

A PILOT STUDY OF EXAMINING THE VALIDITY AND RELIABILITY OF RESEARCH QUESTIONNAIRES

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Rovinelli and Hambleton (1977) discussed regarding the Index of Item of Objective Congruence (IOC) as a procedure used in test development for evaluating content validity at the item development stage. Likitwattana (2010) suggested the measuring of IOC to be conducted with 3-5 specific experts to check and omit an item if it has a low average IOC score at $<.50$, and then a reliability test to be conducted to observe the consistency of the score produced. This study aims to assess two sets of self-constructed questionnaires by focusing on detecting and eliminating the erroneous wording and phrases in each item in case of an inappropriate and incongruent wording between sub-scales and items. The first set consisted of six sub-scales with 63 items in total, broken down as job analysis (9 items), recruitment and selection (9 items), pre-service training (9 items), performance appraisal (11 items), compensation (18 items), and training needs assessment (7 items). The second set consisted of 25 items. There were 50 participants, first ten experts and senior teachers to evaluate and rate of the validity of the instrument, and then 40 academic teaching staff to rate its reliability. Data collection took place at the Ministry of Education and Sport, and at Souphanouvong University, Laos, in July-August 2016. The results indicated that 19 out of 63 items under the six sub-scales in the first set and 7 out of 25 items in the second set needed to be omitted. The average score of IOC was $\leq .50$ and the sum scores were of the packages $\sum \text{IOC}=.60$ and $\sum \text{IOC}=.68$, respectively. As regards reliability, for the first set the agreement was at a moderate level (3.27 ; $\text{SD}=0.22$, $\alpha=.801$; $r=.395$; $\text{KMO}=.588$) and for the second set, a moderate level was found, too (3.33 ; $\text{SD}=0.86$, $\alpha=.956$; $r=.996$; $\text{KMO}=.652$). This small scale study in examining the validity and reliability of instruments found the two sets gradually satisfying and statistically appropriate. Thus they seem to be feasible to be employed to collect data in the full-scale study in the near future.