

The Role of Self-Efficacy in Improving the Adversity Quotient of Employees

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Abstract. Self-efficacy is one of the factors that can increase individual adversity quotient; this study aims to see the relationship between self-efficacy and adversity quotient in employees of PT XYZ Palembang. This research method uses a correlational quantitative approach; the subjects in this study were 105 employees of PT XYZ Palembang using simple random sampling. The research instrument used is the psychological scale of self-efficacy and adversity quotient. Furthermore, the data were analyzed using a simple regression test. The results of this study obtained a relationship between self-efficacy and adversity quotient in employees of PT XYZ Palembang with the results of hypothesis testing obtained, namely the results obtained based on the correlation value between the self-efficacy variable and adversity quotient, namely with a value of $r = 0.397$ with a value of $R\text{ square} = 0.157$ and $p = 0.000$ where the value of $p < 0.01$. This shows that there is a relationship between self-efficacy and adversity quotient in employees of PT XYZ Palembang.

Keywords: self-efficacy, adversity quotient, holding company



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Introduction

Organizational change is one of the significant issues that can affect all organizations in many industry sectors. (Lizar et al., 2015). The ability to change and adapt is considered a sustainable competitive advantage. Organization is a system consisting of components (subsystems) that depend on each other and consist of goals and values, technical managerial, psychosocial, and structural subsystems achieve specific goals (Gibson, 2007). The ability of the organization to change is determined by how much the empowerment of the organization's employees in making changes never stops and happens quickly (Rupidara, 2008).

Organizational changes experienced by PT XYZ Palembang led to changes in organizational structure, work systems, and company HR policies. Initially, PT XYZ Palembang had an HR system and policy that governed the company's policies and regulations for employees and the running of business processes. Now, after the changes, PT XYZ Palembang became a subsidiary that must follow the policies made by the holding. In line with the changes, it turns out that in this case, the

process of implementing changes in organizational structure, number of employees, work systems, performance appraisals, and job responsibilities made by the parent company caused the phenomenon of turmoil from PT XYZ Palembang employees who are required to be able to adjust to the changes that occur.

The organization must always strive for harmony between operational activities and ever-changing policies. However, not all organizational change processes are successful. Not managing change effectively will lead to a waste of resources, poor organizational performance, and low employee morale; one way to process a change and challenge is with the Adversity quotient (AQ). The adversity quotient is how an individual reacts and faces various changes and challenges posed by the people around him, whether positive or negative. (Monte, Buan and Cruz 2017). Stoltz (2010) states that individuals with a high difficulty index tend to accept, encourage, and persist in the change process. In this study, there are aspects of the adversity quotient, according to Stolz (2010), which includes several components in which the aspect consists of: (1) Control (control) is a person's ability to control and manage an event that causes difficulty in the future. (2) origin and recognition (origin-ownership): This point reveals how one recognizes the consequences of difficulties and willingness to take responsibility for such mistakes or failures. (3) reach (reach) the extent to which this difficulty will penetrate a person's Life, shows how a problem interferes with other activities, even if it is not related to the problem at hand. A low Adversity quotient in an individual will make the difficulty propagate to other things in one's Life. (4) Endurance (endurance) is an aspect of individual endurance to the extent that a person's speed and accuracy in solving problems. So in t, his aspect can be seen how long the difficulty will last and how long the cause of the difficulty will last.

In addition, according to Eker (Ginting, et al. 2022), there are three aspects of adversity intelligence that a successful person has, namely Verbal Programming; in this case, what is meant by verbal programming is a person's ability in terms of managing, organizing, understanding the power of verbal conditioning. Individuals can change a mindset or something programmed in their minds about things that are not right. Modeling deals with the process of imitating the behavior of models that individuals consider meaningful. Specific Incidents are related to past experiences carried over to the individual's future. Successful individuals can leave behind past experiences or correct mistakes that were in the past. Then, the individual can define the meaning of success in the future without involving the past.

Stoltz (Widodo & Eka, 2022) states that a person's adversity quotient can be high because it is influenced by self-efficacy or belief in himself. According to Wolfolk (Saidah et al., 2014), the intelligence of each person in the face of adversity is influenced by many factors such as talent, willpower, intelligence, health, personality traits, Genetics, Education, and self-confidence. Self-efficacy refers to a person's knowledge of their ability to perform a particular task without comparing it to the abilities of others. (Ismawati & Andriyani, 2022) argue that self-efficacy can affect a person's adversity quotient. In contrast, confidence in one's abilities can affect a person facing a problem and help him achieve the desired goal. Self-efficacy can affect a person's ability to overcome a problem and affect a person when achieving his life goals. It means how a person views himself, whether he is confident in his ability to deal with existing problems, and how he handles difficult situations. According to Bandura (Oktariani et al., 2020), self-efficacy dramatically influences a person's behavior.

