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DEVELOPMENT OF THE INDONESIAN MILITARY'S WORK-LIFE BALANCE SCALE

Freddy A. R. Simanjuntak
Psychological Service of the Indonesian Army
Sangkuriang 17, Bandung, West Java, Indonesia
freddy18003@mail.unpad.ac.id

Urip Purwono
Faculty of Psychology, Padjadjaran University
Jatinangor, West Java, Indonesia
urip.purwono@unpad.ac.id

Eri R. Hidayat
Psychological Service of Indonesian Army
Sangkuriang 17, Bandung, West Java, Indonesia
eri_hidayat@yahoo.com

Article Info

Abstract

Work-life balance is important for individual psychological well-being, including for Indonesian soldiers in the UN Peacekeeping mission. Balancing these two factors will positively affect psychological well-being. Fisher, Bulger, & Smith once stated that when work interface with life it can affect work-life balance. Critical to individual psychological well-being as it is, scale developed to assess this construct in the Indonesian military population has never been reported. This study was aimed at examining the validity and reliability of a work-life balance scale specifically developed for use in Indonesian military population in the operation field. This study seeks to confirm the underlying dimensions of work-life balance by testing the hypnotized model employing Confirmatory Factor Analysis (CFA). The participants consist of 100 Indonesian soldiers. The results show that the work-life balance scale (25 items) has a high reliability ($\alpha = 0.889$). Further analysis resulted that the model was fit to the data ($\chi^2 = 248.37$; $p = 0.092$; RMSEA = 0.035; CFI = 0.98; and SRMR = 0.068). It was concluded that the 4 dimensions were the four major valid dimensions, and this study indicate that testing the model using multigroup samples of different demography as well as rank and cultural background is warranted.

INTRODUCTION

Work and personal life are the two most significant elements in an individual's life. To carry out the responsibilities of each domain, both work, and personal life, individuals need a large amount and quality of time and energy (Rathi & Barath, 2013). Nowadays work-life balance becomes important for individual psychological well-being, which is characterized by high self-confidence, satisfaction, and various harmonizations in life. This can be considered as an indicator of the success of roles in work and family life (Clarke, 2004).

Work-life balance is an individual's ability to meet both their work and family commitments, as well as other non-work responsibilities and activities (Parkes & Langford, 2008). Work-life balance is an accomplishment of role-related expectations that are negotiated and shared between an individual and his/her role-related partners in the work and family domains (Grzywacz & Carlson, 2007). Fisher et al describe work-life balance as competition for both time and energy between the different roles filled by an individual. Someone's life can be considered unbalanced when the amount of time one works causes some sort of conflict or stress in other areas of life (Fisher-McAuley et al., 2003), and according to the survey conducted by CNBC, one of the jobs have the highest stress level is the military (CBNC, 2017). For these reasons discussing matters relating to a high level of stress in the military will be important if related to the balance, they experience in their work and their personal life or work-life balance.

Work-life balance in the military is an important psychological factor to explain the balancing between work and non-work factor or their personal life. Balancing these two factors will positively affect psychological well-being. When we think negatively, it will create conflicts between the workplace and personal life. Soldiers have a strong physicality and mentality, but the workplace and family life have a large influence both positively and negatively (Dehigala, 2015).

Soldiers have a personal life outside of work that must be lived. Physical and psychological pressure in their work will indirectly affect their lives. Time and effort are spent on the duties and responsibilities of the job, which will affect it in fulfilling the duties and responsibilities outside of work, such as family, self, or social needs. When a working interface with life, it can interfere with work-life balance (Fisher et al., 2009). This condition will then affect how a soldier can achieve a work-life balance.

The fact of the matter is in line with what is experienced by Indonesian soldiers serving in the UN Peacekeeping mission. Based on the initial observation and experience from the author join the UN Peacekeeping mission, the phenomenon of balancing between work and personal life is important. The soldiers will conduct a daily patrol, guarding the main gate, guarding the observation post, guarding all the UN assets, escorting VIPs and VVIPs staff, and other tasks in conflict-filled areas. This also requires them to stand by all the time, also when there is a time of vulnerability. Duties and responsibilities carried out by the soldiers in the mission area can drain their time, energy, and psychological aspects of the soldiers. This will indirectly have an impact on their personal life, like family, hobby, social relations, etc. A balance is needed so that the individual psychological well-being can be actualized.

