

PENGARUH *PSYCHOLOGICAL CAPITAL (SELF-EFFICACY, OPTIMISM, HOPE, RESILIENCY)* TERHADAP KINERJA KARYAWAN DENGAN KOMITMEN ORGANISASIONAL SEBAGAI VARIABEL MEDIATING (STUDI PADA KARYAWAN *COFFEE SHOP* DI KABUPATEN SLEMAN)

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *Psychological Capital (Self-Efficacy, Optimism, Hope, Resiliency)* Terhadap Kinerja Karyawan Dengan Komitmen Organisasional Sebagai Variabel Mediating (Studi Pada Karyawan *Coffee Shop* di Kabupaten Sleman). Metode yang digunakan dalam penelitian ini adalah metode kuantitatif, dengan teknik pengambilan sampel *purposive sampling* dengan jumlah 64 responden. Pengumpulan data primer dilakukan dengan metode penyebaran angket (kuesioner) yang telah diuji validitas dan reliabilitasnya. Data diuji dengan menggunakan uji instrumen, uji asumsi klasik, dan uji hipotesis. Analisis kuantitatif dalam penelitian ini menggunakan analisis regresi berganda untuk melihat pengaruh langsung nya dan analisis jalur (*path analysis*) untuk melihat pengaruh tidak langsung (melalui pemediasi). Hasil analisis menunjukkan bahwa secara bersama-sama komponen *psychological capital (self efficacy, optimism, hope, resiliency)* berpengaruh signifikan terhadap kinerja karyawan. Dari hasil analisis jalur yang telah dilakukan, menunjukkan bahwa komitmen organisasional secara sempurna memediasi pengaruh komponen *psychological capital (Self-Efficacy, Optimism, Hope, Resiliency)* terhadap kinerja karyawan. Besarnya koefisien determinasi (*Adjusted R Square*) adalah sebesar 0,723. Hal ini berarti bahwa 72,3% variabel dependen yaitu kinerja karyawan dapat dipengaruhi oleh variabel independen *psychological capital (Self-Efficacy, Optimism, Hope, Resiliency)* sedangkan sisanya dipengaruhi oleh variabel di luar penelitian. Implikasi dari penelitian ini adalah kinerja karyawan, sehingga semakin baik individu dalam mengelola modal psikologi positif yang dimiliki, maka akan semakin tinggi kinerja yang dihasilkan. Kemudian perusahaan perlu meningkatkan dan memilih sumber daya manusia yang kompeten agar memberikan nilai tambah yang besar bagi perusahaan, dan dapat melengkapi komponen *psychological capital (Self-Efficacy, Optimism, Hope, Resiliency)* sehingga apabila modal psikologi diterapkan dengan baik, maka akan meningkatkan pula kinerja karyawan dan perusahaan.

Kata Kunci : *Self Efficacy, Optimism, Hope, Resiliency, Komitmen Organisasional, dan Kinerja*

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THE INFLUENCE OF PSYCHOLOGICAL CAPITAL (SELF-EFFICACY, OPTIMISM, HOPE, RESILIENCY) ON EMPLOYEE PERFORMANCE WITH ORGANIZATIONAL COMMITMENT AS A MEDIATING VARIABLE (STUDIES ON COFFEE SHOP EMPLOYEES IN SLEMAN REGENCY)

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Abstract

This study aims to analyze the influence of Psychological Capital (Self-Efficacy, Optimism, Hope, Resilience) on Employee Performance with Organizational Commitment as a Mediating Variable (Study on Coffee Shop Employees in Sleman Regency). The method used in this study is a quantitative method, with a purposive sampling technique of 64 respondents. Primary data collection is done by using a questionnaire method which has been tested for its validity and reliability. Data were tested using instruments, classical asumsi test, and hypothesis testing. The analysis in this study uses multiple regression analysis to see the direct effect and path analysis (path analysis) to see the indirect effect (through mediation). The results of the analysis show that together the components of psychological capital (self-efficacy, optimism, hope, resilience) have a significant effect on employee performance. From the results of the path analysis that has been carried out, it shows that organizational commitment perfectly mediates the influence of the psychological capital components (Self-Efficacy, Optimism, Hope, Resilience) on employee performance. The amount of the coefficient of determination (Adjusted R Square) is 0.723. This means that 72.3% of the dependent variable, namely employee performance, can be relied on by the independent variable of psychological capital (Self-Efficacy, Optimism, Hope, Resilience) while the rest is used by variables outside the study. The implication of this research is employee performance, so that the better the individual is in the positive psychological capital they have, the higher the resulting performance will be. Then the company needs to increase and select competent human resources in order to provide great added value for the company, and can complement the psychological capital components (Self-Efficacy, Optimism, Hope, Resilience) so that it can be used for psychological capital to be properly implemented, it will increase as well as the performance of employees and companies.

Keywords: *Self Efficacy, Optimism, Hope, Resilience, Organizational Commitment, and Performance*

