



Preliminary Analysis of Employee Needs Inventory Assessment (ENAI): Reliability and Validity

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ABSTRACT

The aim of this study is to develop and assess the validity and reliability of Employee Needs Assessment Inventory (ENAI). Employee Needs Assessment Inventory (ENAI) aims to screen employees' problem and measured eight scale namely health, financial, family, spiritual, work, career, interpersonal relationship and work environment. The instrument is developed based on Ecological Theory by Bronfenbrenner (1979). The questionnaire is distributed to 1113 employees in selected public university in Malaysia. The reliability of the instrument is measured using internal consistence reliability (Cronbach Alpha). The construct validity is measured by Exploratory Factor Analysis (EFA). The result indicated a coefficient alpha is 0.96 for the 76 ENAI items. The coefficient alphas for the eight subscales were as follows: 0.89 for health, 0.79 for financial, 0.86 for family, 0.83 for spiritual, 0.88 for work, 0.85 for career, 0.90 for interpersonal relationship and 0.89 for work environment. The study founds the instrument is valid and reliable.

Keywords: Reliability; Validity; Assessment; Employee; Exploratory factor analysis

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INTRODUCTION

Employees are the most important asset in an organization, and knowing their needs is essential in creating a healthy organizational culture (Gabčanová, 2011). Numerous

researches have highlighted employees' job satisfaction as an important factor in determining the success of the organization (Chi, et. al, 2009; Choi, et. al, 2017; Gabčanová, 2011; Gregory, 2011; Liao, et. al, 2017; Van der Voordt, 2003; Van Dick, et. al, 2017). Employees would be satisfied with their organization if they were satisfied with their job. On the other hand, employees could dislike the organization but still be satisfied with their job, and vice versa. Thus, it is crucial for employers, as well as counsellors to have information regarding employees' needs.

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