THE CORRELATION BETWEEN THE ADVERSITY QUOTIENT AND SELF EFFICACY WITH JOB STRESS

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ABSTRACT

The purpose of this study was to determine the correlation between Adversity Quotient and Self Efficacy with job stress of lecturer at Faculty of Economics, State University of Jakarta. The research method used survey method with the questionnaire. The population in this study is all lecturer at the Faculty of Economics, State University of Jakarta which is 69 people. The sampling technique is using the probability sampling. The research data was obtained by distributing the questionnaires were analyzed using descriptive statistics and regression analysis. The resulting regression equation is $\hat{Y} = 20.973 + 0.020X_1 + 0.495X_2$. Based on t-test, the resulting count is 2.888 (Adversity Quotient) and 30.082 (Self Efficacy) (13 374) > t-table (1,970) and sig 0.000 <5%. So, the conclusion is in partially there is a significant correlation between adversity quotient, self-efficacy with job stress. Effective contribution adversity quotient and self efficacy with job stress can be viewed in determinant coefficient ($R^2$) which is 0.972. So the ability of adversity quotient and self efficacy variable simultaneously is 97.2% while the rest influenced by other factors outside the adversity quotient and self-efficacy. The results showed that: the correlation between adversity quotient and self efficacy give a significant contribution to job stress. So, to improve stress tolerance at work, the lecturers should increase adversity quotient and self efficacy.

Keywords: Job Stress, adversity quotient and self efficacy
1. INTRODUCTION

1.1 Background

Globalism economy and rapid technological change have an impact on the increased of a workload, the competition and the high demand triggers an increase in stress. World Health Organization WHO declared stress can be called the "disease of the century (the Twentieth Century disease)", further forecasts the ILO (International Labor Organization) said job stress costs to reach $200 billion dollars in a year. Stress increased also occurs in the environment of the University, especially to the lecturer in Faculty of Economics, State University of Jakarta. Many factors affect the stress of work. For example, the physical working environment, quotient adversity, achievement motivation, self-efficacy, academic atmosphere, and group dynamics. This study focuses on the correlation between adversity quotient and self efficacy with job stress.

One of the factors that affect the job stress is adversity quotient. In order lecturer avoid failure to facing the stress, but on the contrary, managed stressed continually that eventually form the tolerance to stress then a lecturer is required to have the ability to understand, identify, and manage their problem, until it doesn’t make them become a distress. Here’s the role of Adversity Quotient (AQ) is needed to confront the stressor.

Adversity Quotient is the psychological concept of intelligence that developed by Paul Stoltz that the essence is the capability to confront the difficulties that confront someone. Stoltz (2005: 9) added that the adversity quotient had the important role in predicting how far someone can survive in the difficulties and how great his ability to resolve the issue. Also affecting job stress is self-efficacy. According to Bandura in Woolfolk (2007: 332) self-efficacy is the individual beliefs about their ability while doing a task or some action to achieve a particular result. Self-efficacy can stir motivation, cognitive abilities and the actions that needed to meet the demands of the situation so even though their have an heavy workload and confronted with severe problems, they still have a great work spirit.

The research of a job stress in the State University of Jakarta is important because of some reasons; First, the challenges of higher education in the future and the expectations of stakeholders are increasingly demanding faculty to increase the commitment and performance. Commitment and performance of lecturers will be increased if they have no job stress. The second reason is State University of Jakarta don’t have a Standard Operating Procedure (SOP) on stress management that can be used as a reference in preventing, minimizing, and modify the stressor is a challenge that produce positive outcomes of job stress (eustress). The aim of this research is to determine the correlation between Adversity Quotient and Self Efficacy with job stress of lecturer at Faculty of Economics, State University of Jakarta.

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2. LITERATURE REVIEW

2.1 Job Stress

Greenberg (2002: 273) said, job stress is a combination of sources of stress at work, individual characteristics and sources of stress that comes from outside the organization. While the definition of the National Institute of Occupational Safety and Health (NIOSH), as cited by Austin (2004: 5) said that job stress the responses of physical and emotional dangerous/risky that occur when the requirements of the job do not match the capabilities, resources or worker needs.

