

THE USE OF MILLON PERSONALITY TYPE INVENTORY INDONESIAN VERSION (MPTII) FOR SCREENING INDONESIAN ARMY SOLDIERS

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Abstract

The Psychological Service of the Indonesian Army has a responsibility to ensure that the soldiers are fit psychologically for deployments, thus will continuously seek the most appropriate psychological measurement for this purpose. In this study, we used the 249 item Millon Personality Type Inventory Indonesian version (MPTII) (Triwahyuni, 2013) which was adapted from Millon's evolutionary model that divided personality type into 8 domains of personalities (1990). This measurement has respectable reliability and validity indexes (all dimensions $> 0,7$). Since the MPTII was designed for the civilian population, this study attempted to investigate the psychometric properties of the instrument with samples from several Army Battalions all over Indonesia. Using quantitative method, the subjects of this study are army soldiers ($n=1.192$), and they were chosen using the convenience sampling technique. Confirmatory Factor Analysis was used to test the model validation, and further data analysis was conducted using Diagonal Weighted Least Square (DWLS). The result shows that the 12 dimensions of the MPTII have a good reliability score ($\alpha > 0,7$), and each item was shown to be valid. Further analysis using DWLS found that all of the personality types have a good fit ($SRMR < 0,08$). In conclusion, the study showed that the MPTII has good psychometric properties and can be used to measure the personality types of soldier for deployment duties. However, since the MPTII was meant to measure abnormalities, further research is needed to sample from soldiers who belong to the non-normal population.

Keywords: Millon Personality Type, Indonesian Army

Background

Personality measurement is needed to better understand the dynamics of an individual's behavior when faced with a particular situation. In the military, every soldier is always required to be ready to deal with any task irrespective of the situation that he or she is facing. However, if the

appointment of personnel is based on the right characteristics of his or her personality, it will increase the chances of success doing the task and further optimize one's abilities, not mentioning that appointing the wrong person surely will cause problems later on.

At the moment clinical psychologists in Indonesia, heavily use projective tests for selection purposes in order to get the personality picture of a testee. But these instruments have been criticized, so that its use has been decreasing (Groth-Marnat, 2000b; C. Piotrowski, 1999). Some criticisms of projective test are that it takes too long to master, overemphasizing psychoanalytic theory, and the need for instruments with more time and costs efficient (C. Piotrowski, 1999; C. Piotrowski & Zalewski, 1993; Watkins, 1991). Consequently, the researcher is interested in finding personality inventories that can predict clinical disorders in a more timely and cost effective way. In this regard, the researchers found personality measurement tools based on the theory of Theodore Millon (1969), which have different measurement objectives, including: MCMI-III (Millon Clinical Multiaxial Inventory-III), MIPS-Revised (Revised Millon Index of Personality Style), M-PACI (Millon Pre-Adolescent Clinical Inventory), MACI (Millon Adolescent Clinical Inventory), MAPI (Millon Adolescent Personality Inventory), MBMD (Millon Behavior Medical Diagnostic) and MCCI (Millon College Counseling Inventory).

Based on the above reasoning, then, the purpose of the study to compile a measuring instrument for normal adults, by further examining the MCMI-III and MIPS measures. Basically, the MCMI-III is used for adult subjects who are receiving clinical treatment, and its interpretation of the results is based on eight personality domains, namely Expressive Art (EA), Interpersonal Conduct (IC), Cognitive Style (CS), Regulatory Mechanism (RM), Self Image (SI), Object Representation (OBR), Morphologic Organization (MO), and Mood/Temperament (MT) (Rasmussen, 2005). On the other hand the MIPS is used to evaluate normal adult individuals who may have problems in areas of work, family or interpersonal relationships (Millon, 2004). However, the researchers found that the interpretation of the MIPS instruments was based on the structure of polarity such as motivating, thinking and behaving styles (Millon, 2004 ; Triwahyuni, 2013), and we found that the interpretation based on polarity is more difficult to be associated with personality types, because a more comprehensive understanding is needed for Millon's 14 personality types.

