

The Reliability and Validity Measurement for Emotional Intelligence and Cohesion of Workgroup Among Football Players

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ABSTRACT

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KEYWORDS:

Emotional intelligence
Cohesion of workgroup
Football players

CITATION:

Nur Farah Syazwani Said & Nurul Hudani Md Nawati. (2023). The Reliability and Validity Measurement for Emotional Intelligence and Cohesion of Workgroup Among Football Players. *Malaysian Journal of Social Sciences and Humanities (MJSSH)*, 8(1), e002078.
<https://doi.org/10.47405/mjssh.v8i1.2078>

One of the important processes in research is to ensure that the questionnaire is reliable and valid. Based on previous research, the psychometric properties of the measurement for emotional intelligence and cohesion of workgroup are not widely tested by using the sample in the context of sports. Hence, the main objective of this study is to test the reliability and validity measurement for emotional intelligence and cohesion of workgroup among football players. The research method is quantitative where questionnaire form is used to conduct the study. The questionnaire is consisting of Schutte Emotional Intelligence Scale (SEIS) and Group Cohesiveness Scale. The sample of this study is 252 football players that plays for Premier League and Super League. The data was analyzed by using Statistical Package for Social Science (SPSS) software version 26. As result, the score of Cronbach Alpha for SEIS is 0.816 while for Group Cohesiveness Scale, the score of Cronbach Alpha is 0.778. Hence, in terms of reliability, the findings show that all items are in high reliability. Meanwhile, in terms of validity, the results show that all items are very beneficial which are strongly valid. As conclusion, the result of this study will be one of the sources of reference for future researchers that interested to use the measurement of emotional intelligence and cohesion of workgroup especially in the context of sports.

Contribution/Originality: This study is one of very few studies which have investigated the psychometric properties of measurement for emotional intelligence and cohesion of workgroup using the sample in the context of sports. Hence, the result of this study can give benefits to others as it will be one of the sources of reference for future researchers.

1. Introduction

Most of the organizations now are more concern about group cohesion among members. This is because, cohesion is one of the important elements in assisting the success of an organization. According to [Fenri Abraham \(2018\)](#), group cohesion is an individual's feeling of attraction to the group and their motivation to remain as the members where it is an important factor in the group's success. [Fauziah \(2013\)](#) also agree that with the togetherness and cohesiveness in the group, members will feel as a part of the group, so that the goal will be easy to achieve.

The importance of group cohesion in the context of sports is also undeniable. According to [Sabin and Marcel \(2014\)](#), in sports that involving group, like any other activity that based on performance, high group cohesion is considered as very helpful and leads to a better performance. A strong group cohesion among players will also give benefit to the group itself. Besides, the effect of group cohesion is low level of turnover and desire to leave ([Vivia R. Trihapsari & Fuad Nashori, 2011](#)). [Aminuddin et al. \(2008\)](#) also said that in sports, the same goal of the players is to win championships where it depends on team-coordinated efforts or cooperation. However, there are several combinations of factors that need to be considered. This is because, there is no single factor that can contribute to the cohesion of the workgroup.

One of the factors is emotional intelligence. Emotional intelligence is the ability of individuals to identify and manage their own emotions as well as motivate themselves and identify the emotions of others as well as develop friendly relationships with them ([Tengku Elmi Azlina & Noriah, 2014](#)). According to [Rapisarda \(2002\)](#), the high level of emotional intelligence of individuals in the group is believed to have a positive impact on the effectiveness of the group which is in both terms of achievement and cohesion. This indirectly proves that individuals with low levels of emotional intelligence tend to face difficulties in build a good relationships with other working group members. Based on these factors, it is seen that it can be considered as an element that can influence the cohesion of the workgroup in an organization.

However, in order to find evidence about the relationship between emotional intelligence and cohesion of workgroup, researcher use a few instrument to measure the constructs and adapted those instrument to fit in research objective. Hence, the instrument used to measure emotional intelligence in this study is Schutte Emotional Intelligence Scale (SEIS) whereas it was proposed by Schutte and Malouff in 1998 ([Teuku Rijalul Fikry & Maya Khairani, 2017](#)). Besides, the researcher use Group Cohesiveness Scale in order to measure the cohesion of workgroup as it was proposed by Forsyth in 1999 ([Fitri Kurniawati, 2016](#)).

