

ABSTRAK

Muhammad Farras Said, 111611133093, Pengaruh Modal Psikologis terhadap Persepsi Resiliensi Organisasi dalam Menghadapi Pandemi COVID-19, *Skripsi*, Fakultas Psikologi Universitas Airlangga Surabaya, 2020.

xxii + 95 halaman, 77 lampiran

Penelitian ini bertujuan untuk mengetahui pengaruh modal psikologis terhadap persepsi resiliensi organisasi dalam menghadapi pandemi COVID-19. Temuan penelitian sebelumnya yang dilakukan oleh Fang dkk. (2020) menemukan bahwa masing-masing komponen modal psikologis mempengaruhi aktivasi mekanisme coping individu, yang sebagai konsekuensinya membangun dan meningkatkan resiliensi organisasi

Sampel penelitian merupakan karyawan aktif yang tempat bekerjanya pernah atau sedang terdampak peraturan Pembatasan Sosial Berskala Besar (PSBB). Terkumpul sejumlah 332 subjek yang memenuhi kriteria tersebut. penulis menggunakan alat ukur Psychological Capital Questionnaire (PCQ) untuk mengukur modal psikologis dan alat ukur Benchmark Resilience Tool-13B (BRT-13B) untuk mengukur persepsi resiliensi organisasi. Uji reliabilitas menggunakan McDonald's ω . Hasil reliabilitas alat ukur PCQ adalah 0,918 dan untuk BRT-13B adalah 0,902. Analisis data menggunakan regresi linear sederhana dengan menggunakan Jamovi 1.2.27.0 for windows. Hasil pada penelitian ini adalah modal psikologis berpengaruh secara signifikan terhadap persepsi resiliensi organisasi ($p < 0,001$).

Kata Kunci: modal psikologis, resiliensi organisasi, COVID-19

Daftar Pustaka, 46 (1998 – 2020)

ABSTRACT

Muhammad Farras Said, 111611133093, The Effect of Psychological Capital towards Perceived Organizational Resilience in Facing the COVID-19 Pandemic, Thesis, Faculty of Psychology, Airlangga University, Surabaya, 2020.

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This study aims to determine the effect of psychological capital towards perceived organizational resilience in the face of the COVID-19 pandemic. The findings of previous studies conducted by Fang et al. (2020) found that each component of psychological capital influences the activation of individual coping mechanisms, which as a consequence builds and increases organizational resilience.

The research sample is active employees whose workplaces have been or are being affected by the Large-Scale Social Restrictions (PSBB) regulations. There were 332 subjects who met these criteria. This research used the Psychological Capital Questionnaire (PCQ) to measure psychological capital and the Benchmark Resilience Tool-13B (BRT-13B) to measure perceived organizational resilience. Reliability was conducted using McDonald's ω . The result of the reliability of the PCQ is 0.918 and for BRT-13B is 0.902. The data was analyzed with simple linear regression using Jamovi 1.2.27.0 for windows. The result in this study is that psychological capital has a significant effect on perceived organizational resilience ($p < 0.001$).

Keywords: *psychological capital, perceived organizational resilience, COVID-19*
References, 44 (1998 – 2020)