

# Tes Kepribadian

Oleh : Runi Rulangi



# Tes Kepribadian



## TOPIK DISKUSI

Konsep dasar  
Macam-Macam Tes Kepribadian

# DEFINISI

## Personality Defined

2

The characteristics that describe ways in which people are unique or different from each other.

Mechanisms are like traits, but they refer more to the processes of personality.

Traits and mechanisms are not a random collection of elements.

They are relatively enduring overtime and are generally consistent over situations.

Personality is something a person carries with him- or herself over time and from one situation to the next.

Traits and mechanisms influence our actions, how we view ourselves, how we think about the world, how we interact with others, how we feel, our selection of environments, what goals and desires we pursue in life, and how we react to circumstances.

Personality is the **set of psychological traits and mechanisms within the individual** that is **organized and relatively enduring** and that **influences** his or her **interactions with, and adaptations to**, the environment (including the intrapsychic, physical, and social environment).

Personality psychologists look at internal factors (in comparison with, for example, social psychologists who look externally).

Interactions with situations include:  
perceptions: how we "see" or interpret an environment  
selections: the manner in which we choose situations to enter  
evocations: the reactions we produce in others  
manipulations: the ways in which we attempt to influence others

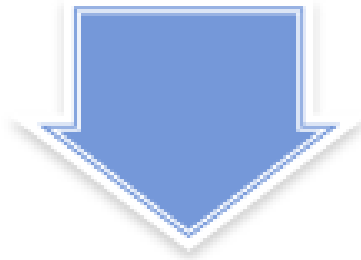
A central feature of personality concerns adaptive functioning—accomplishing goals, coping, adjusting, and dealing with numerous challenges and problems.

“

# Personality

“Characteristic pattern of thinking, feeling and acting.”

**Four major perspectives on Personality**

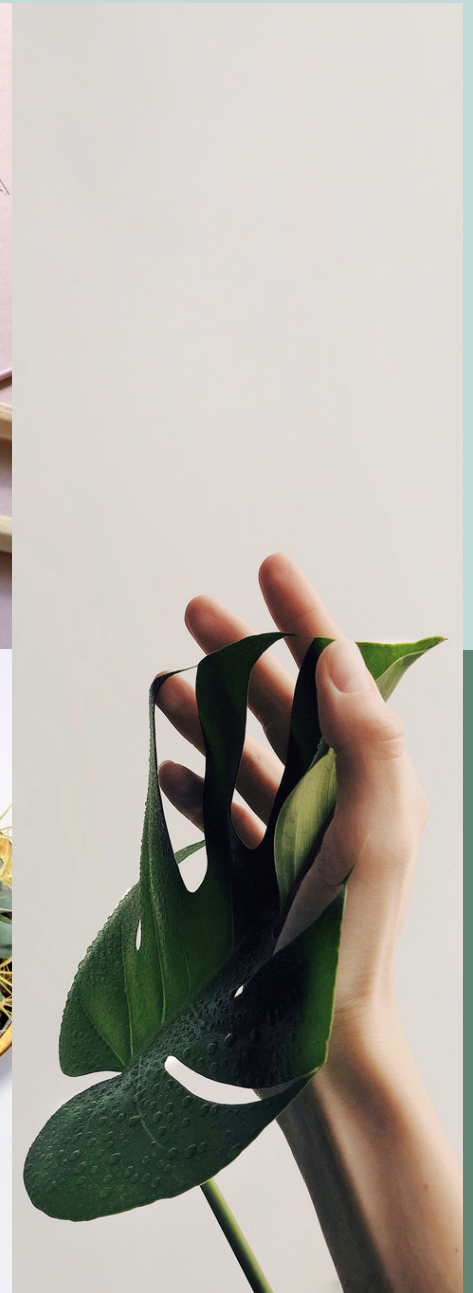


**Psychoanalytic** - unconscious motivations  
**Trait** - specific dimensions of personality  
**Humanistic** - inner capacity for growth  
**Social-Cognitive** - influence of environment

