	NF	.000	NF
RMSEA	$\leq .08$	.085	NF	.073	Fit
NFI	$\geq .90$	.93	Fit	.94	Fit
CFI	$\geq .92$	.95	Fit	.96	Fit
Standardized RMR	≤ 0.10	.067	Fit	.065	Fit
AGFI	$> .90$	.91	Fit	.93	Fit

Note. NF = Not Fit.



Chi-Square=276.19, df=128, P-value=0.00000, RMSEA=0.073

Figure 1. CFA of Work Regulatory Focus Scale (Loading Factor)

The results of the CFA calculation for the variables in Figure 1 above shows that the highest loading factor was found in the 6th item at 0.81. As for the dimensions, it can be seen that the Loss Dimensions loading factor is the highest compared to the other dimensions. From Figure 1, it can be seen that all indicators forming the latent variable have a loading factor (λ) ≥ 0.5 . For instance, the first item “*Saya berkonsentrasi dalam menyelesaikan tugas dengan benar untuk*

menjamin saya tidak akan kehilangan pekerjaan saya” (I concentrate on completing my work tasks correctly to increase my job security) shows a loading factor of 0.72. The fifth item “*Di tempat kerja, saya sering fokus dalam menyelesaikan tugas yang akan mendukung kebutuhan saya akan jaminan tidak kehilangan pekerjaan*” (At work, I am often focused on accomplishing tasks that will support my need for security) shows a loading factor of 0.769. The range of the loading factor

is 0.50-0.86, which indicates that all items are moderately to highly correlated with the underlying factor. In addition, all dimensions and items of the Work Regulatory Focus Scale have a *t*-value score > 1.96, the observed range of the *t*-value is 4.13-10.93 which indicates that all dimensions and items can be said to be valid. The CR value of this measuring tool for promotion focus is 0.798 > 0.7, and the CR for prevention focus is 0.778 > 0.7, indicating that

the latent variable is declared reliable, where all manifest variables can provide consistent measurements of the dimensions of the latent variable Work Regulatory Focus. In addition, it is done by correlating work regulatory focus with work engagement to get convergent validity. Associations between dimensions are also observed, in which result can be seen in Table 3.

Table 3.
Intercorrelation and Convergent Validity of Work Regulatory Focus Scale

	1	2	3	4	5	6	7	8	9	10	11
1											
2	.607**										
3	.757**	.578**									
4	.909**	.817**	.897**								
5	.294**	.233**	.372**	.345**							
6	.252**	.226**	.281**	.289**	.411**						
7	.399**	.360**	.491**	.478**	.430**	.544**					
8	.392**	.337**	.477**	.461**	.815**	.781**	.798**				
9	.203**	.338**	.307**	.319**	.212**	.141*	.265**	.259**			
10	.237**	.419**	.329**	.369**	.197**	.119	.330**	.268**	.760**		
11	.270**	.325**	.348**	.357**	.221**	.185**	.394**	.330**	.587**	.639**	
12	.268**	.410**	.373**	.396**	.238**	.168*	.374**	.324**	.891**	.909**	.840**

Note. 1 = Security, 2 = The Oughts, 3 = Losses, 4 = Prevention Focus, 5 = Gain, 6 = Achievement, 7 = Ideals, 8 = Promotion Focus, 9 = Vigor, 10 = Dedication, 11 = Absorption, 12 = Work Engagement.

* $p < .05$ (2-tailed), ** $p < .01$ (2-tailed).

Based on Table 3, it can be seen that the total score of prevention focus and promotion focus, each dimension of regulatory focus, also shows a positive correlation with each dimension of work engagement, except for the dimensions of achievement (dimension of promotion focus) and dedication (dimension of work engagement), proved to be insignificant ($p > .5$).

The convergent correlation was proven by the positive correlation between the promotion focus, which is also in line with several studies (Alamri, 2023; Andrews et al., 2016; Delle et al., 2023; Idike et al., 2020; Lichtenthaler & Fischbach, 2019; Rahmi et al., 2021). In addition, the prevention focus shows a

positive correlation with work engagement, which has also been proven in previous research (Andrews et al., 2016; Delle et al., 2023; Rahmi et al., 2021). The limitation of this study is that the discriminant validity was not conducted to prove the scale has a conceptually different meaning from other concepts, which is indicated by showing a negative correlation.

CONCLUSION

The results show that the work regulatory focus scale is valid and reliable in Indonesia. It can be seen from the proven psychometric properties of the Work Regulatory Focus Scale that the adaptation of this scale can be

said to be quite good. This scale can be tested for convergent validity using other psychological constructs for further research. In addition, this study has not conducted validity discrimination. Moreover, this measuring tool can also be tested on other research subjects with different business cores from where this research is carried out.

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APPENDIX**Work Regulatory Focus Scale Indonesian Version**

No	Pernyataan
1	Saya berkonsentrasi dalam menyelesaikan tugas dengan benar untuk menjamin saya tidak akan kehilangan pekerjaan saya.
2	Di tempat kerja, saya memusatkan perhatian saya dalam menyelesaikan kewajiban yang ditugaskan kepada saya.
3	Memenuhi tugas pekerjaan adalah sangat penting bagi saya.
4	Di tempat kerja, saya berusaha untuk memenuhi tanggung jawab dan tugas yang diberikan kepada saya.
5	Di tempat kerja, saya sering fokus dalam menyelesaikan tugas yang akan mendukung kebutuhan saya akan jaminan tidak kehilangan pekerjaan.
6	Saya melakukan segala yang saya bisa, untuk menghindari kehilangan di tempat kerja
7	Keamanan dalam bekerja merupakan faktor penting bagi saya dalam mencari pekerjaan.
8	Saya memusatkan perhatian saya untuk menghindari kegagalan dalam bekerja
9	Saya sangat berhati-hati untuk menghindari kehilangan yang mungkin terjadi di tempat kerja
10	Saya mengambil peluang di tempat kerja untuk memaksimalkan pencapaian tujuan yang lebih tinggi
11	Saya cenderung mengambil risiko di tempat kerja demi mencapai kesuksesan
12	Jika saya diberi kesempatan untuk dilibatkan dalam suatu tugas yang berisiko tinggi dan imbalan tinggi, saya pasti akan menerimanya.
13	Jika pekerjaan tidak memungkinkan saya untuk maju, saya kemungkinan akan mencari pekerjaan yang baru.
14	Peluang untuk berkembang adalah faktor penting bagi saya ketika mencari pekerjaan.
15	Saya fokus menyelesaikan tugas yang akan mendukung kemajuan saya.
16	Saya memikirkan cara untuk menggapai cita-cita saya.
17	Prioritas pekerjaan saya dipengaruhi oleh gambaran yang jelas tentang apa yang saya cita-citakan.
18	Pada saat bekerja, saya termotivasi oleh harapan dan cita-cita saya.