Therefore, authors are interested in developing a work-life balance scale to assess this construct in the Indonesian soldier population that has never been reported. This study aims to measure the work-life balance with the measurement in the military.

The measuring instrument was developed by authors based on four dimensions of work-life balance theory from Fisher, Bulger, and Smith (Fisher et

al., 2009):
1. Work Interference with Personal Life (WIPL). Refer to which work can interfere individual's personal life. This means that work can make it difficult for someone to manage the time of their personal life. For example, workers who must work overtime because of the target will have spent more time working than to have a personal life. In this dimension there are several indicators: (a) Inability to do things outside of work; (b) Personal needs are neglected; (c) Time runs out for work.
2. Personal Life Interference with Work (PLIW). Refer to which an individual's personal life can interfere with the work. This occurs when an individual has a problem in his personal life, will interfere with the performance of the individual. Example: employees who have personal or family problems become less enthusiastic when working. This will hamper the progress of job targets to be met. In this dimension there are several indicators: (a) personal life consumes energy; (b) work is neglected; (c) too much personal business; (d) personal life making tired; (e) less work optimal.
3. Personal Life Enhancement of Work (PLEW). Refer to which a personal life can enhancement the work. This means that a person's personal life can improve his job performance. If the individual feels good because of his personal life, this can make the individual's mood at work enjoyable. Example: when workers are in a good mood due to personal life (family), then workers are more enthusiastic about doing their work. In this dimension there are several indicators: (a) personal life supports work; (b) personal life gives the energy to work; (c) personal life makes relaxed and ready to work.
4. Work Enhancement of Personal Life (WEPL). Refer to which an individual's work can enhancement a personal life. This occurs when an individual's work can improve the quality of personal life. This can be analogous when skills are acquired by an individual at work, it allows individuals to utilize his skills in daily lives. Example: sewing training and making patterns are obtained by workers from companies, can be used for the personal life of workers. In this dimension there are several indicators: (a) work gives energy; (b) work makes a good mood; (c) work helps personal problems.

METHODS
Subject
The subject in this study were 100 soldiers from the Indonesian Armed Forces (Army, Navy, and Airforce) who selected through a convenient sampling technique. The characteristics of subjects were a soldier in a Peacekeeping mission, has joined the military for at least 1 year early adulthood which is the age range of 18-45 years who are willing to fill the questionnaire, and no gender screening.

From the total of 100 soldiers, the general description was obtained based on rank, gender, education level, and age as can be seen in these following tables:

Table 1. Classification of rank

No	Rank	Amount	Percent
1	Officer	14	14 %
2	NCO	34	34 %
3	Private	52	52 %
	Total	100	100 %

Source: Proceed by Authors, 2020

Table 2. Classification of gender

No	Gender	Amount	Percent
1	Male	88	88 %
2	Female	12	12 %
	Total	100	100 %

Source: Proceed by Authors, 2020

Table 3. Classification of education

No	Education	Amount	Percent
1	Senior High	88	88 %
2	Bachelor	11	11 %
3	Master	1	1 %
	Total	100	100 %

Source: Proceed by Authors, 2020

Table 4. Classification of age

No	Age	Amount	Percent
1	18-23	10	10 %
2	24-29	36	36 %
3	30-34	26	26 %
4	35-40	24	24 %
5	41-45	4	4 %
	Total	100	100 %

Source: Proceed by Authors, 2020

Instruments
The instrument used in this study was the work-life balance scale developed by the authors, consists of 25 items that measure 4 dimensions of work-life balance.

