

**ABSTRAK**

Latifatul Ainiyah, 111511133082, Hubungan Antara *Self Efficacy* dan Persepsi Dukungan Organisasi dengan Sikap Wanita Karir terhadap *Glass Ceiling*, Skripsi, Fakultas Psikologi Universitas Airlangga. 2019.

xviii + 133 halaman, 21 lampiran.

Penelitian ini bertujuan untuk mengetahui hubungan antara *Self Efficacy* dan Persepsi Dukungan Organisasi dengan Sikap Wanita Karir terhadap *Glass Ceiling*. Penelitian ini dilatar belakangi oleh adanya fenomena penghalang yang tidak bisa dipecahkan sehingga minoritas dan wanita tidak dapat naik ke posisi yang lebih tinggi lain (USGC Commision, 2014 dalam Zhou & Chang, 2015). Sikap terhadap *glass ceiling* mengacu pada konsep yang dikembangkan oleh Smith (2012), yang mana ia mengembangkan empat faktor model sikap terhadap *glass ceiling* yaitu *Denial*, *Resilience*, *Resignation*, dan *Acceptance*.

Penelitian menggunakan pendekatan kuantitatif dengan subjek sebanyak 79 orang. Penelitian ini menggunakan alat ukur *Survey of Perceived Organization Support* yang diadaptasi dari Eisenberger, Robert, Huntington, & Robin (1986), alat ukur *general self-efficacy* oleh Jerusalem & Schwarzer (1979 dalam Scholz, et.al, 2002), dan alat ukur *Career Pathways Survey* oleh Smith, Crittenden, & Caputi (2012). Uji korelasi *Spearman Rho* menghasilkan bahwa ada hubungan antara variabel *self efficacy* dengan keempat model sikap terhadap *glass ceiling* dan ada hubungan antara persepsi dukungan organisasi dengan ketiga model sikap terhadap *glass ceiling*, kecuali *acceptance*.

Kata kunci : *glass ceiling*, *sikap*, *self efficacy*, *persepsi dukungan organisasi*

Daftar Pustaka, 52, (1985-2018)

**ABSTRACT**

Latifatul Ainiyah, 111511133082, Relationship between Self Efficacy and Perception of Organizational Support with the Attitudes of Career Women towards Glass Ceiling, *Undergraduate Thesis*, Faculty of Psychology, Airlangga University.2019  
xviii + 133 pages, 21 appendix.

*This study aims to determine the relationship between Self Efficacy and Perception of Organizational Support with the Attitudes of Career Women towards Glass Ceiling. This research is motivated by a phenomenon that cannot be solved so that minorities and women cannot rise to other higher positions (USGC Commission, 2014 in Zhou & Chang, 2015). Attitudes towards glass ceilings refer to concepts developed by Smith (2012), in which he developed four factors modeling attitudes towards glass ceilings, namely Denial, Resilience, Resignation, and Acceptance.*

*The study used a quantitative approach with 79 subjects. This study uses the Survey of Perceived Organization Support measuring tool which was adapted from Eisenberger, Robert, Huntington, & Robin (1986), general self-efficacy measuring tool by Jerusalem & Schwarzer (1979 in Scholz, et.al, 2002), and measuring instruments Career Pathways Survey by Smith, Crittenden, & Caputi (2012). Spearman Rho correlation test results that there is a relationship between the variables of self efficacy with the four models of attitudes towards the glass ceiling and there is a relationship between the perception of organizational support with the three models of attitudes towards the glass ceiling, except acceptance.*

Keywords: *glass ceiling, attitude, self efficacy, perception organizational support*  
References, 52, (1985-2018).