

# Hubungan Harga Diri (Self-Esteem) terhadap Intensi Mencari Bantuan (Help-Seeking) Peserta Magang dalam Lingkungan Kerja = Relationship between Self-Esteem and Help-Seeking Intention among Interns in the Workplace

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## Abstrak

Penelitian ini bertujuan melihat hubungan harga diri (self-esteem) terhadap intensi mencari bantuan (help-seeking) pada peserta magang dalam lingkungan kerja. Hipotesis utama yang diajukan adalah terdapat hubungan positif yang signifikan antara harga diri dan intensi mencari bantuan. Penelitian dilakukan menggunakan metode korelasional pada 434 partisipan WNI berusia 18—24 tahun yang sedang atau sudah melaksanakan magang. Alat ukur yang digunakan adalah Organization-Based Self-Esteem (OBSE) Scale untuk harga diri dan Theory of Planned Behavior (TPB) Questionnaire untuk intensi mencari bantuan. Penyebaran kuesioner dilakukan secara daring menggunakan platform Survey UI. Hasil penelitian menunjukkan bahwa harga diri ( $M = 3,84$ ,  $SD = 0,44$ ) memiliki hubungan positif yang signifikan terhadap intensi mencari bantuan ( $M = 5,12$ ,  $SD = 0,44$ ),  $r = 0,41$ ,  $n=434$ ,  $p<0,01$ , one tailed,  $r^2=0,17$ . Hubungan tergolong memiliki effect size besar, yang berarti harga diri berhubungan kuat dengan intensi mencari bantuan. Kesimpulannya, hasil penelitian mendukung hipotesis, yaitu harga diri berkorelasi positif dengan intensi mencari bantuan. Individu dengan harga diri tinggi lebih mampu untuk mencari bantuan tanpa mengatribusikan persepsi negatif pada dirinya. Sebaliknya, individu dengan harga diri rendah mempersepsi perilaku mencari bantuan sebagai hal yang negatif sehingga mereka sungkan dan takut dinilai buruk apabila mencari bantuan kepada orang lain. Berdasarkan hasil penelitian, organisasi atau perusahaan magang disarankan untuk memastikan karyawannya menerima peserta magang dalam lingkungan sosialnya sehari-hari, melibatkan mereka dalam pekerjaan, dan mendampingi mereka sehingga mereka merasa berarti dan berguna dalam organisasi. Dengan begitu, harga diri dan intensi mencari bantuan peserta magang meningkat sehingga pengalaman dan performa kerja mereka lebih baik.

.....This study aims to examine the relationship between self-esteem and help-seeking intention among interns in the workplace. The hypothesis stated that there is a significant positive relationship between self-esteem and help-seeking intention. This study was conducted using correlational method on 434 Indonesian citizens aged 18-24 years who are currently in or have had an internship. The measuring instrument used is Organization-Based Self-Esteem (OBSE) Scale for self-esteem and Theory of Planned Behavior (TPB) Questionnaire for help-seeking intention. The questionnaire was distributed online using Survey UI platform. Results showed that self-esteem ( $M = 3.84$ ,  $SD = 0.44$ ) had a significant positive relationship with help-seeking intention ( $M = 5.12$ ,  $SD = 0.44$ ),  $r = 0.41$ ,  $n = 434$ ,  $p<0.01$ , one-tailed,  $r^2=0.17$ . This relationship has a large effect size, which means that self-esteem is strongly related to help-seeking intention. In conclusion, the result of this study supports the hypothesis that self-esteem is positively correlated with help-seeking intention. Individuals with high self-esteem are better in seeking help without attributing any negative judgement to themselves. On the other hand, individuals with low self-esteem perceive help-seeking as negative, so they are concerned of negative judgements if they seek help from others. Based on the research results, internship organizations or companies are recommended to ensure that

their employees include interns in their day-to-day social environment, involve them in some tasks, and guide them so that they feel meaningful and useful in the organization. That way, self-esteem and help-seeking intention in interns increases so that their work experience and performance are better.