Furthermore, Kreitner & Kinicki (2007: 600) suggest a source of job stress is composed of four types which is individuals, groups, organizations, and extra organization: That stressors is entered in cognition map of workers, therein occur perception or assessment of the situation. In addition, job stress has an impact on physical and mental health of workers, and also has an impact on the organization. Which the most significant is the absence (absenteeism). Rice (1999: 198) who conduct meta-analysis of 72 studies on the matter, found absenteeism have a significant association with job stress variables that resulting of work environment and organization.

From the description, the conceptual definition of job stress that is used in this study is the condition of strain (strain) experienced an employee arising from the claim by the work environment that can cause stress. Job stress can be measured using three indicators. The first indicator is psychological, with the sub-indicators, anxiety, tension and confusion, frustration and anger, irritability, loss of concentrations. The second indicator is physiologically with sub-indicators are gastrointestinal disorders (related to the stomach and the stomach), fatigue, physically, headache and pain in the lower back, sleep disorders. A third indicator is the manner, with sub-indicators; delaying and avoiding work, abnormal eating behavior (mostly).

2.2 Adversity Quotient

M Ronie (2006: 29) defines adversity quotient as a person's ability to deal with the problem, while Stoltz (2000: 9) defines adversity quotient as a person's intelligence to face the obstacles or difficulties regularly. Adversity Quotient help individuals strengthen ability and perseverance to face daily life problem while still holding fast to the principles and dreams regardless of what is happening. According to Stoltz (2000: 12), a person's success in life is largely determined by the level of adversity quotient. Adversity Quotient is realized in three forms, namely:

a) A new conceptual framework for understanding and improving all facets of success.
b) A measure to determine a person's response to adversity, and
c) A series of tools to improve a person's response to adversity.

So we can conclude that adversity quotient is an individual's ability to survive to face all of difficulties and how to find a way out, to solve various problems, reduce barriers and obstacles by changing the way of thinking and attitude towards these difficulties.

Further, Stoltz (2000: 102) suggests four basic dimensions that will produce the high adversity quotient capabilities, namely:

a) Control (C)
b) Endurance (E)
c) Reach (R)
d) Origin and ownership (O2)
So we can conclude that adversity quotient is one's ability and resilience to fight face difficulties or problems that it receives, so that difficulties can turn into an opportunity that allowed him to move forward and become someone who is successful and success. With dimensions of 1) control, which measures the endurance, health, and tenacity, 2). Durability measure of hope, optimism, and a willingness to endure, 3). Range which measures the load, energy, and effort. 4). The origin and the recognition that measures of accountability, responsibility, action and effort.

2.3 Self-Efficacy

Bandura in Woolfolk (2007: 332), defines self-efficacy as “beliefs in one's capabilities to organize and execute the courses of action required to produce given attainments”. In other words, self-efficacy is understood as a person's beliefs capabilities to organize and execute courses of action required to produce certain achievements. Furthermore, Woolfolk (2007: 332), defines self-efficacy as “a person's sense of being able to deal effectively with particular task”. Based on Woolfolk opinion, it can be understood that self-efficacy is a person’s belief to handle some tasks with specifically.

Furthermore, Robbins & Judge (2011: 251), call self-efficacy as “an individual's belief that he or she is capable of performing a task”. This may imply that self-efficacy is an individual's belief that they are able to run errands. Someone who has a strong self-efficacy is a person who can adapt quickly to the problems they face, and do not become anxious or panicked face these problems.

Gibson & Ivancevich, (2012: 159), said “self-efficacy possessed by every individual has three dimensions, namely:

a) magnitude, the level of task difficulty a person believes he can attain
b) strength, referring to the conviction regarding magnitude as strong or weak
c) generality, the degree to which the expectation is generalized across situations.

Based on these opinions, it is understood that the dimensions of self-efficacy are: 1) the level (magnitude), the dimensions of which refers to the degree of difficulty of the task which a person believed that he was able to overcome or achieve it. 2) the strength / stability (strength), the dimensions relating to the power ratings of the individual skills. A person who votes against her height will not be bothered by a problem that was difficult to even stay afloat and keep trying. Conversely, someone who votes against himself low will be easily disappointed and respond to the perception that low about her ability, and 3) the breadth (generality), the dimensions of the efficacy of a person can be broad and not limited to one particular thing but could also refer to the variation situation.

