

# Pelatihan how to become a super HERO untuk meningkatkan psychological capital dan job performance pada karyawan Instansi TCA = How to become a super HERO training to increase psychological capital and job performance of TCA Institution Employees

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## Abstrak

Penelitian tesis ini bertujuan untuk mendalami hubungan antara *psychological capital* dan *job performance*, serta melihat efektifitas intervensi pelatihan untuk meningkatkan *psychological capital* dan *job performance*. Partisipan dalam penelitian ini adalah karyawan lembaga pemerintahan instansi TCA. Alat ukur yang digunakan dalam penelitian ini adalah kuesioner *job performance* (Koopmans, 2014) (*Alpha Cronbach* = 0.88) dan kuesioner *psychological capital* (Lunthas et al., 2015) (*Alpha Cronbach* = 0.92). Hasil uji korelasi person menunjukkan hubungan positif signifikan antara *psychological capital* dan *job performance* (*r* = .79 dan *p* < 0.01). Selanjutnya dari hasil korelasi dilakukan intervensi berupa pelatihan *How To Become A Super HERO* untuk meningkatkan *psychological capital* dan *job performance*. Intervensi yang dilakukan merupakan adaptasi dari Lunthans et al., (2006). Pada penelitian ini evaluasi pelatihan dilakukan hingga tahap pengetahuan *psychological capital*. Hasil uji Wilcoxon Signed Ranks Test menunjukkan bahwa terdapat peningkatan pengetahuan *psychological capital* dari karyawan setelah diberikanya intervensi pelatihan *psychological capital* (*Z* = -3.283 dan *p* < .05). Dengan demikian program *How To Become A Super HERO* dapat dijadikan program pengembangan diri karyawan agar dapat meningkatkan *job performance*.

This thesis research aims to explore the relationship between *psychological capital* and *job performance* and to see the effectiveness of training interventions to improve *psychological capital* and *job performance*. Participants in this study were employees of the government agency TCA. The measuring instruments used in this study were *job performance* questionnaires (Koopmans, 2014) (*Cronbach Alpha* = 0.88) and *psychological capital* questionnaires (Lunthas et al., 2015) (*Cronbach Alpha* = 0.92). The results of the person correlation test showed a significant positive relationship between *psychological capital* and *job performance* (*r* = .79 and *p* < 0.01). Based on the correlation results, the intervention was conducted in the form of *How To Become A Super HERO* training to increase *psychological capital* and *job performance*. The intervention organised was an adaptation of Lunthans et al., 2006). In this study, the training was evaluated to the stage of *psychological capital* knowledge. The Wilcoxon Signed Test results showed that there was an increase in *psychological capital* knowledge of employees after the *psychological training* intervention (*Z* = -3,283 and *p* < .05) were given. Thus, the *How To Become A Super HERO* program can be used as an employee self-development program in order to improve *job performance*.