

Rasch Model Analysis: Measuring the Reliability of Malaysia Counsellor Performance Indicator (M-CPI): A tool for Supervisor to measure the Performance of Counsellor

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Abstract

This study was conducted to research the appropriate components for measuring the performance of counsellors in Malaysia. In this study, a mixed method was used, namely (i) qualitative and (ii) quantitative approach. Data was collected from 305 counsellor supervisors registered under the Malaysia Board of Counsellors using a stratified random sampling technique. Rasch Analysis was used to analyze the data, focusing on three crucial aspects: reliability and separation for item and person, item and person fit statistics, and unidimensionality and local independency. The findings obtained through Rasch Analysis shows that this developed indicator has a high reliability value with (.82) for person reliability and (.88) for item reliability. In addition, the separation index is accepted at 2.12 for person and 2.69 for item. Reliability test of person and item showed the consistency of item and Rasch Model (confirm to fit) and separation index of person and item. Moreover, there are five (5) constructs exhibited high reliability, ranging from 0.80 to 0.95. The construct with the highest reliability is Interpersonal Relationship (0.94), followed by Knowledge (0.89), Ethics and Legality is 0.87, Personal Roles and Expertise is 0.84 and followed by Skills (0.83). However, the other three (3) constructs showed score at 0.70 to 0.79 for Multicultural (0.79), followed by Attitude and Personality at (0.73), Philosophy of Profession (0.72). However, the Referral construct obtained a score at 0.68. Therefore, this proves that the components of the M-CPI are suitable and can be used to measure the performance of counsellors in Malaysia.

Keywords: Malaysia-Counsellor Performance, Indicator (M-CPI), mixed method, reliability, Rasch Analysis