The instrument has tested its psychometric properties such as internal consistency, test and retest, divergent validity, convergent validity and predictive validity ([Marzita et al., 2020](#)). In the original version of SEIS that was done by Schutte and Malouff in 1998, the reliability is between 0.70 to 0.85 while the validity is medium to high correlations with the Big Five ([Jonker & Vosloo, 2008](#)). Then, there are a research that has done in the context of general organization and the result shown that the value of Alpha Cronbach which is reliability of the Group Cohesiveness Scale is 0.94.

However, the context of sample in this research is different from the original version and the instrument has been translated into different language. So that, researcher need to

test the reliability and validity for each measurement. This is supported by [Marzita et al. \(2020\)](#), as they believe that, when an original instrument has been translated and adapted, it is need to be tested for validity and reliability.

Hence, a study need to be conducted in order to investigate the reliability and validity measurement for emotional intelligence and cohesion of workgroup. So that, it can ensure that the instrument can measure the variables accurately.

1.1. Problem Statement

There are a lot of study that have been done to investigate the psychometric properties of measurement for emotional intelligence and cohesion of workgroup. However, those psychometric properties of the measurement for emotional intelligence and cohesion of workgroup are not widely tested by using the sample in the context of sports. According to [Lane et al. \(2009\)](#) no published study has provided a comprehensive analysis of the validity of an emotional intelligence measure for use in sport.

There is also some issues that related to the sample in which there a lot of research done on psychometric properties in the context of Western as same as the original version of research. [Jahanvash Karim \(2011\)](#) said despite the rather large literature concerning emotional intelligence, the vast majority of studies concerning development and validation of emotional intelligence scales have been done in the Western countries. This statement also proven by [Zhoc, Li, and Webster \(2016\)](#) as the measurement of emotional intelligence has been criticized as its reliability and validity were mainly studied in the Western context.

Besides, due to the translation of the questionnaire from the original version, researcher needs to study the psychometric properties of the measurement. This is because subject, object, and time used in the current research is different from the previous research although both research have same characteristics of respondent ([Fitri Kurniawati, 2016](#)).

Hence, in order to fill the research gaps, researcher tested a study that investigated the psychometric properties of measurement for emotional intelligence and cohesion of workgroup in the context of sports.

1.2. Objective

The main objective of this study is to test the reliability and validity measurement for emotional intelligence and cohesion of workgroup among football players in Malaysia.

2. Methodology

2.1. Research Method

The research method of this study is quantitative approach whereby descriptive statistical method was used. According to [Champathes \(2006\)](#), descriptive studies are used to ensure that certain variables in the study will be explained. The data was collected by using questionnaire forms. [Nurul Hudani et al. \(2016\)](#) said that data collection techniques using questionnaires are appropriate and practical to use because researchers present data in the form of numbers. In this study, the reliability of the measurement is determined using internal consistency method by finding Cronbach

Alpha for each construct while the validity of the measurement is determined by using Pearson correlation between subscales and the total score.

2.2. Participants

The participants of this study is 252 Premier League and Super League football players in Malaysia. The amount of participants are good enough to get a better result as this statement is supported by [Faizal Amin et al. \(2017\)](#) whereas a minimum of 30 respondents were sufficient to be analysed for validity and reliability in the study. The selected participants are playing for teams or club that participate in Premier League and Super League. They also hold various positions which are goalkeeper, defender, midfielder and striker.

2.3. Instruments

The questionnaire is consisting of Schutte Emotional Intelligence Scale (SEIS) and Group Cohesiveness Scale. Researchers use Schutte Emotional Intelligence Scale (SEIS) in order to measure the construct of emotional intelligence which has been translated by [Teh \(2001\)](#). The original version of this questionnaire was created by Schutte and Malouff in 1998 based on the theories that was developed by Mayer and Salovey in 1990 ([Teuku Rijalul Fikry & Maya Khairani, 2017](#)). This section consist of 33 items that divided into five components which are self-awareness, mood management, self-motivation, empathy and managing relationships.

Meanwhile, Group Cohesiveness Scale was used to measure the cohesion of workgroup. The questionnaire was proposed by Forsyth in 1999 and it was translated by [Fitri Kurniawati \(2016\)](#). It consist of 13 items that divided into a few domains which are social strength, unity in the group, attractiveness and cooperation of the group. The separation of each section as shown in [Table 1](#).