Table 5. Sample Items of the WLBSM

No	Dimension	ITEM
1	Work Interference with Personal Life (WIPL)	- When I get home from work, I'm too tired to do the things I want. - My personal life was neglected because of my work.
2	Personal Life Interference with Work (PLIW)	- I find it difficult to work because of personal problems. - My work was neglected because of everything that happened in my personal life.
3	Personal Life Enhancement of Work (PLEW)	- Good relationships with colleagues add my enthusiasm to work. - My personal life allows me to perform good work.
4	Work Enhancement of Personal Life (WEPL)	- My work can energize my activities which are important to me. - The things I do at work help me deal with personal problems and daily business.

Source: Proceed by Authors, 2020

The scale was developed through the method of face validity, expert judgment, try out, and reliability measurements. The scale has a fairly good level of reliability (> 0.7).

Research Method
This research used a quantitative approach that is used to quantify the problem by way of generating numerical data or data that can be transformed into usable statistics. Based on the aim of this research to develop the scale of work-life balance, non-experimental design or survey was used. This also relevant to social-behavioral research that applies the behavioral and social sciences to the study of people's responses to certain internal and external stimuli.

After all the data scored, researcher test the psychometric characteristic used Confirmatory Factor Analysis (CFA). Confirmatory factor analysis (CFA) is a multivariate statistical procedure that is used to test how well the measured variables represent the number of constructs.

RESULT AND DISCUSSION
Internal consistency as a reliability test is used to see the consistency between items in measuring the same construct by using the Cronbach Alpha.

$$\alpha = \left(\frac{K}{K-1}\right)\left(1 - \frac{\sum V_i}{V_T}\right)$$

The following results of reliability and the criteria are used referring to Kaplan & Sacuzzo (Kaplan & Saccuzzo, 2005). The reliability results obtained amounted to 0.889 and conclude that the instrument is reliable. To find out whether the scale has good items, the researcher analyzes the items using item discrimination. Item discrimination can be used to determine which item is best for measuring a construct or content (Friedenberg, 1995). In this study, the calculation of the item discrimination by using 'corrected item-total correlation' with SPSS (Statistical Package for the Social Sciences). In test

construction, the corrected item-total correlation is used to define the association of the item with the total score on the other items. The corrected item-total correlation is used by method CA based on the correction for attenuation (Lord & Novick, 1968), that is defined as:

$$\rho_{ii'}^{CA} = \frac{\rho_{X_i R_{(i)}}^2}{\alpha_{R_{(i)}}}.$$

The result of corrected item-total correlation will compare with the criteria of Ebel and Frisbie (Ebel & Frisbie, 1991) discrimination index below:

Table 6. Discrimination Index

No	Score	Note
1.	< 0,19	Poor item
2.	0,20 – 0,29	Marginal item
3.	0,30 – 0,39	Reasonably good
4.	> 0,40	Very good item

Source: Ebel & Frisbie, 1991

The result of the item discrimination with the criteria of Ebel and Frisbie discrimination index (1991), as the following results:
a. Item analysis of WIPL dimension can be seen in Table 7.
b. Item analysis of PLIW dimension can be seen in Table 8.
c. Item analysis of PLEW dimension can be seen in Table 9.
d. Item analysis of WEPL dimension can be seen in Table 10.

Table 7. Result of WIPL dimension

Item	R	Result
1	0,532	Very good item
4	0,511	Very good item
7	0,669	Very good item
10	0,326	Reasonably good
13	0,610	Very good item
15	0,593	Very good item
18	0,581	Very good item
21	0,578	Very good item
23	0,341	Reasonably good

Source: Proceed by Authors, 2020

Table 8. Result of PLIW dimension

Item	R	Result
2	0,595	Very good item
5	0,570	Very good item
9	0,605	Very good item
12	0,244	Marginal item
16	0,498	Very good item
20	0,588	Very good item
26	0,705	Very good item
28	0,576	Very good item
30	0,615	Very good item

Source: Proceed by Authors, 2020

Table 9. Result of PLEW dimension

Item	R	Result
3	- 0,054	Poor Item
8	0,358	Reasonably good
14	0,355	Reasonably good
19	0,326	Reasonably good
25	0,353	Reasonably good
29	0,261	Marginal Item

