

ABSTRAK

Penelitian ini bertujuan untuk mengetahui perbedaan tingkat harga diri antara pria dengan wanita pada masa pensiun. Harga diri merupakan penilaian seseorang akan dirinya baik itu penilaian positif maupun negatif. Harga diri tidak dibawa sejak lahir, melainkan dipelajari dan terus berkembang sepanjang kehidupan manusia. Masa pensiun membawa perubahan bagi harga diri pria dan wanita. Berdasarkan latar belakang tersebut peneliti merumuskan masalah apakah ada perbedaan tingkat harga diri antara pensiunan pria dengan pensiunan wanita.

Subjek penelitian ini adalah 84 orang pensiunan berusia antara 56 – 60 tahun yang merupakan pensiunan Bank Indonesia Cabang Jabotabek. Jenis penelitian ini adalah penelitian komparatif, yaitu penelitian yang bertujuan untuk melihat perbedaan, dengan cara membandingkan tingkat harga diri (sebagai variabel tergantung) ditinjau dari jenis kelamin pensiunan pegawai (sebagai variabel bebas). Metode pengambilan data adalah penyebaran skala untuk diisi oleh subjek. Alat pengumpulan data adalah Skala Tingkat Harga Diri. Uji coba kesahihan butir dan reliabilitas skala penelitian menghasilkan koefisien reliabilitas 0,9231, yang menunjukkan skala tersebut memiliki status andal.

Data penelitian dianalisis dengan tehnik Independent Sample t Test. Hasil analisis data menyatakan bahwa sebaran data yang ada adalah normal dan homogen. Probabilitas yang diperoleh adalah 0,047 ($p < 0,05$). Artinya hipotesis yang menyatakan ada perbedaan tingkat harga diri antara pria dan wanita pada masa pensiun diterima. Dari penelitian ini dapat disimpulkan bahwa ada perbedaan tingkat harga diri antara pria dan wanita pada masa pensiun, dimana tingkat harga diri pria lebih tinggi daripada tingkat harga diri wanita, artinya pria memiliki evaluasi secara global yang lebih baik terhadap dirinya sendiri dan tingkah lakunya baik itu evaluasi positif maupun evaluasi negatif.

Hasil tambahan dalam penelitian ini adalah : 1). Pensiunan pria dan wanita berbeda secara signifikan pada tiap aspek yang diukur dalam skala tingkat harga diri, yaitu : *Power* ($p = 0,000$), dimana mean pria lebih tinggi dari mean wanita ($30,40 > 26,93$); *Significance* ($p = 0,000$), dimana mean pria lebih tinggi dari mean wanita ($34,02 > 30,40$); *Virtue* ($p = 0,035$), dimana mean wanita lebih tinggi dari mean pria ($14,93 > 13,88$) dan *Competence* ($p = 0,037$), dimana mean wanita lebih tinggi dari mean pria ($32,90 > 31,12$). 2). Ada perbedaan tingkat harga diri pensiunan pria dengan pensiunan wanita berdasarkan golongan dalam pekerjaan ($p = 0,044$). 3). Tidak ada perbedaan tingkat harga diri pensiunan pria dengan pensiunan wanita berdasarkan lamanya waktu pensiun ($p = 0,749$).

ABSTRACT

The objective of this research was to determine the difference in self-esteem level between male and female retirees at the retirement stage. Self-esteem is defined as judgement of oneself toward his/herself, either positive or negative. Self-esteem is not an in born state, but instead is learned and develops throughout the human life. Retirement stage results in changes to the self-esteem of both male and female retirees. Based on the background, the researcher formulated the problem : was there any difference in the self-esteem level between male retiree and female one.

The subjects of this research were 84 retirees at the age of 56 to 60 years old; all of which were retirees of Bank Indonesia Jabotabek Branch. This was a comparative research, aiming to determine a difference score by comparing the self-esteem levels (as dependent variable) among of different sexes retiree's (as independent variable). The method of data gathering was scale distribution to be filled by respondents. The medium of data gathering was Scale of Self-esteem Level. A point validity test and reliability test of the research scale produced a reliability coefficient score of 0.9231, which implied that the said scale had a reliable status.

The research data were analyzed by the Independent Sample t Test Technique. The results showed that the prevailing data distribution was normal and homogeneous. The attained probability score was 0.047 ($p < 0.05$). This means that hypothesis stating that there was a difference between male and female retirees during the retirement stage was acceptable. Based on this result, it can be concluded that there was a difference in the self-esteem level between male and female during the retirement stage, where the male self-esteem level was higher than that of the female. This means, the male retirees had a better global evaluation toward his self and his behaviours, whether in a of positive or negative form.

Additional results of this research include the following : 1) The male retirees and female ones differed significantly in every aspect measured by the self-esteem level scale, that is : Power ($p = 0.000$), where the mean score of the male respondents was higher than that of the female ($30.40 > 26.93$); Significance ($p = 0.000$), where the mean score of the male respondents was higher than that mean of the female ($34.02 > 30.40$); Virtue ($p = 0.035$), where the mean score of the female respondents was higher than that of the male respondents ($14.93 > 13.88$) and Competence ($p = 0.037$), where the mean score of the female respondents was higher than that of the male ($32.90 > 31.12$). 2) There was a difference in the self-esteem level between male retirees and female ones based on job grade of professionalism ($p = 0.044$). 3) There was no difference in the self-esteem level between the male retirees and the female ones based on the spent duration of the retirement period ($p = 0.749$).