

Hubungan antara creative self-efficacy dan self-leadership pada mahasiswa Universitas Indonesia = The correlation of creative self efficacy and self leadership among University of Indonesia college students

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Abstrak

Pengangguran dan perkembangan sistem persaingan organisasi menunjukkan sistem daya saing baru pada level dunia kerja. Kebutuhan akan sumber daya manusia yang siap untuk berubah menunjukkan dibutuhkannya individu dengan kesiapan untuk berani memberikan keputusan dan memimpin, setidaknya dimulai dari diri sendiri. Hal ini menunjukkan pentingnya kepemimpinan dan kesiapan diri pada mahasiswa sebagai salah satu calon sumber daya manusia dalam dunia kerja. Penelitian ini dilakukan untuk melihat self-leadership melalui creative self-efficacy CSE mahasiswa. Creative self-efficacy yang didefinisikan sebagai keyakinan individu atas kemampuan dirinya untuk melakukan suatu tugas spesifik dalam menciptakan hal yang baru, orisinal, dan solusi yang sesuai Abbot 2010. Dalam creative self-efficacy terdapat dua dimensi penyusunnya, yaitu creative thinking self-efficacy CTSE dan creative performance self-efficacy CPSE. Self-Leadership didefinisikan sebagai proses dimana individu mengontrol perilaku mereka sendiri, mempengaruhi dan mengarahkan diri mereka melalui penggunaan strategi perilaku dan kognitif. Strategi tersebut disusun oleh dimensi behaviour-focused strategies, natural reward strategies, dan constructive thought pattern strategies. Pengukuran terhadap CSE diukur melalui Revised Model of CTSE II and CPSE II Inventories yang dikembangkan oleh Abbot 2010, sementara self-leadership diukur melalui Revised Self-Leadership Questionnaire yang dikembangkan oleh Houghton dan Neck 2002. Penelitian ini dilakukan dengan sampel partisipan yang berada di lingkungan Universitas Indonesia N=146. Analisis statistik pearson correlation menunjukkan hubungan yang positif secara signifikan terdapat pada creative thinking self-efficacy dan self-leadership $r = 0,394$, $p = 0,000$, signifikan pada LoS 0,01 dan creative performance self-efficacy dan self-leadership $r = 0,561$, $p = 0,000$, signifikan pada LoS 0,01. Hal ini menunjukkan bahwa creative self-efficacy yang semakin baik atau tinggi mahasiswa, maka semakin baik atau tinggi juga self-leadership nya. Selain itu, hasil penelitian korelasi terhadap creative self-efficacy dan dimensi self-leadership menunjukkan bahwa constructive pattern though strategies memiliki hubungan terkuat dibandingkan dimensi lainnya.

.....Unemployment and development of an organization 39s competitive system show a new competitiveness system at the world level of work. The need for ready to change human resources demonstrates the need for an individual with the readiness to dare to make decisions and lead, at least starting with oneself. This shows the importance of leadership and readiness of the students as one of the candidates of human resources in the world of work. This research is conducted to see self leadership through student self efficacy CSE. Creative self efficacy is defined as the individual 39 s belief in his or her ability to perform a specific task in creating the novel, original, and appropriate solutions of Abbot 2010. In creative self efficacy there are two dimensions of the compilers, namely creative thinking self efficacy CTSE and creative performance self efficacy CPSE. Self Leadership is defined as the process by which individuals control their own behavior, influence and direct themselves through the use of behavioral and

cognitive strategies. The strategy is structured by the dimensions of behaviour focused strategies, natural reward strategies, and constructive thought patterns strategies. Measurements of CSE were measured through the Revised Model of CTSE II and CPSE II Inventories developed by Abbot 2010, while self leadership was measured through the Revised Self Leadership Questionnaire developed by Houghton and Neck 2002. This research was conducted with sample of participants who were in University of Indonesia N 146. Pearson correlation statistic analysis showed a positive correlation significantly in creative thinking self efficacy and self leadership $r\ 0,394$, $p\ 0,000$, significant at LoS 0,01 and creative performance self efficacy and self leadership $r\ 0,561$, $p\ 0,000$, significant at LoS 0.01. This shows that the creative self efficacy of the better or higher the student, the better or higher also his self leadership. In addition, the results of a correlation study on creative self efficacy and the self leadership dimension show that constructive patterns though strategies have the strongest relationship compared to other dimensions.