

HUBUNGAN ANTARA KEPUASAN KERJA DENGAN *GRIT* PADA PRAJURIT TNI AD YANG BERPANGKAT TAMTAMA DI KOMPI KAVALERI 2 / JAYENG RATA TOH RAGA

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RINGKASAN

Prajurit Tentara Nasional Indonesia Angkatan Darat (TNI AD) berpangkat Tamtama merupakan unsur terdepan pertahanan negara. Namun, dalam pelaksanaan tugas ditemukan prajurit dengan pangkat paling rendah dalam struktur organisasi militer tersebut melenceng dari tujuan organisasi. Maka dari itu, kondisi mental sangat mendukung kelancaran tugas prajurit Tamtama. *Grit* merupakan kepribadian yang penting untuk memprediksikan kesuksesan. Penelitian ini bertujuan untuk mengetahui hubungan antara kepuasan kerja dengan *grit* pada prajurit TNI AD yang berpangkat Tamtama. Metode yang digunakan dalam penelitian ini ialah kuantitatif korelasional. Subjek yang terlibat sebanyak 58 prajurit berpangkat Tamtama di Kompi Kavaleri 2/Jayeng Rata Toh Raga yang sudah berdinasi aktif minimal 1 bulan. Alat ukur yang digunakan ialah skala kepuasan kerja dan skala *grit-s*. Data penelitian dianalisis menggunakan *Product Moment Pearson*. Hasil penelitian ini menunjukkan koefisien korelasi (r_{xy}) = 0,421 dengan nilai signifikansi $p = 0,001$ ($p < 0,01$) yang menandakan bahwa terdapat hubungan yang positif dan signifikan antara kepuasan kerja. Penelitian ini berimplikasi pada urgensi penataan personalia kesatuan kavaleri terkait kepuasan kerja dan *grit* prajurit Tamtama.

Kata kunci: *grit*, kepuasan kerja, prajurit TNI AD, prajurit Tamtama, Kompi Kavaleri 2/Jayeng Rata Toh Raga.

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THE RELATIONSHIP BETWEEN JOB SATISFACTION AND GRIT IN ARMY SOLDIERS OF ENLISTED RANK IN CAVALRY COMPANY 2 / JAYENG RATA TOH RAGA

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ABSTRACT

Soldiers of the Indonesian National Army (TNI AD) with the rank of enlisted are the foremost element of national defense. However, in carrying out their duties, soldiers with the lowest rank in the military organizational structure were found to deviate from organizational goals. Therefore, mental conditions greatly support the smooth running of the Enlisted soldier's duties. Grit is an important personality trait to predict success. This study aims to determine the relationship between job satisfaction and grit in Indonesian Army soldiers who hold the rank of enlisted. The method used in this research is quantitative correlation. The subjects in this study were 74 enlisted soldiers in the 2nd Cavalry Company/Jayeng Rata Toh Raga who had served actively for at least 1 month. The measuring instruments used were the job satisfaction scale and the grit-s scale. The research data were analyzed using Product Moment Pearson. The results of this study showed a correlation coefficient (r_{xy}) = 0,421 with a significance value of $p = 0,000$ ($p < 0.01$) which indicates that there is a positive and significant relationship between job satisfaction. This research has implications for the urgency of structuring cavalry unit management related to job satisfaction and grit of enlisted soldiers.

Keywords: *grit, job satisfaction, Army soldier, enlisted soldier, 2nd Cavalry Company/Jayeng Rata Toh Raga.*

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