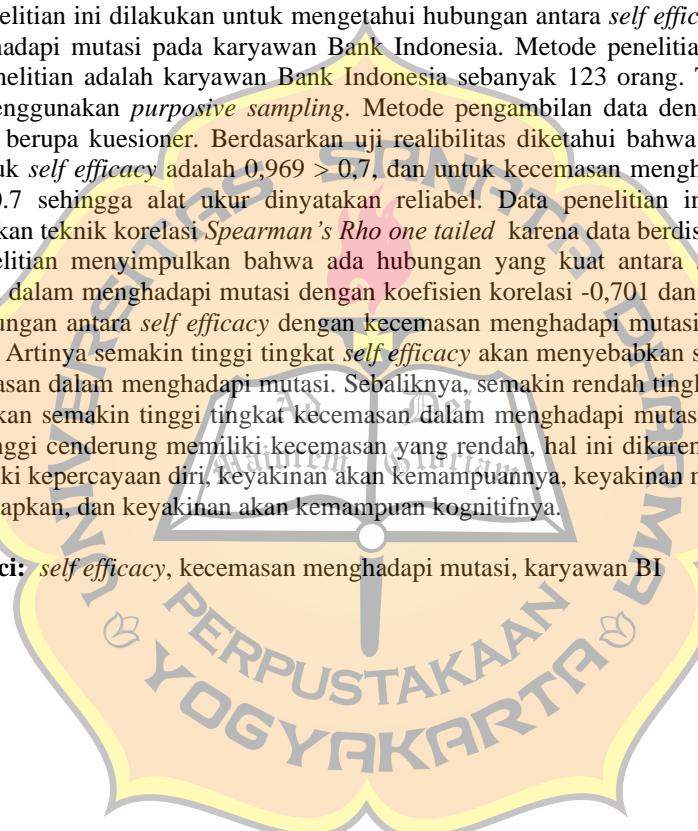# HUBUNGAN ANTARA *SELF EFFICACY* DENGAN KECEMASAN DALAM MENGHADAPI MUTASI PADA KARYAWAN BANK INDONESIA

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ABSTRAK

Penelitian ini dilakukan untuk mengetahui hubungan antara *self efficacy* dengan kecemasan menghadapi mutasi pada karyawan Bank Indonesia. Metode penelitian adalah kuantitatif. Subjek penelitian adalah karyawan Bank Indonesia sebanyak 123 orang. Teknik pengambilan sampel menggunakan *purposive sampling*. Metode pengambilan data dengan penyebaran alat ukur yang berupa kuesioner. Berdasarkan uji realibilitas diketahui bahwa koefisien Cronbach Alpha untuk *self efficacy* adalah 0,969 > 0,7, dan untuk kecemasan menghadapi mutasi adalah 0,966 > 0.7 sehingga alat ukur dinyatakan reliabel. Data penelitian ini dianalisis dengan menggunakan teknik korelasi *Spearman's Rho one tailed* karena data berdistribusi tidak normal. Hasil penelitian menyimpulkan bahwa ada hubungan yang kuat antara *self efficacy* dengan kecemasan dalam menghadapi mutasi dengan koefisien korelasi -0,701 dan signifikansi 0,000 < 0,05. Hubungan antara *self efficacy* dengan kecemasan menghadapi mutasi bersifat negatif dan signifikan. Artinya semakin tinggi tingkat *self efficacy* akan menyebabkan semakin rendah tingkat kecemasan dalam menghadapi mutasi. Sebaliknya, semakin rendah tingkat *self efficacy* akan menyebabkan semakin tinggi tingkat kecemasan dalam menghadapi mutasi. Individu yang *self efficacy* tinggi cenderung memiliki kecemasan yang rendah, hal ini dikarenakan individu tersebut memiliki kepercayaan diri, keyakinan akan kemampuannya, keyakinan mencapai target yang sudah ditetapkan, dan keyakinan akan kemampuan kognitifnya.

Kata Kunci: *self efficacy*, kecemasan menghadapi mutasi, karyawan BI

THE RELATIONSHIP BETWEEN SELF EFFICACY AND ANXIETY IN DEALING WITH MUTATIONS IN EMPLOYEES BANK INDONESIA

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ABSTRACT

This study was conducted to determine the relationship between self-efficacy and anxiety facing mutations in Bank Indonesia employees. This method of research is quantitative. The research subjects were Bank Indonesia employees as many as 123 people. The sampling technique used was purposive sampling. The method of data collection is by distributing measuring instruments in the form of questionnaire. Based on the reliability test, it is known that the Cronbach Alpha coefficient for self-efficacy is 0.969 > 0.7, and for Anxiety Facing Mutations is 0.966 > 0.7 so that measuring instrument is reliable. The research data were analyzed using the Spearman Rho one tailed correlation technique because the data normally distributed. The results of the study concluded that there was a strong relationship between self-efficacy and anxiety in dealing with mutations whit a correlation coefficient of -0,701 and significance 0,000 < 0,05. The relationship between self-efficacy and anxiety facing mutations is negative and significant. This means that the higher the level of self-efficacy, the lower the level of anxiety in dealing with mutations. On the other hand, the lower the level of self-efficacy, the higher the level of anxiety in dealing with mutations. Individuals with high self-efficacy tend to have low anxiety, this is because the individual has self-confidence, belief in his abilities, belief in achieving the targets that have been set, and belief in his cognitive abilities.

Keywords: self efficacy, anxiety facing mutations, Bank Indonesia employees