Table 1: Questionnaire and Number of Items

Construct	Instrument	Number of Items
Emotional intelligence	Schutte Emotional Intelligence Scale (SEIS)	33
Cohesion of workgroup	Group Cohesiveness Scale	13
Total		46

3. Result

The data collected was analyzed by using Statistical Package for Social Science (SPSS) software version 26. In this study, the reliability and validity of the instrument used is tested. According to [Mohd Faizal Nizam and Leow \(2017\)](#), reliability refers to the consistency or stability of the assessment results. Meanwhile, validity basically means measure what is intended to be measured ([Field, 2005](#)).

Hence, researcher used Cronbach Alpha coefficient method to measure the item reliability in terms of internal consistency. This is because it is viewed as the most appropriate measure of reliability when making use of Likert scales ([Hamed Taherdoost, 2016](#)). The interpretation of Cronbach Alpha's score which is shown in the [Table 2](#) below

are used to be referred as [Hamed Taherdoost \(2016\)](#) have suggested four cut-off points for reliability.

Table 2: Interpretation of Cronbach Alpha's Score

Score	Degree of Reliability
0.90 and above	Excellent
0.70 - 0.90	High
0.50 - 0.70	Moderate
0.50 and below	Low

Source: [Hamed Taherdoost \(2016\)](#)

Besides, the construct validity was then tested by using Pearson correlation. The criteria of interpreting a validity coefficient of an item are presented in [Table 3 \(R Oktavia et al., 2018\)](#).

Table 3: Interpretation of Validity Coefficients

Validity coefficient values	Interpretation
Above 0.35	Strongly valid
0.21 – 0.35	Likely to be useful
0.11 – 0.20	Depends on circumstances
Below 0.11	Unlikely to be useful

Source: [R Oktavia et al. \(2018\)](#)

3.1. Reliability of Measurements

A reliability analysis was carried out on the Schutte Emotional Intelligence Scale (SEIS) and Group Cohesiveness Scale. According to the data analysis, the score of Cronbach Alpha for Schutte Emotional Intelligence Scale (SEIS) is 0.816 while the score for Group Cohesiveness Scale is 0.778. Based on the result, the reliability of this measurement is high. The result of analysis is shown in the [Table 4](#) below.

Table 4: Cronbach Alpha's Score for Measurement

Instrument	Score of Cronbach Alpha	Degree of Reliability
SEIS	0.816	High
Group Cohesiveness Scale	0.778	High

3.2. Validity of Measurements

A validity analysis was carried out on Schutte Emotional Intelligence Scale (SEIS) which consists of 33 items and Group Cohesiveness Scale which consists of 13 items. Due to a lot of items, the convergent validity between subscale and total score is tested by using Pearson correlation. The result is shown in the [Table 5](#). Based on the result, SEIS and Group Cohesiveness Scale have high validity coefficient values, r which are very beneficial (strongly valid).

Table 5: Analysis of Validity

Instrument	Subscale	Validity coefficient values, r	Interpretation
SEIS Group Cohesiveness Scale	Self-awareness	0.506**	Strongly valid
	Mood management	0.582**	Strongly valid
	Self-motivation	0.351**	Strongly valid
	Empathy	0.516**	Strongly valid
	Managing relationships	0.511**	Strongly valid
	Social strength	0.527**	Strongly valid
	Unity in the group	0.864**	Strongly valid
	Attractiveness	0.684**	Strongly valid
	Cooperation of the group	0.845**	Strongly valid

**Correlation is significant at the 0.01 level (2-tailed)

4. Discussion

The data was analysed in terms of psychometric properties of measurement for emotional intelligence and cohesion of workgroup. For emotional intelligence, researcher used Schutte Emotional Intelligence Scale (SEIS) while Group Cohesiveness Scale was used in order to measure the cohesion of workgroup.

The reliability of measurements are tested by considering the score of Cronbach Alpha for SEIS and Group Cohesiveness Scale. Based on the result, SEIS has 0.816 of Cronbach Alpha while for measurement of Group Cohesiveness Scale, the score of Cronbach Alpha is 0.778. According to [Hamed Taherdoost \(2016\)](#), the score of Cronbach Alpha which is below than 0.50 is considered as low, 0.50 to 0.70 is considered as moderate, 0.70 to 0.90 is considered as high and above 0.90 is considered as excellent.