According to Ellis, (2007: 28), there are a six things that can be done to improve the self-efficacy of students, namely: 1) teach the basic knowledge and skills to master, 2) shows a record of student progress on the skills complex, 3) giving a task which shows that students can succeed only with hard work, 4) assured the students that they can succeed, 5) shows a model of peers that success to the students, and 6) gives a huge task and complex in small group activities.
From the description, it can be concluded that self-efficacy is the ability itself to produce certain things right and successful.

Self-efficacy can be measured by using three dimensions: the first is Magnitude (level) with indicators convinced they can try harder to achieve success, and confidence to carry out a difficult task. The second dimension is Strength (strength / stability) with indicators able to face obstacles that occur well, and able to work hard, diligent and ready to adapt to any given task. And the third dimension is Generality (breadth).

3. RESEARCH METHODS

2.1 Method

The method in this research is survey method. According Kerlinger, survey research is research conducted in large and small populations, but the data is from a sample that taken from the population, so we can found a relative incidence, distribution, and correlation between variables sociological and psychological. The reasons for using this approach is to find the correlation between the independent variable (adversity quotient and self efficacy) by symbols X1 and X2 as the variables associated with the dependent variable (job stress) by the symbol Y as variables that are connected. If there is a correlation between these two variables, then how closely related, and whether the correlation is meaningful or not.

2.2 Constellation Between Variables

In accordance with the hypothesis that there is a positive correlation between the variables X1 and X2 (adversity quotient and self efficacy) with a variable Y (job stress), then the constellation of relationships between variables X1 and X2 and Y can be described as follows:

![Image 1: Constellation of Problem Research](image)

Notes:
X1 = adversity quotient
X2 = self efficacy
Y = job stress

In this research, the population is the all of lecturer in Faculty of Economics, State University of Jakarta which is 69, sampling technique using the probability sampling. The data used in this research is using primary data. Data of self-efficacy and job stress variable using a Likert Scale, then adversity quotient variable using Semantics Differential scale which has been tested.
Computerized data processing is done using statistical data processing software, the Statistical Product and Service Solution (SPSS) Version 17.00. Analysis using the statistic descriptive method and inferential statistics, and also used the test requirements analysis

4. ANALYSIS OF RESULTS

4.1 Summary of basic data research are:

![Table 1: Summary of Statistic Basic Data Research](image)

4.2 Hypothesis Test

4.2.1 Normality Test

Normality test using Kormogorov-Smirnov test has a significant level (α) = 5% = 0.05. Criteria for making the decision that if the significance > 0.05, then the data distribution is normal and if the significance <0.05, the data are not normally distributed. Based on calculations using SPSS 17.0 normality test looksthe data distribution of all variables is normal, is evidenced by a significance level of 0.434, significance level is> 0.05. So, the data in this study can be used in subsequent analyzes with statistical methods test Table Kolmogorov - Smirmov looks as follows;

![Table 2: One-Sample Kolmogorov-Smirnov Test](image)

a. Test distribution is Normal.

b. Calculated from data.
4.2.2. Normality Test

Linearity testing is used to determine whether multiple regression model is linear or not. The result is in the scatterplot of the residuals by using SPSS:

![Scatterplot of Residual for Linearity Test](Image1)

Image 1: Scatterplot of Residual for Linearity Test

The image above shows that the points is spread between -2 and +2, this shows that the assumption of linearity between, quotient adversity and self-efficacy with job stress are met.

4.3 Analysis of Multiple Linear Regression

Further testing in this research is to test the regression equation. The equation used is multiple linear regression to determine the effect of one variable on other variables, in this study means between variables X1 and X2 with variable Y. Table Multiple linear regression analysis are:

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
</tr>
<tr>
<td>(Constant)</td>
<td>.</td>
<td></td>
</tr>
<tr>
<td>Adversity Quotient</td>
<td>.020</td>
<td>.007</td>
</tr>
<tr>
<td>Self Efficacy</td>
<td>.495</td>
<td>.016</td>
</tr>
</tbody>
</table>

The results of data analysis informing that the regression equation of this variable is:

\[
\hat{Y} = 20.973 + 0.020X_1 + 0.495X_2
\]

In addition to the test as above, this study also did some other statistical tests, namely:

1) Regression Coefficients Simultaneous Test (F Test) to determine the meaning or the Correlation between the variables X1 and X2 to Y which has been established through multiple linear regression equation. The testing criteria is if \( F_{\text{Count}} < F_{\text{Table}} \) then \( H_0 \) is rejected regression does not mean, if \( F_{\text{Count}} > F_{\text{Table}} \) then \( H_0 \) is accepted and regression means.
2) Partial regression coefficient test (T test) to determine whether the independent variable (X) in the regression model has a real or significant influence on the dependent variable, tested by using t-test at the 0.05 significance level. The test criteria is Ho accepted if $T_{\text{Count}} < T_{\text{Table}}$ the regression coefficient that happens is meaningless and Ho is rejected if $T_{\text{Count}} > T_{\text{Table}}$ then the correlation means.

