

ABSTRAK

**HUBUNGAN ANTARA EFIKASI DIRI DAN KECEMASAN MENGHADAPI
PINDAH LOKASI KERJA PADA KARYAWAN *LEVEL STAFF* DI PT.B TANGERANG**

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Karyawan level staff akan menghadapi tuntutan yang *stressful* saat harus menyesuaikan diri terhadap lokasi kerja baru. Berbagai usaha dilakukan untuk mengurangi kecemasan yang dirasakannya terkait dengan ketidakpastian yang dihadapinya. Tujuan penelitian ini untuk mengetahui hubungan antara efikasi diri dan kecemasan menghadapi pindah lokasi kerja pada karyawan *level staff* PT.B di Tangerang. Penelitian menggunakan metode kuantitatif korelasional dengan populasi berjumlah 124 orang, teknik *non probability sampling* jenis sampel jenuh. Metode pengumpulan data skala efikasi diri dan kecemasan menghadapi pindah lokasi kerja, uji korelasi *Pearson Product Moment* dibantu program statistik. Hasil penelitian menunjukkan nilai signifikansi (sig.) 0,000 ($p < 0,05$) dan koefisien korelasi (r) sebesar -0.551, artinya hipotesis diterima yaitu terdapat hubungan negatif yang signifikan antara efikasi diri dan kecemasan menghadapi pindah lokasi kerja pada karyawan level staff PT. B Tangerang. Hasil koefisien determinasi $r^2 = (0,304)$ sebesar 30,4% yang artinya sumbangan efikasi diri terhadap kecemasan menghadapi pindah lokasi kerja sebesar 30,4% dan sisanya sebesar 69,6% dipengaruhi faktor-faktor lain seperti perkiraan hasil yang diharapkan, ketidakpastian serta ketidakberdayaan. Temuan penelitian ini sebagian besar karyawan memiliki efikasi diri rendah dan kecemasan tinggi dalam menghadapi pindah lokasi kerja. Hasil *crosstab* menunjukkan tidak ada hubungan antara usia, jenis kelamin, status, pendidikan, bagian kerja, masa kerja, gaji dengan tinggi rendahnya tingkat kecemasan.

Kata kunci: Efikasi diri, Kecemasan Menghadapi Pindah Lokasi Kerja

ABSTRACT

RELATIONSHIP BETWEEN SELF-EFFICACY AND ANXIOUSNESS IN DEALING WITH MOVING WORK LOCATION FOR LEVEL STAFF EMPLOYEES'S OF PT. B TANGERANG.

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ABSTRACT

Staff level employees will face stressful demands when they have to adjust to a new job location. Various attempts were made to reduce the anxiety he felt related to the uncertainty they faced. The purpose of this study was to determine the relationship between self-efficacy and anxiousness in dealing with moving work location at staff level employees of PT.B in Tangerang. The study used correlational quantitative methods with a population of 124 peoples, non-probability sampling techniques with saturated samples. The method of collecting data use scale of self-efficacy and anxiety in dealing with moving work locations, correlation test with Pearson Product Moment assisted by statistical programs. The results showed a significance value (sig.) 0.000($p < 0.05$) and a correlation coefficient (r) of -0.551, that means the hypothesis is accepted, and there is a significant negative relationship between self-efficacy and anxiousness in dealing with moving work location at staff level employees of PT. B Tangerang. The results showed the coefficient of determination $r^2 = (0.304)$ was 30.4%, which means that the contribution of self-efficacy to anxiousness in dealing with moving work location was 30.4% and the remaining 69.6% was influenced by other factors such as outcome expectancy, uncertainty and helplessness. The findings of this study that most of the employees had low self-efficacy with high anxiousness in dealing with moving work location. The crosstab results showed that there was no relationship between age, gender, status, education, work share, years of service, salary and the level of anxiety.

Keywords: Self-Efficacy, Anxiousness in dealing with moving work location