

**HUBUNGAN ANTARA ADVERSITY QUOTIENT, PERSEPSI
TERHADAP KOMPENSASI DAN KINERJA KARYAWAN PT BANK
PERKREDITAN RAKYAT (BPR) MITRA DI BALI**

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ABSTRAK

Penelitian ini bertujuan untuk melihat hubungan antara *adversity quotient* dengan persepsi terhadap kompensasi dan kinerja karyawan. Hipotesis yang diajukan adalah ada hubungan positif antara *adversity quotient* dengan kinerja, dan ada hubungan positif antara persepsi terhadap kompensasi dengan kinerja. Jenis penelitian ini adalah kuantitatif dengan metode korelasional. Subjek dalam penelitian ini berjumlah 76 karyawan PT Bank Perkreditan Rakyat (BPR) Mitra di Bali yang telah menyelesaikan masa kerja 12 bulan. Data *adversity quotient* dan persepsi terhadap kompensasi diperoleh dari skala penelitian. Sedangkan penilaian kinerja karyawan diperoleh dari data dokumen PT BPR Mitra. Reliabilitas skala *adversity quotient* dan persepsi terhadap kompensasi diuji menggunakan teknik *Alpha* dari *Cronbach*. Skala *adversity quotient* memiliki koefisien *Alpha* sebesar 0.903 dan skala persepsi terhadap kompensasi memiliki koefisien *Alpha* sebesar 0.918. Berdasarkan hasil uji normalitas, data persepsi terhadap kompensasi termasuk dalam distribusi normal. Namun, data *adversity quotient* tidak termasuk dalam distribusi normal. Hasil uji linearitas menunjukkan bahwa *adversity quotient* dan persepsi terhadap kompensasi memiliki hubungan yang linear dengan kinerja. Analisis data *adversity quotient* dengan kinerja dilakukan dengan menggunakan uji korelasi *Spearman Rho*. Sedangkan data persepsi terhadap kompensasi dengan kinerja dianalisis menggunakan uji korelasi *product-moment* dari Pearson. Hasil korelasi antara *adversity quotient* dengan kinerja sebesar 0.266 dengan $p = 0.010$ ($p < 0.05$), yang berarti bahwa terdapat hubungan positif dan signifikan antara *adversity quotient* dengan kinerja. Selain itu, hasil korelasi antara persepsi terhadap kompensasi dengan kinerja sebesar 0.258 dengan $p = 0.012$ ($p < 0.05$), yang berarti bahwa terdapat hubungan positif dan signifikan antara persepsi terhadap kompensasi dengan kinerja.

Kata kunci: *adversity quotient*, persepsi terhadap kompensasi, kinerja, karyawan bank

CORRELATION BETWEEN ADVERSITY QUOTIENT, PERCEPTION OF COMPENSATION AND EMPLOYEE PERFORMANCE IN PT BANK PERKREDITAN RAKYAT (BPR) MITRA BALI

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ABSTRACT

This research was aimed to study the correlation between adversity quotient with the perception of compensation and employee performance. The hypothesis that proposed, had a positive correlation between adversity quotient and performance, and there was a positive correlation between the perception of compensation and performance. This is a quantitative research with a correlation method. The subjects in this research were 76 employees of PT Bank Perkreditan Rakyat (BPR) Mitra in Bali which have been worked for at least 12 months. Adversity quotient and perceptions of compensation data obtained from the research scale. While the performance appraisal data obtained from PT BPR Mitra's document. Adversity quotient scale reliability and perception of compensation was tested using the Alpha Cronbach method. The adversity quotient scale had 0.903 of Alpha coefficient and the compensation perception scale had 0.918 of Alpha coefficient. Based on the results of the normality test, perception of compensation data and performance data were included as normal. However, adversity quotient data is not included as normal. The results of linearity test show that adversity quotient and the perception of compensation had a linear correlation with performance. Adversity quotient and performance data was analyzed using Spearman Rho's correlation test. Meanwhile, the perception of the compensation to performance data was analyzed using the correlation test of Pearson's product-moment. The correlation between adversity quotient and performance is 0.266 with $p = 0.010$ ($p < 0.05$), which means there was a positive and significant correlation between adversity quotient and performance. In addition, the results of the correlation between the perception of compensation and performance was 0.258 with $p = 0.012$ ($p < 0.05$), which means there was a positive and significant correlation between the perception of compensation and performance.

Keyword : *adversity quotient, perception of compensation, performance, bank employees*