

Peran Perceived Supervisor Support dan Psychological Capital terhadap Job Stress pada Mahasiswa Magang = The Role of Perceived Supervisor Support and Psychological Capital on Job Stress among Student Intern

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Abstrak

Peningkatan minat dan partisipasi mahasiswa terhadap kegiatan magang meningkat, tetapi survey membuktikan fenomena job stress terjadi pada mahasiswa magang. Job Demands-Resources Theory menjelaskan bahwa perlu adanya keseimbangan antara demands dan resources supaya mengurangi job stress. Sehingga, penelitian ini bertujuan untuk melihat besaran peran job resources, yaitu perceived supervisor support, dan personal resources, yaitu psychological capital, terhadap job stress pada mahasiswa magang. Partisipan pada penelitian ini adalah mahasiswa aktif di Indonesia yang sedang melaksanakan magang (N = 134). Alat ukur yang digunakan adalah The Survey of Perceived Supervisor Support, The Psychological Capital Questionnaire, dan Parker's Job Scale. Hasil penelitian menunjukkan bahwa perceived supervisor support secara berperan secara signifikan dan negatif terhadap job stress ($r = -.696$, $t = -3.175$, $SE = .219$, $p = .002$), tetapi psychological capital tidak ($r = -.064$, $t = -.696$, $SE = .091$, $p = .488$). Dapat disimpulkan bahwa mahasiswa yang sedang magang sangat memerlukan dukungan dari supervisor pada pelaksanaan magangnya untuk mengurangi job stress.

.....The increase in interest and participation of students in internship activities has risen, but surveys indicate a phenomenon of job stress occurring among intern students. The Job Demands-Resources Theory explains that a balance between demands and resources is necessary to reduce job stress. Therefore, this study aims to examine the extent of the role of job resources, namely perceived supervisor support, and personal resources, namely psychological capital, on job stress in intern students. Participants in this study were active students in Indonesia who were currently undertaking internships (N = 134). The measurement tools used were The Survey of Perceived Supervisor Support, The Psychological Capital Questionnaire, and Parker's Job Scale. The results showed that perceived supervisor support had a significant and negative effect on job stress ($r = -.696$, $t = -3.175$, $SE = 0.219$, $p = .002$), but psychological capital did not ($r = .064$, $t = -.696$, $SE = .091$, $p = .488$). It can be concluded that intern students require support from supervisors during their internships to reduce job stress.