Source: Proceed by Authors, 2020

Table 10. Result of WEPL dimension

Item	R	Result
6	0,510	Very good Item
11	0,270	Marginal Item
17	0,158	Marginal Item
22	0,348	Reasonably good
24	0,301	Reasonably good
27	0,481	Very good Item

Source: Proceed by Authors, 2020

Based on item analysis of the dimension, obtained items that have correlated with the scale developed. In this work-life balance scale, some items have varying correlations, some even have a high correlation. Nevertheless, there are still 5 items that have a low correlation, namely item 3, 11, 12, 17, and 29. Thus the researchers removed all 5 items so that the total items remaining were 25 items.

Confirmatory Factor Analysis (CFA)

Based on the Standards for Education and Psychological Testing issued by AERA, APA, & NCME (1999), a test validity with Confirmatory Factor Analysis (CFA) is a way to obtain validity through Evidence-Based Internal Structure.

Confirmatory Factor Analysis creates a measurement model that illustrates the indicators in the scale so that it can be used as an instrument for measuring latent variables. In this test, the researchers make a measurement model with one latent variable (work-life balance) consist of 4 dimensions.

To assess whether the measurement fits to the data, it is necessary to consider the index value of fit. According to Hu and Bentler, the recommended criteria are SRMR plus CFI (Hu & Bentler, 1998). Kline speaks strongly about which indices to include and advocates, minimum the following indices should be reported are (Kline, 2005): Chi-Square test, RMSEA, CFI and SRMR. In a review by McDonald and Ho, it was found that commonly reported fit indices are the CFI, GFI, NFI and the NNFI (McDonald & Ho, 2002).

This research uses the fit index criteria in the form:
a. Model Chi-Square. Assess overall fit and the discrepancy between the sample and fitted covariance matrices. Sensitive to sample size.
b. Root Mean Square Error of Approximation (RMSEA). A parsimony-adjusted index. Values closer to 0 represent a good fit.
c. Goodness of Fit Indeks (GFI). GFI is the proportion of variance accounted for by the estimated population covariance.
d. Adjusted Goodness Fit of Index (AGFI). AGFI is corrects the GFI, which is affected by the number of indicators of each latent variable.
e. Comparative Fit Index (CFI). A revised form of NFI. Not very sensitive to sample size. Compares the fit of a target model to the fit of an independent, or null, model.

The cut off index that necessary to consider the index value of fit, as can be seen in Table 11.

Table 11. Goodness of Fit Indeks

Goodness of fit Index	Cut off value	Output
p-value	≥ 0,05	Fit
RMSEA	≤ 0.08	Fit
GFI	≥ 0,90	Fit
AGFI	≥ 0,80	Fit
CFI	≥ 0,90	Fit

Source: Wijanto, 2008

Wijanto (2008) said that the value of GFI, AGFI, CFI will be between 0 (poor fit) to 1 (perfect fit). Value ≥ 0.90 is a good fit, and value between 0.80 to 0.90 is a marginal fit.

Confirmatory Factor Analysis verifies that all dimensions will measure one latent variable, namely work-life balance:
a. Results of the Goodness of fit variable from the Work Interference with Personal Life (WIPL) dimension can be seen in Table 12. Table 12 shows that the probability value is 0.155. All Goodness of fit indexes states that the models are fit, so it can be concluded that the level of acceptance of the model is good.

Table 12. The goodness of Fit Indeks
(n = 100; total items = 9)

The goodness of fit Index	Cut off value	Result	Output
p-value	≥ 0,05	0,155	Fit
RMSEA	≤ 0.08	0,055	Fit
GFI	≥ 0,90	0,94	Fit
AGFI	≥ 0,80	0,88	Fit
CFI	≥ 0,90	0,99	Fit