Consequently, Triwahyuni (2013) attempted to compile a measuring instrument based on Millon's theory that can be related to the characteristics of normal adult subjects who are not having clinical problems, and the measure is then called the Millon Type Personality Inventory - Indonesia. The MTPII uses eight personality domains, such as in MCMI-III, and these eight domains will produce 14 different types of personality types such as in the original Millon's measure. The results of previous studies indicate that the items made of the original measures have good validity and reliability values. The researcher then is interested in applying the MTPII to screen military members for assignments in certain tasks.

In his theoretical arguments, Millon (1969) tried to provide a personality framework that can explain the dynamics and causes of psychological disturbances. He argues that personality can be a "color" that distinguishes the diagnosis of the same disorder in individuals with different personalities and he further said that everyone has different ways of dealing with threats and perceived threats, and personality is a way to survive so that one can adapt to a diverse and changing environment (Millon, 1969: 137). As such, the uniqueness of the adaptive style of each personality are a combination of three polarities, namely: pleasure-pain, passive-active and self-other, in which polarity is a function that directs and is characterized by two opposite poles.

While the combination of these three polarities can then be seen later through the eight personality domains that was previously discussed, by using a prototype model, Millon (1996) also classifies personality into into 15 personality types, namely dependent, histrionic, narcissistic, antisocial, compulsive, negativistic, schizoid, avoidant, masochistic, sadistic, paranoid, melancholic, borderline, schizotypal, and hypomanic. Because there are no adequate empirical data for the hypomanic personality type, only 14 types are being evaluated in this research, in which four personalities fall into the category of severe disorders, which are borderline, schizotypal, paranoid and melancholic types. In connection with the purpose of using the MPTII for the selection and screening of army personnel, a comparative data is needed from other measuring instruments that can detect clinical disorders. Therefore, the researchers used a WHO Self-Report Questionnaire (SRQ) that has been adapted into the Indonesian language (Triwahyuni, 2013).

Method

Subject. The subjects in this study were army soldiers (n=1192) who were selected through convenience sampling technique. The researchers collected data from several army battalions which are located near the Psychological Service of the Indonesian Army, and requested the soldiers who are available to participate in the study. They were given informed consent and sign agreement as voluntary participants in the research. The criteria for participating were active soldiers, has joined the army for at least a year, and signed the informed consent. No gender screening was conducted because all of the soldiers were males.

Instruments. The instrument used in this study was Triwahyuni's (2013) Millon Personality Types Inventory - Indonesia (MPTII), which consisted of 249 items that measure 14 personality types, and it has a fairly good level of reliability (> 0.7). In addition the Self-Report Questionnaire (SRQ), which measures 3 clinical disorders, namely neurotic tendencies, psychotic and aggression, and has been adapted into Indonesian through the method of back to back translation and expert judgment, was also used. The SRQ has a reliability value of > 0.7 .

Research method. Because the aim of this study is to investigate the psychometric properties of the instrument, a nonexperimental design was used. After all the data scored, the researchers tested the psychometric characteristic of the measure by using a Confirmatory Factor Analysis (CFA). Further data analysis was conducted by using a Weighted Least Square (WLS) method.

Result

The results of the reliability of each personality dimension can be seen in Table 1. Based on the results obtained, it appears that all of the dimensions have good reliabilities with a value of > 0.7 , while the avoidant, histrionic, compulsive, and melancholic dimensions have a value of > 0.8 . This means that the MPTII is a measuring instrument can be trusted. As can be seen from Table 2, the same is true for the SRQ, in which the three dimensions of clinical disorders, namely neurotic, psychotic and aggression also have good reliability values (> 0.7).

