

ABSTRAK

Perbedaan Tingkat Adversity Quotient Pada Karyawan Tetap Dan Kontrak C.V Andi Offset Yogyakarta

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Penelitian ini bertujuan untuk menguji perbedaan tingkat *Adversity Quotient* pada karyawan tetap dan karyawan kontrak CV Andi Offset Yogyakarta. *Adversity Quotient* merupakan suatu kecerdasan atau kemampuan seorang individu untuk menghadapi kesulitan dalam rangka mencapai kesuksesan. Aspek – aspek dalam *Adversity Quotient* ada 4 (disingkat CO2RE) yaitu : (1) Control, (2) Origin & Ownership, (3) Reach, (4) Endurance.

Subyek dalam penelitian ini berjumlah 64 orang, 32 orang karyawan tetap dan 32 karyawan kontrak. Pengumpulan data dilakukan dengan menyebarkan skala *Adversity Quotient* kepada subyek penelitian. Uji coba penelitian menghasilkan item – item yang valid yaitu $r_{xy} \geq 0,254$. Hasil koefisien reliabilitas adalah 0,906 dengan status andal. Uji homogenitas menunjukkan bahwa subyek penelitian homogen dan uji normalitas menunjukkan bahwa sebaran data normal. Analisis data yang dilakukan dengan uji-t yang menghasilkan harga uji-t = 2,696; $p < 0,05$, yang berarti ada perbedaan tingkat *Adversity Quotient* pada karyawan tetap dan karyawan kontrak. Mean subyek karyawan tetap 166,2188 dan mean subyek karyawan kontrak sebesar 179,1875, yang menunjukkan bahwa karyawan kontrak memiliki tingkat *Adversity Quotient* yang lebih tinggi dibandingkan *Adversity Quotient* karyawan tetap.

ABSTRACT

Adversity Quotient Difference Between Fixed Employees and Contract Employees In C.V Andi Offset Yogyakarta

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The purpose of this research was to find out an Adversity Quotient level of fixed employees and contract employees in CV Andi Offset Yogyakarta. Adversity Quotient is the ability of an individual to face some troubles in order to reach a success. There are four aspect in Adversity Quotient. Those are : (1) Control, (2) Origin & Ownerships, (3) Reach, (4) Endurance.

Number of subjects this research are 64 people; 32 contracted employees and 32 fixed employees. Data collecting process was conduct by disseminating Adversity Quotient scale for the subjects. Trial test gives/produces valid items which $r_{xy} \geq 0,254$. The coefficient reliability result is 0,906 with valid status. Homogeneity test indicates that subjects of research are homogeneous and normality test shows that the data dissemination is normal. Data analysis process which wsa counted by t-test indicates that t-test value = 2,696; $p < 0,05$, which means there is a difference of Aversity Quotient level in fixed and contract employees.

The mean subject of fixed employees are 166,2188 and contract employees are 179,1875. It indicates that Adversity Quotient of contract employees is higher than the fixed.