

HUBUNGAN ANTARA *ADVERSITY QUOTIENT* DENGAN DIMENSI KINERJA PADA IBU YANG BEKERJA

Mathias Vino Endyto

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Adversity Quotient* dengan dimensi-dimensi kinerja pada ibu yang bekerja di industri *retail*. Hipotesis penelitian yang diajukan oleh peneliti adalah adanya hubungan positif antara *Adversity Quotient* dengan dimensi *industriousness*, *thoroughness*, *schedule flexibility*, dan *attendance*. Sedangkan, ada hubungan negatif antara *Adversity Quotient* dengan dimensi *off-task behavior*, *unruliness*, *theft*, dan *drug misuse*. Subjek penelitian ini adalah 66 ibu yang telah memiliki anak. Pengambilan data dilakukan dengan membagikan kuesioner ke beberapa perusahaan *retail* dengan skala AQ (α 0,870), dan skala dimensi-dimensi kinerja (α *industriousness* 0,768; α *thoroughness* 0,823; α *schedule flexibility* 0,734; α *attendance* 0,739; α *Off Task Behavior* 0,739; α *Unruliness* 0,733; α *Theft* 0,742; α *Drug Misuse* 0,960). Analisis data penelitian yang dilakukan menggunakan *Pearson Product Moment* karena data terdistribusi normal ($z = 0,000$; $p > 0,05$). Hasil analisis menunjukkan terdapat hubungan positif antara AQ dengan dimensi *industriousness* ($r=0,332$ $p=0,006<0,05$), AQ dengan dimensi *thoroughness* ($r=0,405$ $p=0,001<0,05$). AQ dengan dimensi *schedule flexibility* ($r=0,431$ $p=0,000<0,05$). AQ dengan dimensi *attendance* ($r=0,452$ $p=0,000<0,05$). Hasil analisis lainnya terdapat hubungan negatif antara AQ dengan dimensi *off task behavior* ($r=-0,412$ $p=0,001<0,05$). AQ dengan dimensi *unruliness* ($r=-0,482$ $p=0,000<0,05$). AQ dengan dimensi *theft* ($r=-0,391$ $p=0,001<0,05$). AQ dengan dimensi *drug misuse* ($r=-0,406$ $p=0,001<0,05$).

Kata kunci : *Adversity Quotient*, Kinerja, Ibu Bekerja

**CORRELATION BETWEEN ADVERSITY QUOTIENT AND
PERFORMANCE DIMENSIONS AMONG MARRIED WORKING
WOMEN**

Mathias Vino Endyto

ABSTRACT

This research aims to determine the relations between adversity quotient (AQ) and performance dimensions. The hypothesis in this research is the positive and significant correlation between adversity quotient and industriousness, thoroughness, schedule flexibility, and attendance. Furthermore, there was another hypothesis in this research, which is a negative and significant correlation between adversity quotient and off-task behavior, unruliness, theft, and drug misuse. Respondents in this research were 66 married woman who already have children. Data collected by spreading research questioner consist of adversity quotient scale (α 0,870) and performance dimensions (α industriousness 0,768; α thoroughness 0,823; α schedule flexibility 0,734; α attendance 0,739; α Off Task Behavior 0,739; α Unruliness 0,733; α Theft 0,742; α Drug Misuse 0,960). The data analysis was performed by using pearson's product moment because the test result show that data are normal and linear ($z = 0,000$; $p > 0,05$). Result show that there is positive and significant relation between AQ and industriousness ($r=0,332$ $p=0,006<0,05$), AQ and thoroughness ($r=0,405$ $p=0,001<0,05$). AQ and schedule flexibility ($r=0,431$ $p=0,000<0,05$). AQ and attendance ($r=0,452$ $p=0,000<0,05$). Another result show that there is negative and significant relation between AQ and off task behavior ($r=-0,412$ $p=0,001<0,05$). AQ and unruliness ($r=-0,482$ $p=0,000<0,05$). AQ and theft ($r=-0,391$ $p=0,001<0,05$). AQ and drug misuse ($r=-0,406$ $p=0,001<0,05$).

Keywords: adversity quotient, performance, married working women