Table 1. Reliability of MPTI Instrument

MPTI		
Personality Types	Cronbach's alpha	N of Items
Schizoid	0,705	16
Avoidant	0,801	17
Dependent	0,727	20
Histrionic	0,818	25
Compulsive	0,869	19
Negativistic	0,761	16
Narcissistic	0,791	16
Antisocial	0,732	15
Masochistic	0,728	16
Sadistic	0,792	18
Schizotypal	0,783	17
Paranoid	0,797	19
Borderline	0,787	17
Melancholic	0,801	18

Table 2. Reliability of SRQ Instrument

SRQ		
Dimensions	Cronbach's alpha	N of Items
Neurotic	0,845	20
Psychotic	0,741	4
Aggression	0,721	4

Table 3 shows the results of the measurement of goodness of fit. The assessment criteria used in this study are criterias from Hu and Bentler (1998), such as the SRMR (Standardized Root Mean Square Residual), NNFI (Nonnormed Fit Index), RMSEA (Root Mean Square Error of Approximation), and CFI (Comparative Fit Index), because they provide specifications for the data analyzed by the Weighted Least Score (WLS) method.

Based on the data obtained, it shows that all of the personality types have a goodness of fit indices in the expected range (meaning good fit), in which the SRMR value is below 0.08. Although it appears that the melancholic personality type has a value above 0.08, however the difference is quite small at 0.004. Similarly, based on the RSMEA, all personality types have an index of values below 0.06, which can further strengthen the assumptions of this study.

Furthermore, other indices, namely NNFI and CFI, show that all personality types have values at above 0.09.

Table 3. Goodness Of Fit

Latent Variable	χ^2	SRMR	RMSEA	NNFI	CFI
<i>Cutoff</i>	>0.05	<0.05;<0.08	<0.06;<0.08	>0.90;>0.95	>0.90;>0.95
Sch	20.09	0.058	0.038	0.99	1.00
Avo	28.70	0.055	0.043	0.99	0.99
Dep	8.84	0.037	0.000	1.00	1.00
His	18.03	0.051	0.023	0.99	0.99
Kom	15.97	0.049	0.017	1.00	1.00
Neg	27.36	0.05	0.047	0.98	0.99
Nar	33.65	0.054	0.054	0.98	0.99
Ant	10.39	0.038	0.000	1.00	1.00
Mas	11.20	0.033	0.000	1.00	1.00
Sad	12.63	0.040	0.015	1.00	1.00
Typ	14.31	0.035	0.010	1.00	1.00
Par	16.90	0.045	0.000	1.00	1.00
Bor	23.54	0.050	0.032	0.99	0.99
Mel	25.66	0.084	0.047	1.00	1.00

Table 4 shows the correlation of the 14 personality types with clinical disorders measured through SRQ. It appears that the 4 personality types classified as severe disorders, namely borderline, schizotypal, paranoid and melancholic have a close correlation with neurotic, psychotic and also aggression disorders. However, it was found that there were three other personality types that had the strongest correlation with the three clinical disorders, in which negativistic personality types were strongly associated with neurotic clinical disorders (sig <0.01, Pearson = 0.354), sadistic personality types were strongly associated with psychotic clinical disorders (sig <0.01, Pearson = 0.221) and antisocial personality types were strongly associated with aggressive clinical disorders (sig <0.01, Pearson = 0.338).

Table 4. Correlation of MPTI and SRQ

		Sch	Avo	Dep	His	Kon	Neg	Nar	Ant	Mas	Sad	Typ	Par	Bor	Mel
Neu	Pearson Corr.	.288	.284	.138	.095	-.061	.354	.043	.243	.254	.233	.303	.236	.274	.286
	Sig. (2-tailed)	.000	.000	.000	.001	.039	.000	.147	.000	.000	.000	.000	.000	.000	.000
Psik	Pearson Corr.	.190	.196	.169	.187	.051	.212	.209	.204	.152	.221	.206	.211	.214	.157
	Sig. (2-tailed)	.000	.000	.000	.000	.084	.000	.000	.000	.000	.000	.000	.000	.000	.000
Agg	Pearson Corr.	.199	.255	.230	.228	.113	.295	.147	.338	.212	.283	.203	.250	.265	.167
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000

Discussion

The results of the MPTI measurement study with Indonesian Army soldiers showed a very good level of reliability with values above 0.7, and some dimensions even have values above 0.8. This shows that the MPTI as a measuring instrument is a credible instrument that can be used for the Indonesian Army population. In addition, based on the results of the categorical data analysis through the WLS method, all of the dimensions of personality have an index of goodness of fit that falls in the expected range, which reinforces the assumption that the MPTI has good reliability and validity.

