

## Hubungan antara Psychological Capital dan In-role Performance pada sales promotion girls = the Correlation between Psychological Capital in In-Role Performance among sales promotion girls

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### Abstrak

Penelitian ini dilakukan untuk mendapatkan gambaran mengenai hubungan antara psychological capital dan in-role performance pada sales promotion girls. Psychological capital merupakan suatu keadaan perkembangan psikologis yang positif pada individu dengan empat karakteristik, yaitu self-efficacy, hope, optimism, dan resiliency (Luthans, Youssef, & Avolio, 2007). In-role performance didefinisikan sebagai perilaku yang dituntut atau diharapkan dan merupakan dasar dari job performance reguler dan yang sedang berjalan (Katz, 1964 dalam Van Dyne & LePine, 1998). Pengukuran psychological capital menggunakan alat ukur Psychological Capital Questionnaire (Luthans, Youssef, & Avolio, 2007) dan pengukuran in-role performance menggunakan kategori in-role performance pada alat ukur Job Performance Questionnaire (Van Dyne & LePine, 1998). Dalam penelitian ini, in-role performance sales promotion girls dinilai oleh atasan langsung mereka. Partisipan dalam penelitian ini berjumlah 221 sales promotion girls dengan masa kerja minimal 1 bulan.

Hasil penelitian ini menunjukkan terdapat hubungan positif yang signifikan antara psychological capital dan in-role performance ( $r = 0,189$ ;  $p = 0,005$ , signifikan pada L.o.S 0.01). Artinya, semakin tinggi psychological capital yang dimiliki seseorang, maka semakin tinggi pula in-role performance yang ditampilkan. Selain itu, komponen psychological capital yang memberikan sumbangan paling besar pada in-role performance yaitu self-efficacy.

*This research was conducted to find the correlation between psychological capital and in-role performance among sales promotion girls. Psychological Capital is an individual's positive psychological state of development and is characterized by self-efficacy, hope, optimism, and resiliency (Luthans, Youssef, & Avolio, 2007). In-role performance is defined as the required or expected behavior and is the basis of regular and ongoing job performance (Katz, 1964 in Van Dyne & LePine, 1998). Psychological capital was measured using a modification instrument named Psychological Capital Questionnaire (Luthans, Youssef, & Avolio, 2007) and in-role performance was measured using the in-role performance category from a modification instrument named Job Performance Scale (Van Dyne & LePine, 1998). Sales promotion girls' in-role performance was rated by their direct supervisor. The participants of this research are 221 sales promotion girls who have at least work in a company for a month.*

The main results of this research show that psychological capital is positively correlated significantly with in-role performance ( $r = .189$ ;  $p = .005$ , significant at L.o.S 0.01). That is, the higher psychological capital of one's own, the higher in-role performance is showed. Furthermore, self-efficacy is the psychological capital's component that gives the biggest contributions toward in-role performance.