

HUBUNGAN ANTARA *OCCUPATIONAL SELF EFFICACY* DENGAN KESIAPAN UNTUK BERUBAH PADA PEGAWAI BIRO SDM POLDA SUMBAR

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui Hubungan antara *Occupational Self Efficacy* dengan Kesiapan Untuk Berubah pada Pegawai Biro Sdm Polda Sumbar. Variabel penelitian yaitu *Occupational Self Efficacy* (X) dan Kesiapan Untuk Berubah (Y). Alat ukur yang digunakan adalah skala *Occupational Self Efficacy* dan skala Kesiapan Untuk Berubah. Teknik pengambilan sampel adalah Teknik Sampel *Purposive*. Sampel dalam penelitian ini adalah 33 orang pegawai Biro Sdm Polda Sumbar. Uji Validitas menggunakan *corrected item-Total Correlation* dan uji Reliabilitas menggunakan teknik *Alpha Crobach*. Hasil uji coba menunjukkan koefisien validitas pada skala *Occupational Self Efficacy* berkisar dari 0,357 sampai dengan 0,795 sedangkan koefisien reliabilitasnya sebesar 0,928. Hasil koefisien validitas pada skala Kesiapan Untuk Berubah berkisar dari 0,325 sampai dengan 0,790, sedangkan koefisien reliabilitasnya sebesar 0,926. Berdasarkan analisis data menunjukkan besarnya koefisien korelasi sebesar $r = 0,831$ dengan taraf signifikan korelasi $(p) = 0,000$. berarti terdapat hubungan yang sangat signifikan antara *Occupational Self Efficacy* dengan Kesiapan Untuk Berubah dengan arah positif, artinya semakin tinggi *Self Esteem* maka semakin tinggi Kesiapan Untuk Berubah. Begitu sebaliknya jika *Occupational Self Efficacy* rendah maka Kesiapan Untuk Berubah akan rendah pula. Berarti hipotesis penelitian dapat diterima. Kontribusi efektif variabel *Occupational Self Efficacy* terhadap Kesiapan Untuk Berubah sebesar 69,1%

Kata Kunci : *occupational self efficacy*, kesiapan untuk berubah, pegawai, korelasi, kuantitatif

**THE RELATIONSHIP BETWEEN OCCUPATIONAL SELF-EFFICACY AND
READINESS FOR CHANGE AMONG EMPLOYEES OF THE WEST
SUMATRA REGIONAL POLICE HUMAN RESOURCE BUREAU**

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ABSTRACT

This study aims to determine the relationship between Occupational Self-Efficacy and Readiness to Change among Employees of the Human Resources Bureau of the West Sumatra Regional Police. The research variables are Occupational Self-Efficacy (X) and Readiness to Change (Y). The measuring instruments used are the Occupational Self-Efficacy scale and the Readiness to Change scale. The sampling technique is Purposive Sampling Technique. The sample in this study was 33 employees of the Human Resources Bureau of the West Sumatra Regional Police. The Validity test used the corrected item-Total Correlation and the Reliability test used the Alpha Crobach technique. The trial results show that the validity coefficient on the Occupational Self-Efficacy scale ranges from 0.357 to 0.795 while the reliability coefficient is 0.928. The results of the validity coefficient on the Readiness to Change scale range from 0.325 to 0.790, while the reliability coefficient is 0.926. Based on data analysis, the correlation coefficient is $r = 0.831$ with a significance level of correlation (p) = 0.000. This means that there is a very significant relationship between Occupational Self-Efficacy and Readiness to Change in a positive direction, meaning that the higher the Self-Esteem, the higher the Readiness to Change. Conversely, if Occupational Self-Efficacy is low, the Readiness to Change will also be low. This means that the research hypothesis can be accepted. The effective contribution of the Occupational Self-Efficacy variable to Readiness to Change is 69.1%.

Keywords: Occupational Self-Efficacy, Readiness to Change, Employees, correlation, quantitative