

Adaptation and Validation of the Team Climate for Initiative Scale among Indonesian Lecturers

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The demand for high academic achievement requires university faculty members in Indonesia to be proactive. One organizational practice that can encourage such behavior is an initiative climate. However, psychometrically validated instruments for measuring the initiative climate within this specific cultural context remain scarce. This study aims to adapt and validate the Team Climate for Initiative Scale among Indonesian university faculty members. Using a quantitative cross-sectional design, data were collected via an online survey from 205 faculty members. Confirmatory Factor Analysis (CFA) was used for structural validation, while reliability was assessed using Cronbach's alpha and McDonald's omega. The results indicate that this unidimensional scale, consisting of 7 items, demonstrates strong content validity, good convergent validity (AVE = 0.607), and excellent internal consistency (Cronbach's alpha = 0.913, McDonald's omega = 0.910). Although the RMSEA value was higher than the conventional threshold due to a small number of degrees of freedom (df = 14), other key fit indices consistently supported the model (CFI = 0.947, TLI = 0.921, SRMR = 0.043). This study provides initial psychometric evidence for the Team Climate for Initiative Scale, offering a validated tool for researchers and university administrators to assess and foster a proactive team climate in Indonesian higher education.

Keywords: *Initiative climate, team climate for initiative scale, lecturers, Indonesia*

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