Source: Proceed by Authors, 2020

b. Results of the Goodness of fit variable from the Personal Life Interference with Work (PLIW) dimension, can be seen in Table 13. Table 13 shows that the probability value is 0.169. All Goodness of fit indexes states that the

models are fit, so it can be concluded that the level of acceptance of the model is good.
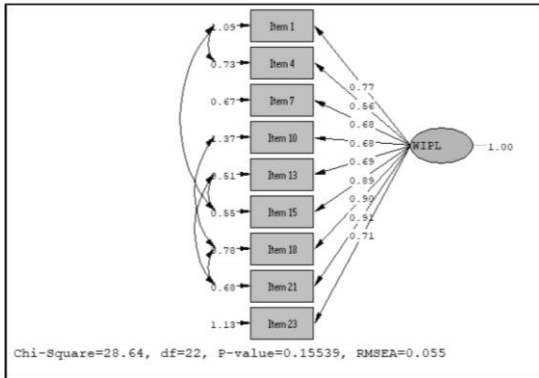

Figure 1. Path diagram of WIPL dimension
Source: Proceed by Authors, 2020

Table 13. The goodness of Fit Indeks
(n = 100; total items = 8)

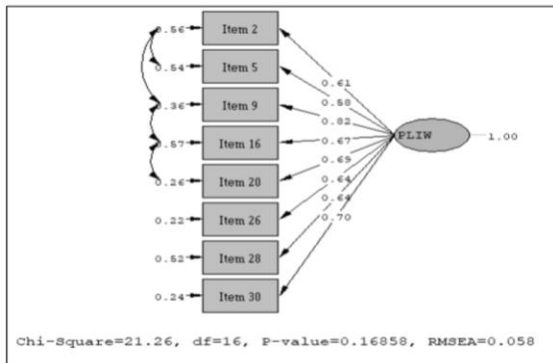| The goodness of fit Index	Cut off value	Result	Output
p-value	≥ 0,05	0,169	Fit
RMSEA	≤ 0.08	0,058	Fit
GFI	≥ 0,90	0,95	Fit
AGFI	≥ 0,80	0,89	Fit
CFI	≥ 0,90	0,99	Fit

Source: Proceed by Authors, 2020

Figure 2. Path diagram of PLIW dimension
Source: Proceed by Authors, 2020

c. Results of the Goodness of fit variable from the Life Enhancement of Work (PLEW) dimension, can be seen in Table 14. Table 14 shows that the probability value is 0.860. All Goodness of fit indexes states that the models are fit, so it can be concluded that the level of acceptance of the model is good.

Table 14. The goodness of Fit Indeks
(n=100; total items =4)

The goodness of fit Index	Cut off value	Result	Output
p-value	≥ 0,05	0,860	Fit
RMSEA	≤ 0.08	0,000	Fit
GFI	≥ 0,90	1,00	Fit
AGFI	≥ 0,80	1,00	Fit
CFI	≥ 0,90	1,00	Fit

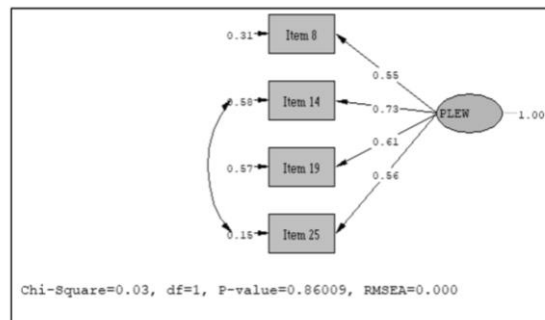*Source:* Proceed by Authors, 2020

Figure 3. Path diagram of PLEW dimension
Source: Proceed by Authors, 2020

d. Results of the Goodness of fit variable from the Work Enhancement of Personal Life (WEPL) dimension, as can be seen in Table 15. Table 15 shows that the probability value is 0.286. All Goodness of fit indexes states that the models are fit, so it can be concluded that the level of acceptance of the model is good.