On the correlation with clinical disorders, the study showed that in addition to the four personality types that have tendencies to clinical disorders, there are three other personality types associated with clinical disorders, which are negativistic, sadistic and antisocial. Negativistic personality types are strongly associated with neurotic clinical disorders, sadistic personality types are strongly associated with psychotic clinical disorders and antisocial personality types are strongly associated with aggressive clinical disorders. These results show that the three personalities also have strong tendencies to develop clinical disorders later on, if a soldier who possess one of this personality is faced with a difficult situation.

Based on the result of this study of the type personality disorder that can be related to the demands of the duties that a soldier must do in the Indonesian army, the following might explain the tendency for disturbances for the three types of disorders mentioned above, as follows.

Negativistic personality types will have problems with figures of authority and will feel angry at other people who can control them, because they will feel incomprehensible and unappreciated. As the anger gets deeper, the negativistic soldier will look like as if he or she is obedient, but will actually display procrastination behavior, deliberately working inefficiently, resulting in bad work and subtle rebellion. They will also have a stubborn tendency, and many will complain and have pessimistic feelings that can affect the spirit of those around them. Certainly, with these characteristics, they will have a higher tendency of not being able to work well as a soldier, as a soldier is required to be obedient to his or her commander, be loyal and not rebellious.

Sadistic types will have a tendency to enjoy when they can hurt others. By joining the army, of course they will find the right channel to express themselves, especially when they are in the position of authority. For instance, they might act aggressively, oftentimes acting cruelly and attacking others uncontrollably, so that they can injure their members. Consequently, they will cause problems not only for the individual soldier, but also for the service.

Individuals with antisocial personality types often break the rules and often cannot distinguish between right and wrong in social life. The main impetus for this personality type is to gain benefits for themselves, regardless of the environment and the rules that apply. When breaking the rules, these individuals will not feel guilty and often manipulate others to get what they want. As a soldier must prioritize the rules in every action, surely this personality type will have a higher tendency to break it and become ineffective soldier.

Indonesian Army soldiers, must also conduct territorial duties related to Military Operations Other Than War, and consequently will have to do many social activities. This means that they are expected to have good social skills and have empathy for others. Therefore, a soldier who has a tendency to have negativistic, sadistic or antisocial personality disorder, certainly will not perform the job well in the field. For example, when these types of soldiers are tasked with humanitarian missions, they will cause problems with the society at large, such as hurting civilians who needed their help, or showing improper authority in the distribution of aid.

Conclusion

The MPTII is a measuring instrument that shows a good level of reliability and validity for use within the Indonesian army, so that it can be used as a screening tool for the selection and recruitment of soldiers. Based on Millon's personality theory, in addition to the four personality types based on his theory that shows severe clinical disorders (Schizotypal, Paranoid, Borderline, and Melancholic), this study also found three other personality types that were closely related to clinical disorders, namely negativistic, sadistic, and antisocial types. Therefore, as a screening tool, individuals who have one of these personality tendencies can be expected to experience future clinical disorders if they are assigned to certain tasks.

Limitations

This study does not screen the demography of the participants in terms of educational background and rank of the soldiers. Considering the nature of the army, certainly, the soldier's rank is very influential in determining the course of action related to the type of duties that a soldier must do. For instance, officers have the ability to do the planning, analysis, and considering the strategies to be used, while non-commissioned and enlisted officers, is more likely to conduct technical duties such as conducting inspections, driving combat vehicles, etc. Another limitation of this study is that there is no item that check the social desirability bias. As Indonesian culture is considered as a collectivist culture, there is a possibility of faking good, because the respondents in this study might answer the item based on what they considered as true according to the social norms, rather than what they actually felt.

Suggestions

For further research is needed in which the demographic of the soldiers is considered, such as their rank and educational background, or in fact soldiers who posses clinical disorder, as the SRQ is measuring instruments to see clinical disorders. In addition, in the future, items that can check social desirability bias should also be included.

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