

HUBUNGAN ANTARA *ADVERSITY QUOTIENT* DENGAN KEPERCAYAAN DIRI KARYAWAN YANG MENGALAMI *WORKPLACE BULLYING* DI YOGYAKARTA

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RINGKASAN

Workplace bullying merupakan tindakan kejahatan yang dilakukan oleh karyawan pada karyawan lainnya dan dapat menyebabkan penurunan kepercayaan diri, maka dari itu dibutuhkan kecerdasan adversitas sebagai kecerdasan yang akan membantu seseorang menghadapi dan mengatasi kesulitan seperti *workplace bullying*. Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara *adversity quotient* dengan kepercayaan diri karyawan yang mengalami *workplace bullying* di Yogyakarta. Penelitian ini menggunakan teori kepercayaan diri Lauster (1992) dan teori *adversity quotient* Stoltz (2000), dengan instrumen penelitian yang memodifikasi skala kepercayaan diri dan skala *adversity quotient* penelitian terdahulu yang telah diuji validitas dan reliabilitasnya. Metode penelitian menggunakan metode penelitian kuantitatif dengan desain korelasional, teknik sampling yang digunakan adalah *purposive sampling* dan melibatkan 169 karyawan yang mengalami *workplace bullying* di Yogyakarta. Berdasarkan hasil analisis korelasi *spearman's rho* menunjukkan nilai koefisien korelasi antara *adversity quotient* dengan kepercayaan diri karyawan yang mengalami *workplace bullying* di Yogyakarta adalah sebesar 0.674 dengan nilai signifikansi (p) < 0.001 menunjukkan bahwa terdapat hubungan positif yang kuat dan signifikan antara *adversity quotient* dan kepercayaan diri pada responden penelitian, sehingga dapat disimpulkan bahwa semakin tinggi *adversity quotient* yang dimiliki seseorang maka semakin tinggi juga kepercayaan diri seseorang.

Kata Kunci: *Adversity Quotient*, Kepercayaan Diri, *Workplace Bullying*, Karyawan, Yogyakarta

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THE RELATIONSHIP BETWEEN ADVERSITY QUOTIENT AND SELF-CONFIDENCE OF EMPLOYEES WHO EXPERIENCE WORKPLACE BULLYING IN YOGYAKARTA

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ABSTRACT

Workplace bullying is a criminal act committed by employees against other employees and can lead to a decline in self-confidence. Therefore, adversity quotient is needed as a form of intelligence that will help a person face and overcome difficulties such as workplace bullying. The purpose of this study is to determine the relationship between adversity quotient and self-confidence of employees who experience workplace bullying in Yogyakarta. This study employs Lauster's (1992) self-confidence theory and Stoltz's (2000) adversity quotient theory, utilizing research instruments that modify the self-confidence scale and adversity quotient scale from previous studies, which have been validated and tested for reliability. The research method used a quantitative research method with a correlational design, employing purposive sampling and involving 169 employees who experienced workplace bullying in Yogyakarta. Based on the results of the Spearman's rho correlation analysis, the correlation coefficient between adversity quotient and self-confidence among employees experiencing workplace bullying in Yogyakarta was 0.674 with a significance level of $(p) < 0.001$, indicating a strong and significant positive relationship between the adversity quotient and self-confidence among the study respondents. Therefore, it can be concluded that the higher an individual's adversity quotient, the higher their self-confidence.

Keywords: *Adversity Quotient, Self-Confidence, Workplace Bullying, Employees, Yogyakarta*

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