

## Hubungan antara traits kepribadian dan creative self-efficacy pada guru TK = The relationship between traits and creative self efficacy among kindergarten teacher

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### Abstrak

Penelitian ini dilakukan untuk mengetahui hubungan antara traits dan creative self-efficacy (CSE) pada guru TK. Traits adalah dimensi dari perbedaan kecenderungan individu untuk menunjukkan pola pemikiran, perasaan dan tindakan yang konsisten (McCrae dan Costa, 2003). Sementara itu, CSE merupakan keyakinan yang sementara pada individu mengenai kemampuan dirinya untuk melakukan tugas spesifik tertentu yang membutuhkan produksi solusi-solusi baru, orisinal, atau sesuai.

Pengukuran traits menggunakan alat ukur IPIP (Goldberg, 1999) dan pengukuran CSE menggunakan alat ukur Revised Model Creative Thinking Self-Efficacy (CTSE) II & Creative Performance Self-Efficacy (CPSE) II Inventories (Abbott, 2010) yang telah diadaptasi oleh peneliti. Partisipan berjumlah 112 orang guru TK yang berusia 20-60 tahun.

Hasil penelitian ini menunjukkan terdapat hubungan negatif signifikan antara trait neuroticism dan CTSE, serta terdapat hubungan positif signifikan antara trait extraversion, openness to experience, agreeableness, dan conscientiousness dengan CTSE dan CPSE. Namun demikian, pada trait neuroticism tidak ditemukan adanya hubungan yang signifikan dengan CPSE. Berdasarkan hasil tersebut, perlu dilakukan screening kepribadian ketika perekrutan guru TK. Selain itu, guru TK juga dapat diberi intervensi sejak dini untuk meningkatkan CSE.

.....This research was conducted to find the correlation between nature traits and creative self-efficacy (CSE) in kindergarten teachers. Traits is dimensions of individual differences in tendencies to show consistent patterns of thoughts, feelings and actions (McCrae & Costa, 2003). Meanwhile CSE is an individual's state-like belief in his or her own ability to perform the specific tasks required to produce novel original, or appropriate solutions (Abbott, 2010).

Traits was measured using an adaptation instrumen named IPIP (Goldberg, 1999) and CSE was measured using an adaptation instrument named Revised Model Creative Thinking Self-Efficacy (CTSE) II & Creative Performance Self-Efficacy (CPSE) II Inventories (Abbott, 2010). The respondent of this research are 112 kindergarten teachers.

The results of this research show that trait neuroticism negative correlated significantly with CTSE and the trait extraversion, openness to experience, agreeableness and conscientiousness positive correlated significantly with CTSE and CPSE. But there is no significant correlation between trait neuroticism and CPSE. Based on these results, kindergarten ought to held a personality screening in teacher's recruitment and give intervention, such as training or seminar to teachers that can increase creative self-efficacy.