However, according to the score of Cronbach Alpha, all the measurements which are SEIS and Group Cohesiveness Scale have high reliability. This is supported by [Abdul et al. \(2019\)](#) in which they reported a reliability score of 0.87 for SEIS from a diverse sample of participants. According to [Fitri Kurniawati \(2016\)](#), Cronbach's Alpha value, which is the reliability of the Group Cohesiveness Scale is 0.94. According to the past research, this can be concluded that SEIS and Group Cohesiveness Scale have high reliability.

The validity is then tested by considering the coefficient values, r in which Pearson correlation was done between the subscales of each measurement with the total score. In SEIS, there are a few subscales that are tested which are self-awareness, mood management, self-motivation, empathy and managing relationships. Based on the findings, subscales of mood management has high value of validity coefficient which is 0.582 followed by empathy which is 0.516, managing relationships which is 0.511, self-awareness which is 0.506 and self-motivation which is 0.351.

In Group Cohesiveness Scale, there are four subscales which are social strength, unity in the group, attractiveness and cooperation of the group. The highest value of validity coefficient is unity in group as it is 0.864 compared to the subscales cooperation of the group which is 0.845, subscales of attractiveness which is 0.684 and subscales of social strength which is 0.527.

Although the range of validity is between 0.351 to 0.864, according to the interpretation of [R Oktavia et. al. \(2018\)](#), the result show that all subscales are very beneficial and strongly valid. This is supported by [Marzita et al. \(2020\)](#) as the study indicate SEIS has good validity and reliability. Besides, according to [Fitri Kurniawati \(2016\)](#), based on the results of the Confirmatory Factor Analysis (CFA) test on the Group Cohesiveness Scale, it is known that all items have grouped according to the indicators and all statement items are declared valid with a loading factor value above 0.50.

Hence, the measurement for emotional intelligence (SEIS) and cohesion of workgroup (Group Cohesiveness Scale) is reliable and valid to be used in the context of sports especially among football players. Besides, the number of items are maintained and there are no items that need to be withdraw as they have high reliability and validity.

5. Conclusion

In the past research, group cohesion is believed can be affected by emotional intelligence. There are a few measurements that can be used to measure the constructs. The measurements are Schutte Emotional Intelligence (SEIS) for emotional intelligence and Group Cohesiveness Scale to measure cohesion of workgroup. However, in order to make sure that the measurements are really can measure the constructs, researcher needs to ensure that the measurements are reliable and valid.

Because of that, researcher needs to test the psychometric properties of the measurements which are reliability and validity through a study. Besides, researcher also needs to study the psychometric properties because there are less of research that have been done in the context of sports especially among football players. In this study, researcher used 252 football players that are playing for teams or club that participate in Premier and Super League. The position of the players are whether goalkeeper, defender, midfielder or striker.

The results was analysed by SPSS version 26. In terms of reliability, researcher considered the score of Cronbach Alpha for all items in measurements and the findings show that all items are in high reliability. Meanwhile, in terms of validity, researcher considered the Pearson correlation between the subscales for each measurements with the total score. The results show that all items are very beneficial which are strongly valid. This approach allows for the researcher to withdraw the items that do not comply with the conditions of the diagnosis. However, all items are maintained and no items was withdrawn from the measurements.

Last but not least, the result of this study can give benefits to others as it will be one of the sources of reference for future researchers that interested to use the measurement of emotional intelligence and cohesion of workgroup especially in the context of sports. Besides, this study also can give advantages to the workgroup itself which is the football team as they can improve their cohesion.

Ethics Approval and Consent to Participate

The researchers used the research ethics provided by the Faculty of Psychology and Education, University of Malaysia Sabah. All procedures performed in this study involving participants were conducted in accordance with the ethical standards of the

institution. The authors also declare that this article meets the proper scientific writing methods by listing the reference sources for the citations made.

Acknowledgement

Part of this article was extracted from a master thesis submitted to University of Malaysia Sabah.

Funding

The authors declare that this article received no specific funds from any funding agency.

Conflict of Interest

The authors declare that there is no conflict of interest in publishing this article.

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