Table 15. The goodness of Fit Indeks
(n=100; total items =4)

Goodness of fit Index	Cut off value	Result	Output
p-value	≥ 0,05	0,286	Fit
RMSEA	≤ 0.08	0,050	Fit
GFI	≥ 0,90	0,99	Fit
AGFI	≥ 0,80	0,94	Fit
CFI	≥ 0,90	0,99	Fit

Source: Proceed by Authors, 2020

e. The results of the Second Order Confirmatory Factor Analysis model are: p-value = 0.092 (p> 0.05) and RMSEA = 0.035 (RMSEA <0.08). From the p-value and RMSEA results
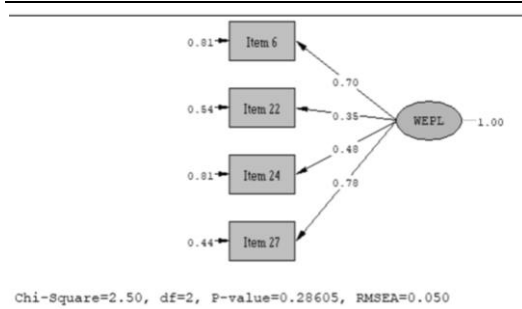
Figure 4. Path diagram of WEPL dimension
Source: Proceed by Authors, 2020

obtained, the goodness of fit index has been fulfilled so that this model is fitted with the data.

Table 16. The goodness of Fit Indeks Second-order CFA

The goodness of fit Index	Cut off	Result	Output
p-value	≥ 0,05	0,092	Fit
RMSEA	≤ 0.08	0,035	Fit
GFI	≥ 0,90	0,81	Marginal Fit
AGFI	≥ 0,80	0,76	Marginal Fit
CFI	≥ 0,90	0,98	Fit

Source: Proceed by Authors, 2020

CONCLUSIONS AND RECOMMENDATION

The work-life balance scale in this research was developed based on the work-life balance theory from Fisher, Bulger, and Smith (Fisher et al., 2009). The process of developing this measurement begins with the process of making work-life balance items and then checking the face validity by the expert and then testing the scale. The test conducted in this research is the reliability and validity tests. The reliability test using Cronbach Alpha showed that the work-life balance had high reliability (α> 0.7; α = 0.889).

A validity test is conducted from the evaluation of model fit and the significance of each item from several criteria. The analysis resulted that the model was fit to the data (χ^2 = 248.37; p = 0.092; RMSEA = 0.035; CFI = 0.98; and SRMR = 0.068). It
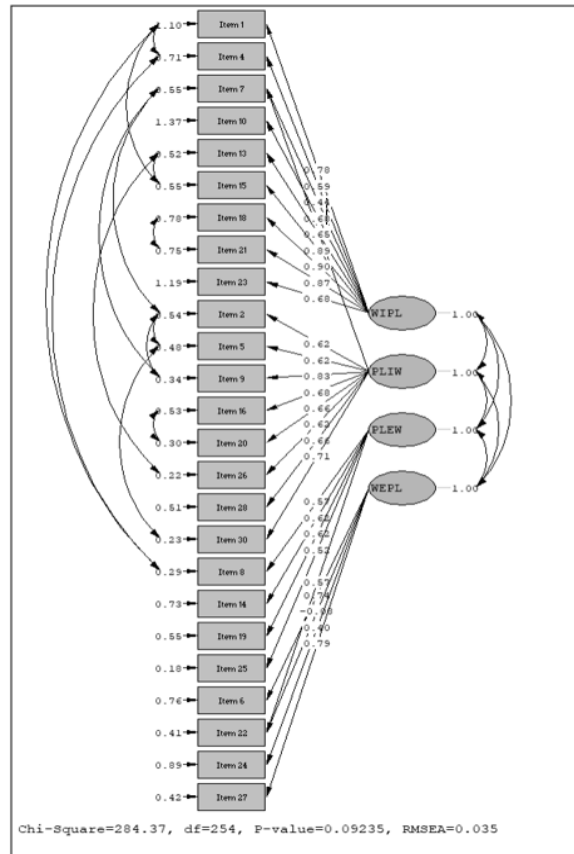

Figure 5. Second-order Confirmatory Factor Analysis (CFA)
Source: Proceed by Authors, 2020

was concluded that the 4 dimensions derived from Fisher, Bulger and Smith's theory (Fisher et al., 2009): Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), Personal Life Enhancement of Work (PLEW), and Work Enhancement of Personal Life (WEPL) were the four major valid dimensions underlying the Work-life balance construct.

