

HUBUNGAN ANTARA *ADVERSITY QUOTIENT* DENGAN STRES KERJA PADA KARYAWAN PT. PLN PERSERO PURWOKERTO

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ABSTRAK

Penelitian ini bertujuan melihat adanya hubungan antara *adversity quotient* dengan stres kerja karyawan PT. PLN Persero Purwokerto. hipotesis dalam studi ini yaitu ada hubungan negatif antara *adversity quotient* dengan stres kerja pada karyawan PT. PLN (Persero) Purwokerto. Hal tersebut didasari oleh makin tinggi *adversity quotient* maka makin rendah stres kerja karyawan. Populasi studi yaitu karyawan PT. PLN Persero Purwokerto sebanyak 108 karyawan. Subjek sebagai uji coba alat ukur pada studi ini yaitu 30 individu dan 78 individu dalam pelaksanaan studi, dimana sampel ditentukan berdasarkan Teknik Sampling Jenuh. Alat ukur pada studi ini yaitu Skala Stres Kerja (33 aitem; $\alpha = 0,947$) dan Skala *Adversity Quotient* (30 aitem; $\alpha = 0,939$). Data dianalisis menggunakan Spearman Rho yang didapatkan hasil koefisien korelasi (r_{xy}) antara *Adversity Quotient* dengan Stres Kerja $-0,635$ dan nilai signifikansinya $0,000$ ($p < 0,05$). Hasil tersebut mengindikasikan ada korelasi negatif antara kedua variabel tersebut. Kesimpulan dari penelitian ini terdapat hubungan negatif antara *adversity quotient* dengan stres kerja pada karyawan PT. PLN (Persero) Purwokerto. Stres kerja adalah keadaan seseorang yang sedang mengalami tekanan atau tuntutan yang menyebabkan ketegangan, dimana hal tersebut bersumber dari lingkungan kerjanya, sehingga akan berdampak pada kondisi fisik, psikis, dan pola pikir individu tersebut. *Adversity quotient* adalah kemampuan dalam diri seseorang untuk menghadapi berbagai masalah kehidupan, yang dapat digunakan sebagai sumber kekuatan agar tetap bertahan hidup.

Kata Kunci: *Adversity Quotient*, Stres Kerja, Karyawan.

THE RELATIONSHIP BETWEEN ADVERSITY QUOTIENT AND WORK STRESS IN
EMPLOYEES OF PT. PLN PERSERO PURWOKERTO

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ABSTRACT

This research aims to see a relationship between adversity quotient and employee work stress PT. PLN Persero Purwokerto. The hypothesis in this study is that there is a negative relationship between adversity quotient and work stress in employees of PT. PLN (Persero) Purwokerto. This is based on the higher adversity quotient, the lower the employee's work stress. The study population is employees of PT. PLN Persero Purwokerto as many as 108 employees. Subjects as a test of measuring instruments in this study are 30 individuals and 78 individuals in the implementation of the study, where the sample was determined based on saturated sampling techniques. The measurements in this study were the Work Stress Scale (33 items; $\alpha = 0.947$) and the Adversity Quotient Scale (30 items; $\alpha = 0.939$). The data was analyzed using Spearman Rho, which obtained the correlation coefficient (r_{xy}) between Adversity Quotient and Work Stress - 0.635 and its significance value of 0.000 ($p < 0.05$). These results indicate a negative correlation between the two variables. The conclusion of this study there is a negative relationship between adversity quotient and work stress in employees of PT. PLN (Persero) Purwokerto. Work stress is the state of a person who is experiencing pressure or demands that cause tension, which is derived from his work environment so that it will impact the physical, psychological, and mindset of the individual. Adversity quotient is the ability within a person to deal with various problems of life, which can be used as a source of strength to survive.

Keywords: Adversity Quotient, Work Stress, Employees.

