

ABSTRAK

Aulia Aza Fuadiputri, 111411133041, Hubungan Antara *Individual Readiness to Change* dengan *Psychological Well-Being* pada Aparatur Sipil Negara, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2018 xviii + 62 halaman, 35 lampiran

Penelitian ini bertujuan untuk menguji hubungan antara *individual readiness to change* (IRTC) dengan *psychological well-being* (PWB) pada aparatur sipil negara. *Individual readiness to change* didefinisikan sejauh mana individu memiliki keyakinan mengenai perubahan tersebut dan bagaimana ia menerima serta mengadopsi keadaan saat ini (Holt, Armenakis, Feild, & Harris, 2007). *Psychological well-being* ialah keadaan dimana seseorang memiliki evaluasi positif atas diri dan masa lalunya atau dapat dijelaskan sebagai kondisi individu dalam mengembangkan potensi yang dimilikinya sesuai dengan tujuan hidupnya guna mencapai kepuasan dan terlepas dari masalah (Ryff, 1989).

Penelitian ini dilaksanakan pada ASN di Kota Blitar dengan jumlah (N) 157 orang. Alat pengumpul data yang digunakan berupa skala IRTC (Holt dkk, 2007) dan PWB *Scale* (Diener & Biswas, 2009). Penelitian ini menggunakan pendekatan kuantitatif dengan teknik sampling *purposive* menggunakan uji korelasi Spearman's rho. Hasil dari penelitian ini menunjukkan adanya hubungan yang signifikan dan positif antara *Individual readiness to change* dengan *psychological well-being* yaitu nilai signifikansi 0,000 dan koefisien korelasi sebesar 0,385.

Kata Kunci: *Individual Readiness to Change, Psychological Well-Being, Aparatur Sipil Negara.*

ABSTRACT

Aulia Aza Faudiputri, 111411133041, The Relationship between Individual Readiness to Change and Psychological Well-Being in Civil Servants, Thesis, Faculty of Psychology Universitas Airlangga Surabaya, 2018
xviii+ 62 pages + 35 appendices

This study aims to examine the relationship between Individual Readiness to Change (IRTC) and psychological well-being (PWB) in civil servants. Individual readiness to change is defined as the extent to which individuals share belief in changes and how they accept and adopt the current state (Holt, Armenakis, Feild, & Harris, 2007). Psychological well-being is the circumstances in which a person has a positive evaluation of their self and their past or can be explained as an individual condition in developing the potential they possessed in accordance with the purpose of their life in order to achieve satisfaction and regardless of the problem (Ryff, 1989).

This study was conducted with the number of civil servants (N) of 157 respondents. The data-collection tool used was in the form of a IRTC by Holt, dkk (2007), and PWB scale by Diener & Biswas (200). This study used quantitative approach with purposive sampling technique of Spearman's rho correlation test. The result indicates a significant and positive relationship between Individual readiness to change and psychological well-being with significance 0,000 and correlation coefficient of 0,385.

Keywords: *Individual Readiness to Change, Psychological Well-Being, Civil Servants.*