

Pengaruh locus of control terhadap performa tugas pegawai di institusi abc: peran pelatihan positive expectancy sebagai program intervensi =  
The effects of locus of control to task performance on employee in  
institusi abc: the role of positive expectancy training as intervention

Athifa An Umillah, author

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Abstrak

Performa tugas adalah fenomena yang penting untuk diteliti karena menjadi indikator penentu dari performa organisasi. Salah satu variabel yang diduga memengaruhi performa tugas adalah locus of control. Penelitian ini terdiri dari dua studi. Studi 1 bertujuan untuk melihat pengaruh locus of control para pegawai di Biro XYZ, salah satu biro di Institusi ABC, terhadap performa tugas mereka. Menggunakan teknik convenience sampling, sebanyak 42 orang pegawai pelaksana di Biro XYZ diberikan kuesioner Work Locus of Control (Spector, 1982). Selain itu, peneliti meminta 12 Kepala Sub-Bagian untuk melakukan penilaian Performa Tugas (Williams & Anderson, 1991) para pegawai pelaksana tersebut. Hasil uji korelasi menunjukkan bahwa terdapat korelasi sebesar  $r = -0.43$ . Oleh karena itu, terdapat korelasi sedang antarvariabel. Tanda negatif berarti semakin besar (semakin eksternal) locus of control, maka semakin rendah performa tugasnya, dan sebaliknya. Hasil uji regresi linier menunjukkan koefisien determinasi ( $R^2 = 0.19$ ,  $p = 0.00$ ). Variabel locus of control memiliki pengaruh sebesar 19% terhadap variabel performa tugas. Sisanya, yakni 81% dipengaruhi oleh variabel lain di luar locus of control. Kemudian, dilanjutkan dengan studi 2 untuk mengetahui efektivitas program intervensi yang sesuai. Peneliti melakukan intervensi pelatihan positive expectancy untuk mengubah locus of control eksternal menjadi internal, guna meningkatkan performa tugas. Hasil perhitungan melalui uji nonparametris Wilcoxon Signed Rank Test menunjukkan adanya pengaruh yang signifikan dengan adanya program intervensi pelatihan positive expectancy terhadap perubahan persepsi locus of control yang ditunjukkan dengan nilai  $z = -2.02$ ,  $p = 0.04$ . Dengan demikian, program intervensi positive expectancy mampu mengubah persepsi responden terhadap locus of control dari eksternal menjadi internal. Implikasi hasil penelitian ini dan masukan bagi penelitian selanjutnya didiskusikan.

Task performance research is necessary to do since it is an important determinant of organizational performance. One antecedent variable that affect task performance is locus of control. This research consist of two studies. Study 1 is aiming to determine the effects of locus of control to task performance on Biro XYZ Employee, one bureau in Institusi ABC. Using convenience sampling technique. 42 staff were given Work Locus of Control Questionnaire (Spector, 1982), and 12 supervisor were given Task Performance Questionnaire (Williams & Anderson, 1991) to assess their employee's performance. The result showed that locus of control was negatively related to task performance, with  $r = -0.43$ . It's considered a moderate correlation. The simple linear regression analysis showed that there was a significant effect of locus of control to task performance ( $R^2 = 0.19$ ,  $p = 0.00$ ). It means that locus of control affect task performance by 19%. Study 2 is aiming to determine the impact intervention program to develop internal locus of control, in order to improve the employee's task performance in Biro XYZ. Intervention

program was developed in order to enhance employee's internal locus of control through positive expectancy training program. Based on Wilcoxon Signed Rank Test, there was a significant difference after intervention program, with  $z = -2.02$ ,  $p = 0.04$ . In summary, the given positive expectancy training can improve employee's locus of control from external to internal. The implications of the results and the modeling procedure for future personnel research are discussed.</i>