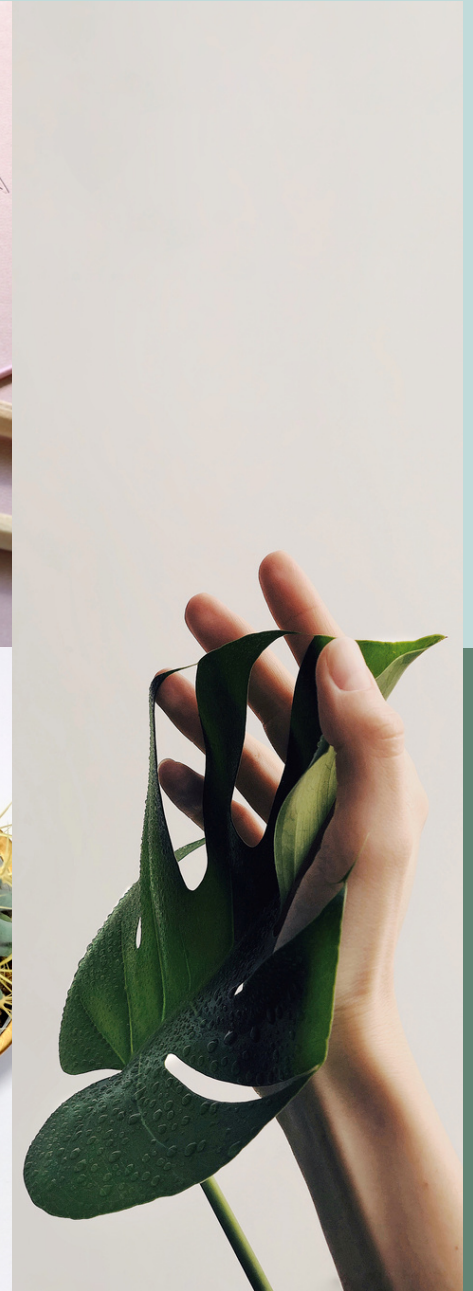


# Teori Kepribadian

- Sebagai pedoman dan pemahaman terhadap kepribadian
- Ada berbagai macam teori sebagai dasar penyusunan



- Teori mendasari penyusunan dan bentuk instrumen



# 3 Levels of Personality Analysis

## 3 Levels of Personality Analysis

Every human being is...

...like all others

**Human nature level**

...like some others

**Individual/Group Differences**

...like no others **Individual Uniqueness Level**

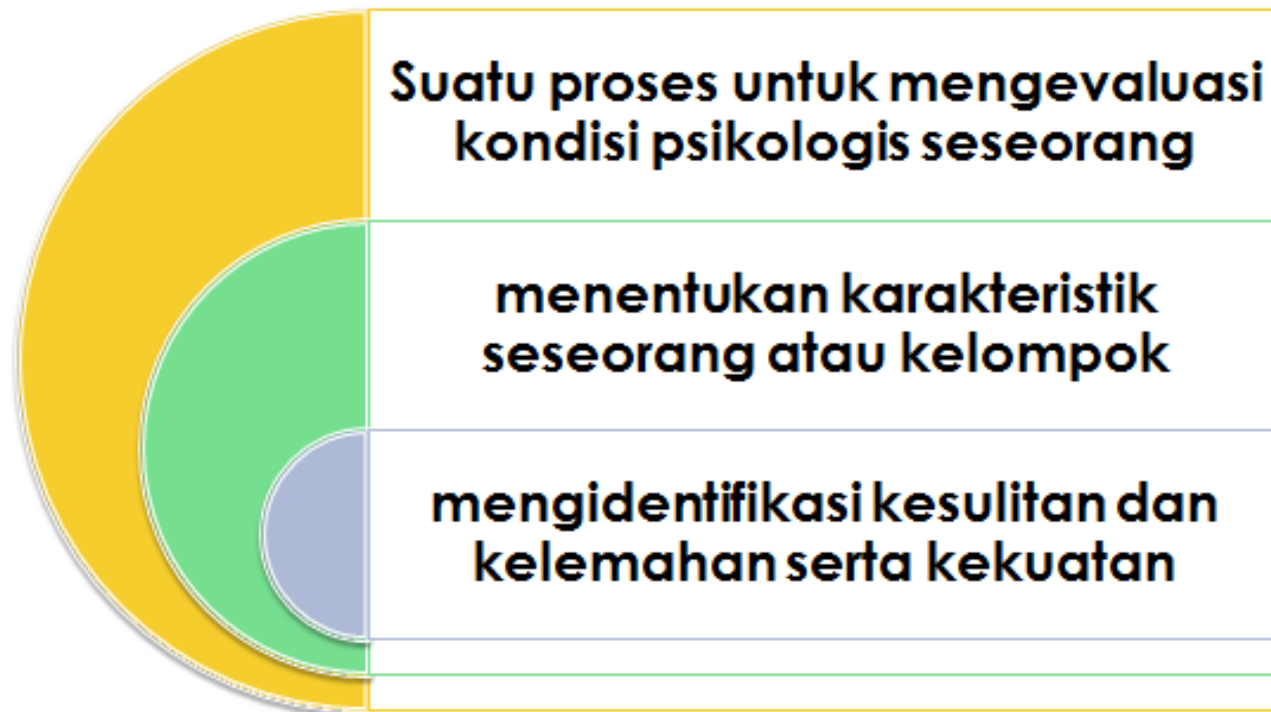
The traits and mechanisms of personality that are typical of our species and are possessed by everyone or nearly everyone

Ways in which each person is like *some* other people

Every individual has personal and unique qualities not shared by any other person in the world