3) Test the coefficient of determination ($R^2$) was used to measure the ability of a model to explain variate dependent variable. Of the test are known, it is known that the value of $R^2$ or the relationship between adversity quotient and self-efficacy with job stress is 0.972. So the ability of variable adversity quotient and self efficacy simultaneously at 97.2% while the rest influenced by other factors outside the adversity quotient and self efficacy.

4. DISCUSSION AND RESULTS

Hypothesis test results showed the hypothesis that the correlation between adversity quotient and self efficacy contribute significantly to the job stress, accepted. The results of the analysis using multiple regression analysis was obtained p-value 0.000 < 0.01 and F count equal to 1141.935 The F value > from F table by 5.01. The result meant adversity quotient and self efficacy can be used as a predictor for predicting job stress. And means pila jointly contribute significantly to the job stress, accepted. The higher the adversity quotient and self efficacy, the higher tolerance to job stress of the lecturer at Faculty of Economics, State University of Jakarta. Conversely, the lower the adversity quotient and self efficacy, the lower the tolerance to the job stress.

Correlation between adversity quotient with job stress research. according to the statement Stoltz (2005), that the situation is difficult and obstacles in life can be overcome by adversity quotient that qualified, because adversity quotient will make the individual as a person that tenacious and unyielding determination. Individuals who have high adversity quotient that would make them stronger and not easily trapped in a state of despair.

Correlation between self-efficacy with job stress. the research is in line with the statement of Atkinson et al (in Astuti 2003) which states that the individual's belief in her ability to cope with stressful situations is one of the factors affecting the level of tolerance to stress. The high self-efficacy will make someone confident to face the problem.

The conclusion of this study showed there was a significant correlation between self-efficacy with job stress of employees with a correlation coefficient of -0.600 with sig. = 0.000; p < 0.001, so the hypothesis is accepted, it can be said there is a significant negative relationship between self-efficacy with work stress on employees. These results indicate that the higher self-efficacy, then it will lead to lower the work stress on the employee, conversely the lower self-efficacy, the higher work stress on employees.

Based on the value of the coefficient of determination ($R^2$) known the effective contribution of the two independent variables (adversity quotient and self efficacy) to job stress variables 97.2% 97.2% means that job stress can be explained by adversity quotient and self efficacy while the remaining influenced by other factors.
5. CONCLUSION

Based on the literature review and description of the results of research that has been done and described previously, it can be concluded that there is a positive and significant correlation between Adversity Quotient and Self Efficacy with Job Stress of lecturer at Faculty of Economics, State University of Jakarta. It is based on the results of the previous calculation:

\[ \hat{Y} = 20.973 + 0.020X1 + 0.495X2 \]

From the multiple regression equation model above can be interpreted that: Every increase of one score Adversity Quotient (X1) will result in increased job stress (Y) amounted to 0.020 score on a constant 20.973. And any increase in self-efficacy scores (X2) will result in increased job stress (Y) amounted to 0.495 score on a constant 20.973.

Based on the determination coefficient (adjusted R-square) of 0.972, or 97.2%, which means that the independent variable in this study together - equally capable of effecting change in the job stress amounted to 97.2%.

Based on Coefficients table, \( t_{\text{count}} \) Adversity Quotient (X1) of 2.888>\( t_{\text{table}} \) (1.997) and Sig 0000 <5% so it can be concluded that partial hypothesis H1 is accepted and refused Ho1. This shows that there is a significant correlation between Adversity Quotient with work stress.

Based on Coefficients table, \( t_{\text{count}} \) value of self-efficacy (X2) amounted to 30.082>\( t_{\text{table}} \) (21.997) and Sig 0000 <5% so that decisions can be taken is to accept and reject Ho2 H2. In other words, there is a significant relationship between self-efficacy with job stress. So it can be said that the adversity quotient and self efficacy has a significant correlation with job stress.

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