

# Hubungan antara modal psikologis dan kesiapan karyawan untuk berubah peningkatan modal psikologis melalui self improvement training di PT X = The relationship between psychological capital and employee readiness for change increasing in psychological capital by self improvement training at PT X

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## Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara Modal Psikologis dan Kesiapan untuk Berubah serta efektivitas Self Improvement Training (pelatihan Modal Psikologi) dalam meningkatkan Modal Psikologis. Penelitian ini menggunakan pendekatan action research dengan dua desain penelitian yaitu cross-sectional dengan 531 sampel dan before-and-after study dengan 6 sampel. Alat ukur yang digunakan adalah kuesioner Modal Psikologis (Luthans, Avey, Smith & Li, 2008) dengan  $\alpha = .838$  dan kuesioner Kesiapan untuk Berubah (Hanpachern, 1997) dengan  $\alpha = .702$ .

Hasil analisis regresi berganda adalah  $R^2 = .273$  ( $p < .05$ ) yang berarti Modal Psikologis menjelaskan 27.3% variance yang memprediksi Kesiapan untuk Berubah. Pelatihan Modal Psikologis diberikan kepada 6 karyawan. Hasil analisis Wilcoxon Signed Ranks Test menunjukkan bahwa terdapat peningkatan skor Modal Psikologis yang signifikan antara sebelum dan sesudah dilakukan intervensi ( $p < .05$ ). Hal ini berarti, pelatihan Modal Psikologis efektif untuk meningkatkan Modal Psikologis.

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This study aims to determine the relationship between Psychological Capital and Employee Readiness for Change, and effectiveness of Self Improvement Training (Psychological Capital training) to increase Psychological Capital. The study used action research approach with two research designs which are cross-sectional (531 samples) and before-and-after study (6 samples). Measuring instrument used is PCQ-12 (Luthans, Avey, Smith & Li, 2008) that has  $\alpha = .838$  and Readiness for Change (Hanpachern, 1997) that has  $\alpha = .702$ .

Result of multiple regression analysis showed  $R^2 = .273$  ( $p < .05$ ) which means the Psychological Capital explained 27.3% variances of Readiness for Change. Psychological Capital training was given to six employees. The paired Wilcoxon Signed Ranks Test's results showed that there was a significant difference in Psychological Capital's score between before and after intervention ( $p < .05$ ). It means that Psychological Capital training is an effective intervention to increase Psychological Capital.