

**HUBUNGAN ADVERSITY QUOTIENT DAN LOYALITAS KERJA PADA
PEGAWAI NEGERI SIPIL DI DINAS PERHUBUNGAN PROVINSI
KALIMANTAN TIMUR**

Anggita Sekar Arum Gupita

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan yang positif antara *adversity quotient* dan loyalitas kerja pada Pegawai Negeri Sipil di Dinas Perhubungan Provinsi Kalimantan Timur. Subjek dalam penelitian ini adalah Pegawai Negeri Sipil di Dinas Perhubungan Provinsi Kalimantan Timur yang berjumlah 74 orang.. Data penelitian dikumpulkan menggunakan Skala *adversity quotient* dan Skala loyalitas kerja yang telah disusun dengan teknik likert. Skala *adversity quotient* memiliki reliabilitas 0,914 dan skala loyalitas kerja memiliki reliabilitas 0,936. Analisis data dilakukan dengan uji hipotesis yang menggunakan *pearson correlation*. Hasil menunjukkan koefisien korelasi sebesar 0,733 yang berarti bahwa memiliki hubungan yang tinggi dan kuat, kemudian nilai signifikansi menunjukkan 0,00 ($p < 0,001$ atau $< 0,005$), hal ini menunjukkan bahwa terdapat hubungan yang signifikan antara *adversity quotient* dan loyalitas kerja pada pegawai negeri sipil. Dapat disimpulkan bahwa terdapat hubungan yang tinggi, kuat dan positif antara *adversity quotient* dan loyalitas kerja pada pegawai negeri sipil.

Kata kunci : *adversity quotient*, loyalitas kerja, pegawai negeri sipil

**THE RELATION ADVERSITY QUOTIENT AND WORK LOYALTY
TO CIVIL SERVANTS
IN DEPARTMENT OF TRANSPORTATION IN
EASTKALIMANTANPROVINCE**

Anggita Sekar Arum Gupita

ABSTRACT

This study aims to know the positive relation between adversity quotient and work loyalty of civil servants at the Department of Transportation in East Kalimantan province . The Subjects in this study were 74 Civil Servants at Department of Transportation in East Kalimantan Province. Researchers hypothesis that there is a positive relation between adversity quotient and work loyalty of civil servants.The research data revealed by the Scale adversity quotient and Scale work loyalty that has been compiled with the Likert technique . The scale adversity quotient has a reliability of 0.914 and the scale work loyalty has reliability 0.936 . The data was analyzed with Pearson correlation for hypothesis test, the results showed a correlation coefficient was 0.733 , which means that it has a high and strong relationship , then the value of significance was 0,00 (p < 0.001 or < 0.005) , this indicating that there is a significant relation between adversity quotient and work loyalty in civil servants . In addition, the researchers also do hyphotesis test using linear test . The test results showed which means that there is a high, strong and positive relation between adversity quotient and work loyalty in civil servants.

Keyword : adversity quotient , work loyalty, civil servants