# Asesmen

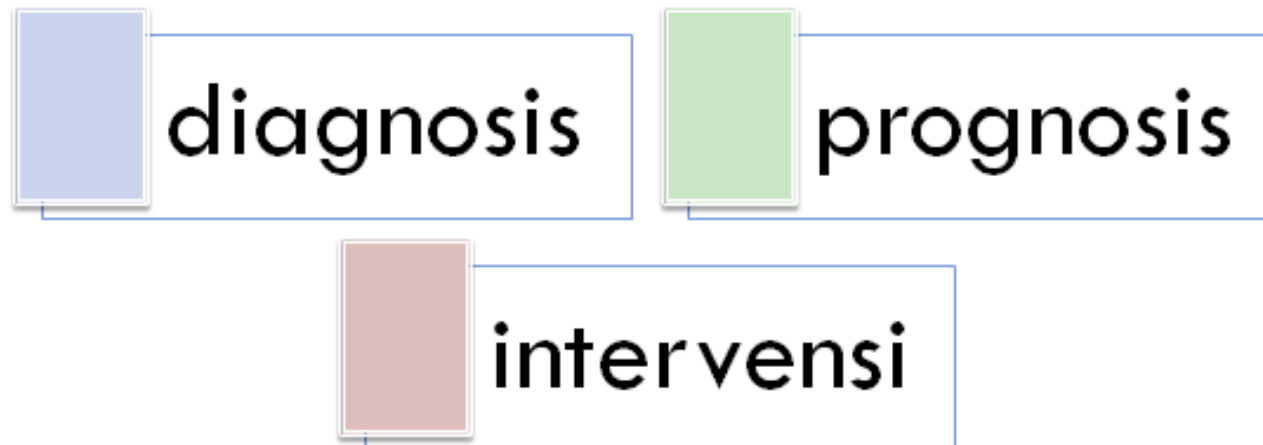
6



Pengantar inventori-wm

# Tujuan asesmen

7



# Problems in personality measurement

- People must give reliable and truthful answers
- People must understand the language used

- 



# Problems in personality measurement

- Responses may be affected by mood



# Problems in personality measurement

- People may have multiple identities across situations and find it difficult to portray their "real" personality



# Ethical Issues





# Ethical Issues

- “ PROFESSIONAL RELATIONSHIP
- “ INVASION OF PRIVACY
- “ INVIOLOGY
- “ LABELING AND RESTRICTION OF FREEDOM
- “ COMPETENCY
- “ INTERPRETATION AND USE OF TEST RESULTS
- “ COMMUNICATING TEST RESULTS
- “ MAINTENANCE OF TEST SECURITY AND ASSESSMENT INFORMATION

# Teknik asesmen Kepribadian

- Pembagian  
berdasar tekniknya :
- Proyektif
- TAT,CAT, Grafis
- Non-  
proyektif/objektif
- EPPS, 16 PF, SSCT,  
Papi-K, NSQ



# **Teknik non proyektif**

- Bersifat objektif
- Berbentuk inventori
- Disusun berdasar teori kepribadian tertentu
- Ada keterbatasan (problems)

# Inventori

- Sejumlah daftar items yang berkait dengan
- Karakteristik pribadi
- Pikiran
- Perasaan
- Perilaku

# Problem dalam Inventori

14



- Truthfulness in responding



- Response tendencies

- 
- Over cautiousness
  - extremeness
  - Social desirability
  - acquiescence

# Berbagai bentuk Inventori Kepribadian (Aiken)



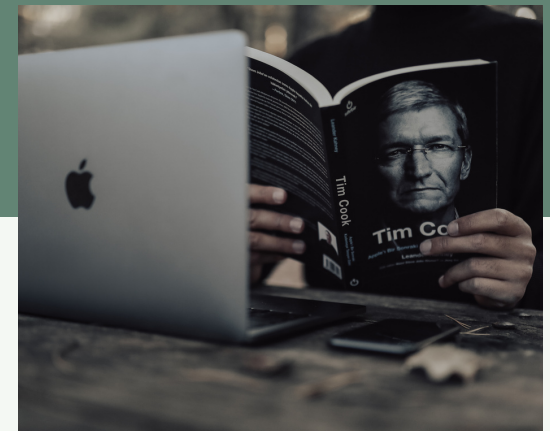
## CONTENT VALIDATED INVENTORIES

Rational : berdasar  
teorikepribadian



## FACTOR ANALYZED INVENTORIES

Berdasarkan faktor/trait  
kepribadian



## CRITERION KEYED INVENTORIES

Terdiri dariskala yang  
membedakan 2 ataulebih  
kelompok kriteria

- Cattell melakukan klasifikasi trait menjadi 4
- Common vs Unique
- Constitutional vs Environmental
- Dynamic ability vs temperament
- Surface vs source

## **Trait Theories (Cattell)**

- Semua traits dimiliki oleh setiap orang, tetapi ada yang khas pada setiap orang (trait yang cenderung dominan)
- Teorinya kemudian dikembangkan lebih luas lagi dari ke 4 trait dasar tersebut dan dijadikan dasar dari beberapa inventori yang disusun
- 16 PF, NSQ, CAQ

## **Trait Theories (Cattell)**

# **Inventori yang digunakan di bidang pendidikan**

- 16 PF
- EPPS
- NSQ
- SSCT
- Papi-K