

# Hubungan antara Modal Psikologis dan Kepuasan Kerja, serta Komitmen Afektif Organisasi: Intervensi Modal Psikologis Melalui Pelatihan Be Your Own HERO = The Relationship between Psychological Capital, Job Satisfaction, and Affective Organizational Commitment : The Intervention for Psychological Capital Through Be Your Own HERO Training

Winda Jovita, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20499324&lokasi=lokal>

---

## Abstrak

Penelitian ini terdiri dari dua studi. Studi 1 merupakan studi korelasional kuantitatif, sedangkan studi 2 merupakan studi intervensi. Penelitian pada studi 1 bertujuan untuk mengetahui hubungan antara modal psikologis dengan kepuasan kerja serta komitmen organisasi afektif. Partisipan studi 1 berjumlah 154 orang Divisi A PT XYZ. Alat ukur yang digunakan adalah alat ukur kepuasan kerja (Warr, Cook, & Wall, 1979;  $\alpha = 0,71$ ), komitmen organisasi afektif (Meyer & Allen, 2002;  $\alpha = 0,87$ ), dan PCQ-12 untuk modal psikologis (Luthans dkk, 2007;  $\alpha = 0,80$ ). Hasil analisis korelasi dengan perhitungan Pearson Correlation menunjukkan modal psikologis berhubungan positif dan signifikan dengan kepuasan kerja ( $r = 0,25$ ,  $p < 0,01$ ). Selain itu, hasil juga menunjukkan bahwa modal psikologis berkorelasi positif dan signifikan dengan komitmen organisasi afektif ( $r = 0,39$ ,  $p < 0,01$ ). Studi 2 bertujuan untuk meningkatkan kepuasan kerja dan komitmen organisasi afektif partisipan melalui pelatihan "Be Your OwnHERO!" dengan partisipan sebanyak 15 orang. Hasil dari uji Wilcoxon SignedRank menunjukkan perbedaan yang signifikan antara skor pengetahuan karyawan mengenai modal psikologis sebelum dan sesudah pelatihan "Be Your Own HERO!" Berdasarkan peningkatan pengetahuan mengenai modal psikologis, diharapkan partisipan dapat menerapkannya untuk meningkatkan modal psikologis. Selanjutnya, peningkatan pada modal psikologis diharapkan terjadi pula pada kepuasan kerja dan komitmen organisasi afektif. ....This research consists of two studies. Study 1 is a quantitative correlational study and study 2 is an intervention study. The purpose of study 1 is to determine the relationship between job satisfaction, affective organizational commitment, and psychological Capital. The participants of study 1 is 154 employees of Division A PT XYZ. Variables are measured by job satisfaction scale (Warr, Cook, & Wall, 1979;  $\alpha = 0.71$ ), affective organizational commitment (Allen & Meyer, 2002;  $\alpha = 0.87$ ), and PCQ-12 for psychological Capital measurement (Luthans et al, 2007;  $\alpha = 0.80$ ). The results of Pearson Correlation analysis showed that psychological Capital was positively and significantly related to job satisfaction ( $r = 0.25$ ,  $p < 0.01$ ). In addition, psychological Capital also related to affective organizational commitment ( $r = 0.39$ ,  $p < 0.01$ ). Study 2. aims to increase job satisfaction and affective organizational commitment through "Be Your Own HERO!" training, with 15 participants. The results of Wilcoxon Signed Rank show a significant difference on participant's score of psychological Capital knowledge before and after training. Based on the enhancement of psychological Capital knowledge, we hope that participant can apply itto their job in purpose to increase their psychological Capital. Further more, the increasing on psychological Capital would happen on job satisfaction and affective organizational commitment as well.