

Hubungan antara kelenturan psikologis dan hardiness pada karyawan swasta di Jakarta = The relationship between psychological flexibility and hardiness among private sector employees in Jakarta

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Abstrak

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Penelitian ini bertujuan untuk melihat hubungan antara kelenturan psikologis dan hardiness pada karyawan swasta di Jakarta sebagai respon dari fenomena tekanan yang dialami karyawan swasta dari kondisi kerja yang dinamis dan rentan pada kondisi ketidakpastian pada jenjang karier dan keberlangsungan pekerjaan.

Penelitian ini dilakukan pada 178 karyawan swasta di Jakarta menggunakan kuesioner sebagai metode pengambilan data. Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara kelenturan psikologis ($M = 4,933$, $SD = 0,447$) dan hardiness ($M = 3,086$, $SD = 0,259$) pada karyawan swasta di Jakarta, ($r = 0,509$; $p < 0,01$, two tails). Alat ukur dalam penelitian ini adalah Psychological Flexibility Questionnaire (PFQ) dengan koefisien reliabilitas sebesar 0.862, dan Dispositional Resiliency Scale 15-Revised (DRS 15-R) dengan koefisien reliabilitas sebesar 0.618.

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This study aimed to examine the relationship between psychological flexibility and hardiness among private sector employees in Jakarta in response to the pressure experienced by the phenomenon of private employees of a dynamic working conditions and vulnerable to uncertainties on the career advancement and employment continuity. This study was conducted on 178 private sector employees in Jakarta using a questionnaire as data collection methods. The results showed that there is a positive significant relationship between psychological flexibility ($M = 4,933$, $SD = 0,447$) and hardiness ($M = 3,086$, $SD = 0,259$) among private sector employees in Jakarta, ($r = 0,509$; $p < 0,01$, two tails). The instruments in this study are Psychological Flexibility Questionnaire (PFQ) with reliability coefficient of 0,862, and Dispositional Resiliency Scale 15-Revised (DRS 15-R) with reliability coefficient of 0,618.: