

ABSTRAK

Potuh, Hedwig Cathilin Victoria. 2026. Hubungan antara *coping stress* dan prestasi kerja pada karyawan perusahaan. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma

Penelitian ini bertujuan untuk mengetahui hubungan antara *coping stress* dan prestasi kerja pada karyawan perusahaan. Penelitian ini menguji enam hipotesis yang mendeskripsikan hubungan antara dua dimensi *coping stress* (*Problem focused coping* dan *Emotion Focused Coping*) terhadap tiga dimensi prestasi kerja (Performansi Tugas, Performansi Kontekstual, dan Perilaku Kerja Kontraproduktif). Penelitian ini memprediksi adanya hubungan positif antara kedua dimensi *coping stress* terhadap performansi tugas dan kontekstual, serta hubungan negative terhadap perilaku kerja kontraproduktif. Partisipan dalam penelitian ini adalah karyawan aktif yang bekerja di perusahaan dengan masa kerja minimal tiga bulan. *Coping stress* dalam penelitian ini diukur dengan skala *coping stress* yang dibuat sendiri oleh peneliti didasarkan pada teori milik Lazarus & Folkman (1993). Prestasi kerja diukur dengan skala *Individual Work Performance Questionnaire* (IWPQ) versi Bahasa Indonesia, yang diadaptasi oleh Widyastuti & Hidayat (2018) dari skala asli yang dikembangkan oleh Koopmans et al (2012). Koefisien reliabilitas skala *coping stress* pada dimensi PFC sebesar 0.964 dan dimensi EFC sebesar 0.971. Koefisien reliabilitas skala IWPQ pada dimensi performansi tugas sebesar 0.910, dimensi performansi kontekstual sebesar 0.940, dan dimensi perilaku kerja kontraproduktif sebesar 0.890. Data dalam penelitian ini dianalisis dengan menggunakan *Spearman's Rho*. Hasil analisis dalam penelitian ini menunjukkan bahwa kedua dimensi *coping stress* tidak memiliki hubungan signifikan dengan performansi tugas dan performansi kontekstual ($p > 0.05$). Hasil signifikan ditemukan pada hubungan positif antara PFC dengan perilaku kerja kontraproduktif sebesar $r = 0.280$ (< 0.001) dan EFC dengan perilaku kerja kontraproduktif sebesar $r = 0.342$ (< 0.001) terhadap dimensi perilaku kerja kontraproduktif. Hal ini mengindikasikan bahwa semakin tinggi penggunaan mekanisme *coping*, semakin tinggi pula kecenderungan perilaku kerja kontraproduktif pada karyawan.

Kata Kunci : *coping stress*, prestasi kerja, karyawan perusahaan

ABSTRACT

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This study aims to determine the relationship between stress coping and employee performance. This research examines six hypotheses describing the relationship between two dimensions of stress coping (Problem-Focused Coping and Emotion-Focused Coping) and three dimensions of performance (Task Performance, Contextual Performance, and Counterproductive work behavior). The study predicts a positive relationship between both coping dimensions and task and Contextual Performance, and a negative relationship with Counterproductive work behavior. Participants in this study were active employees working in companies with a minimum tenure of three months. Stress coping was measured using a self-constructed scale based on the theory by Lazarus & Folkman (1993). Performance was measured using the Indonesian version of the Individual Work Performance Questionnaire (IWPQ), adapted by Widyastuti & Hidayat (2018) from the original scale developed by Koopmans et al. (2012). The reliability coefficient for the stress coping scale was 0.964 for the PFC dimension and 0.971 for the EFC dimension. The reliability coefficients for the IWPQ scale were 0.910 for Task Performance, 0.940 for Contextual Performance, and 0.890 for Counterproductive work behavior. Data were analyzed using Spearman's Rho. The results indicated that neither dimension of stress coping had a significant relationship with Task Performance or Contextual Performance ($p > 0.05$). Significant results were also found in the positive relationship between Problem-Focused Coping (PFC) and Counterproductive work behavior ($r = 0.280$, $p < 0.001$), as well as between Emotion-Focused Coping (EFC) and Counterproductive work behavior ($r = 0.342$, $p < 0.001$). These findings indicate that higher utilization of coping mechanisms is associated with a higher tendency for Counterproductive work behavior among employees.

Keywords: coping stress, work performance, company employees