

# THE RESPONSE PATTERNS OF A CAREER INTEREST INSTRUMENT BASED ON HOLLAND THEORY

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## ABSTRACT

The aims of this research were to identify: (1) the response patterns of a career interest instrument developed by the researcher based on the Holland theory, (2) the parameter of the career interest instrument items developed based on Holland theory, and (3) the probability of points' bias gender on the career interest instrument. This research employed a quantitative approach which consists of several interrelated research steps: (1) developing the instrument, (2) testing instrument, (3) analyzing psychometric characteristic of instrument using IRT method, and (5) analyzing possibility of bias gender on each item. The result of this research showed that: (1) two items have inappropriate response patterns to the models, these are the 1<sup>st</sup> and 49<sup>th</sup> items; (2) all of the items of the career interest instrument categorized as good criterion of item parameter; and (3) according to gender, five items were identified containing Differential Item Functioning (DIF) as shown by the Item Characteristic Curve (ICC). These are the 1<sup>st</sup>, 15<sup>th</sup>, 27<sup>th</sup>, 34<sup>th</sup>, and 38<sup>th</sup> items.

Kata Kunci: *Career Interest, Holland Theory, Items Bias, Response Pattern*