So it can be concluded that this scale is reliable and valid, with a total of 25 items. This measuring instrument has a good level of reliability and validity for use within the military in a field operation and also in a UN Peacekeeping mission so that it can be used as a tool for the individual psychological well-being namely Work-Life Balance Scale for Military (WLBSM).

The results of this study indicate that testing the model using multigroup samples of different demography as well as rank and educational background is

warranted. The rank of the soldier is very influential on the type of task faced, where the officer is prioritized in the ability to do the planning, analysis, and strategic things. While for non-commissioned officers and enlisted officers, more technical abilities were given in carrying out their duties (shooting, controlling combat vehicles, etc.).

Not included items that indicate faking good on the subject, because Indonesian culture is closely related to collectivity, does not want to be considered bad, so there is a tendency to answer what is considered true based on social norms rather than what is felt.

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Appendix

Table 17. WLBSM Questionnaire

No.	Item
1.	When I get home from work, I'm too tired to do the things I want.
2.	Family business drains my energy so that it can't work properly
3.	After working all day, it was difficult for me to do other personal activities.
4.	My work was neglected because of everything that happened in my personal life.
5.	My work can energize my activities which are important to me.
6.	My job makes it difficult for me to deal with friends.
7.	Good relationships with colleagues add my enthusiasm to work.
8.	My work is often interrupted because of personal matters.
9.	I often put aside my personal needs due to work demands.
10.	My personal life was neglected because of my work.
11.	My personal life gives me the energy to do my work.
12.	My hobbies are often interrupted because of my work.
13.	I find it difficult to work because of personal problems.
14.	I have to lose important personal activities because I spend too much time working.
15.	My personal life allows me to perform good work.
16.	I am too tired to work effectively because of the things I do in my personal life.
17.	My work time does not allow me to do activities with friends.
18.	My satisfying work made my personal life more enjoyable.
19.	My breaks time is often overlooked because of my work.
20.	The things I do at work help me deal with personal problems and daily business.
21.	My personal life helps me relax and feel ready for work the next day.
22	My personal life causes me to not be able to focus on work.
23	Activities outside of my job become a pleasure because of my job.
24	While working, I worry about things that I need to do outside of work.
25	I had difficulty completing my work because I was busy with personal matters at work.

Table 18. Reliability of WLBSM

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized ITs	N of items
.889	.897	25

Table 19. Total Statistics of WLBSM

Item-Total Statistics

No	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
01	131.34	212.065	.532	.583	.883
02	130.38	215.915	.595	.715	.882
03	131.39	234.281	-.054	.395	.899
04	130.78	217.527	.511	.557	.884
05	130.51	217.404	.570	.707	.883
06	131.20	215.576	.510	.550	.884
07	130.63	212.114	.669	.732	.880
08	130.39	225.028	.358	.662	.887
09	130.72	214.951	.605	.773	.882
10	132.01	219.081	.326	.365	.889
11	130.91	223.658	.270	.465	.889
12	131.27	224.381	.244	.313	.890
13	130.63	215.165	.610	.742	.882
14	130.83	221.698	.355	.560	.887
15	130.98	212.525	.593	.715	.882
16	130.76	218.265	.498	.651	.884
17	130.71	228.753	.158	.457	.890
18	131.37	211.064	.581	.650	.882
19	130.86	223.617	.326	.523	.887
20	130.65	218.311	.588	.798	.883
21	131.28	211.800	.578	.642	.882
22	130.53	224.797	.348	.556	.887
23	131.44	219.400	.341	.458	.888
24	131.13	223.771	.301	.383	.888
25	130.52	226.353	.353	.660	.887
26	130.53	216.938	.705	.719	.881
27	131.00	218.384	.481	.610	.884
28	130.87	216.639	.576	.636	.883
29	130.15	227.745	.261	.582	.888
30	130.54	217.705	.615	.761	.882