

# HUBUNGAN ANTARA *PSYCHOLOGICAL CAPITAL* DENGAN KINERJA PEGAWAI DI PPSDMPU KEMENTERIAN PERHUBUNGAN

Noor Azizah Maharani<sup>1</sup>, Endang Sri Indrawati<sup>2</sup>

<sup>1</sup>Fakultas Psikologi Universitas Diponegoro  
Jalan Prof. Mr. Sunario, Tembalang, Semarang, Jawa Tengah 50725

[ranimaharani755@gmail.com](mailto:ranimaharani755@gmail.com)

## ABSTRAK

*Psychological capital* merupakan kemampuan psikologis individu yang bersifat positif untuk menunjang tugas dan tanggung jawab ketika bekerja yang ditunjukkan dengan kesungguhan selama menyelesaikan tugas, memandang positif peristiwa positif atau negatif yang terjadi, fokus pada orientasi masa depan, serta mampu menghadapi berbagai tantangan dalam setiap tugas. Kinerja pegawai adalah seperangkat tindakan yang dilakukan pegawai sesuai dengan tugas dan tanggung jawab ketika bekerja untuk mencapai visi instansi. Penelitian ini bertujuan untuk mengetahui secara empiris hubungan antara *psychological capital* dengan kinerja pegawai di PPSDMPU Kementerian Perhubungan. Populasi penelitian berjumlah 190 pegawai di PPSDMPU dan sampel sebanyak 127 pegawai, terdiri dari 57 pria dan 70 wanita dengan rentang usia 21 – 61 tahun ( $\bar{x}$  = 36 tahun), berdasarkan teknik *simple random sampling*. Alat ukur yang digunakan dalam penelitian ini adalah Skala *Psychological Capital* (32 aitem valid,  $\alpha$  = 0.941) dan Skala Kinerja Pegawai (18 aitem valid,  $\alpha$  = 0.873). Hasil analisis data menggunakan *Spearman's Rho* menunjukkan korelasi sebesar  $r_s=0.725$ ,  $p<0.05$ , artinya terdapat hubungan positif signifikan antara *psychological capital* dengan kinerja pegawai di PPSDMPU. Semakin tinggi *psychological capital* yang dimiliki, semakin tinggi pula kinerja pegawai di PPSDMPU.

**Kata kunci:** *psychological capital*, kinerja pegawai, ASN, Kementerian Perhubungan

# THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND EMPLOYEE PERFORMANCE AT PPSDMPU MINISTRY OF TRANSPORTATION

Noor Azizah Maharani<sup>1</sup>, Endang Sri Indrawati<sup>2</sup>

<sup>1</sup>Fakultas Psikologi Universitas Diponegoro  
Jalan Prof. Mr. Sunario, Tembalang, Semarang, Jawa Tengah 50725

[ranimaharani755@gmail.com](mailto:ranimaharani755@gmail.com)

## ABSTRACT

Psychological capital is an individual's psychological ability that is positive to support tasks and responsibilities when working, which is indicated by sincerity during completing tasks, looking positively at positive or negative events that occur, focusing on future orientation, and being able to face various challenges in each task. Employee performance is a set of actions taken by employees in accordance with their duties and responsibilities when working to achieve the agency's vision. This study aims to empirically find out the relationship between psychological capital and employee performance in PPSDMPU Ministry of Transportation. The population for this study is 190 employees and the sample is 127 employees, consisting of 57 men and 70 women with an age range of 21 – 61 years ( $\mu = 36$  years), based on simple random sampling techniques. The measuring instruments used in this study are the Psychological Capital Scale (32 valid items,  $\alpha = 0.941$ ) and the Employee Performance Scale (18 valid items,  $\alpha = 0.873$ ). The results of data analysis using Spearman's Rho show a correlation of  $r_s=0.725$ ,  $p<0.05$ , meaning that there is a significant positive relationship between psychological capital and employee performance in PPSDMPU. The higher psychological capital owned, the higher performance of employees in PPSDMPU.

***Kata kunci:*** *psychological capital, employee performance, ASN, Ministry of Transportation*