

**HUBUNGAN ANTARA MOTIVASI KERJA DENGAN
ADVERSITY QUOTIENT PADA PEGAWAI DESA
DI KECAMATAN BULAKAMBA
KABUPATEN BREBES**

**Oleh:
Septino Restu Nur Lazuardi
Fakultas Psikologi
Universitas Islam Sultan Agung Semarang**

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara motivasi kerja dengan *adversity quotient* pada pegawai desa di Kecamatan Bulakamba. Pendekatan yang digunakan dalam penelitian ini adalah kuantitatif. Jumlah subjek penelitian ini berjumlah 52 orang pegawai desa yang terbagi disembilan desa yang ada di Kecamatan Bulakamba. Sampel dalam penelitian ini menggunakan metode *cluster sampling*. Pengambilan data dilakukan dengan skala motivasi kerja dan skala *adversity quotient*. Skala motivasi kerja disusun berdasarkan 2 (dua) faktor yaitu *motivator* dan *hygiene*. Skala motivasi kerja terdiri dari 32 aitem yang memiliki koefisien reliabilitas sebesar 0,772. Skala *adversity quotient* disusun berdasarkan 4 (empat) dimensi yaitu *control*, *origin* dan *ownership*, *reach* serta *endurance*. Skala *adversity quotient* terdiri dari 23 aitem yang memiliki koefisien reliabilitas 0.548. Analisis yang digunakan dalam penelitian ini menggunakan teknik analisis *product moment*. Penelitian ini menunjukkan bahwa ada hubungan antara motivasi kerja dengan *adversity quotient* pada pegawai desa, makahipotesis yang diajukan peneliti dapat diterima. Hasil uji hipotesis menunjukkan bahwa koefisien korelasi $r_{xy} = 0,629$ dengan taraf signifikansi $p = 0.000$ ($p < 0,01$). Nilai koefisien determinasi (R^2) sebesar 0,396 yang berarti ada hubungan positif yang signifikan antara motivasi kerja dengan *adversity quotient* pada pegawai desa di Kecamatan Bulakamba serta mempunyai sumbangan efektif sebesar 39,6 %.

Kata Kunci : Motivasi Kerja dan *Adversity Quotient*

**THE RELATIONSHIP BETWEEN WORK MOTIVATION
AND ADVERSITY QUOTIENT AT THE VILLAGE
EMPLOYEES IN BULAKAMBA DISTRICT OF
BREBES CITY**

By:
Septino Restu Nur Lazuardi
Faculty of Psychology of
Sultan Agung Islamic University of Semarang

ABSTRACT

This study have purpose to determine the relationship between work motivation and adversity quotient at village employees at Bulakamba District of Brebes City. This study uses quantitative method. The number of the subjects of this study was 52 village employees at 9 villages in the District of Bulakamba. The method used in getting the sample of this study is cluster sampling. The scales used in collecting data are work motivation and adversity quotient scale. The work motivation is based on 2 (two) factors that is motivator and hygiene and consists of 32 items that has a reliability coefficient of 0.772. The adversity quotient scale is based on 4 (four) dimensions: control, origin, and ownership, reach and endurance and consists of 23 items that has a reliability coefficient of 0.548. The data of this study was analyzed by product moment. This study shows that there is a significant positive relationship between work motivation and adversity quotient at village employees at Bulakamba District of Brebes Regency so the hypothesis proposed by the studyer can be accepted. The result of hypothesis testing showed that the correlation coefficient $r_{xy} = 0,629$ with significance level of $p = 0.000$ ($p < 0,01$). The value of coefficient of determination (R^2) is 0.396 which means there is a significant positive relationship between work motivation a adversity quotient at the village employees atn Bulakamba district of Brebes City and has effective contribution of 39.6%.

Keywords: Work Motivation and adversity quotient