This study will examine the relationship of self-efficacy with adversity quotient in employees of PT XYZ Palembang in the face of a change that occurred in the company. The results of this study are expected to provide alternative solutions to improve the self-efficacy and adversity quotient of PT XYZ Palembang employees.

Methods

Variables used in this study are independent variables and dependent variables. The independent variable Self-Efficacy (X) and dependent variable Adversity Quotient (Y) are used. Self-efficacy is the confidence of employees of PT XYZ Palembang related to the ability to organize and control themselves in specific conditions that are being faced. The data collection of this study uses a scale of self-efficacy, which is detailed based on the theoretical dimensions of Bandura, namely level, strength, and generality. The adversity quotient is the ability and resilience of PT XYZ Palembang employees in the face of difficulties, failures, and obstacles, and the existence of this ability can turn difficulties, obstacles, and challenges into opportunities to achieve goals or success. Data collection used the adversity quotient scale, a detailed dimension based on the theory of Paul G Stoltz, namely control, origin and ownership, reach, and endurance.

This study uses a quantitative correlation method involving employees of PT XYZ Palembang. The population in this research was as many as 150. Researchers used the Isaac & Michael table's provisions and obtained a sample of 105 employees and as many as 45 employees as a trial (Try Out). In this study, the researchers used the characteristics of D that are owned by the population of this study as follows: (1) employees who work in the operations of PT XYZ

Palembang. (2) the age range of 20-50 years, because at this age, the individual is already in the adult category and has been considered to have high confidence to overcome difficulties and challenges in life. (3) employees who have worked at PT XYZ Palembang for approximately 2-20 years of service because, during this period of work, employees are considered able to understand the company's conditions and already have work experience in the company.

The sampling technique used is simple random sampling. A simple random sampling technique is done randomly without regard to the strata that exist in the natural population. The Data were then collected through online questionnaires, and the instruments used were the Self-Efficacy scale and Adversity Quotient scale—data analysis techniques using a simple regression test.

Results

In this study, descriptive analysis was performed, and empirical and hypothetical calculations were made. Each variable's mean, median, standard deviation, maximum value, and minimum value were obtained. Below is a description of the results of this study.

Table 1.
 Description Statistic

Variable	Empirik		Hipotetik					
	Mean	SD	XMin	XMax	Mean	SD	XMin	XMax
Self-Efficacy	261.99	14.34	227	294	186	41,3	62	310
Adversity Quotient	266.98	6.99	245	281	195	43,3	65	325

Based on the data in Table 1, the experimental data are the points obtained in the field. The value of the empirical mean of the self-efficacy variable is 261.99, with a standard deviation of 14.34. At the same time, the hypothetical score is a score that the research sample can achieve. The mean value hypothesized in the self-efficacy variable is 186, with a standard deviation of 41.3. The mean value of the hypothetical variable adversity quotient has a value of 195 with a standard deviation of 43.3.

Table 2.
 Test of Normality

Test	Variable	Results	Description
Normalitas	<i>Self-Efficacy (X)</i>	0.192 (P> 0.05)	Normal
	<i>Adversity Quotient (Y)</i>	0.200 (P> 0.05)	
Linieritas	Self-efficiency (X) with Adversity Quotient (Y)	0.000 (P< 0.05)	Linier

Before performing the hypothesis test, the normality test was conducted using one sample of Kolmogorov Smirnov and the linearity test by considering linear treatment. The normality test result with the Kolmogorov-Smirnov coefficient on the self-efficacy variable is 0.565 ($P > 0.05$), and the adversity quotient is 0.316 ($P > 0.05$)—normally distributed Data. Linearity test results showed that the overall linearity index is $P < 0.05$ ($0.000 < 0.05$), meaning the two variables have a linear relationship.

Table 3.
Hypothesis Test

Variable	R	R Square	p	Description
<i>Self-Efficacy with Adversity Quotient</i>	0,397	0.157	0,000	Signifikan

Testing the correlation between self-efficacy and adversity quotient obtained $R = 0.397$ and $P = 0.000$ ($P < 0.01$). This shows that there is a significant relationship between self-efficacy and adversity quotient.

Discussion

Based on the results of statistical calculations that have been done using a simple regression correlation hypothesis test, the results of these calculations indicate acceptance of the hypothesis that has been proposed. Based on the results of the analysis of existing data showed a significant relationship between self-efficacy and adversity quotient in operational employees of PT XYZ Palembang, where the results can be seen through the value of the correlation coefficient of $R = 0.397$ with the value of significance (p) = 0.000 or in other words $p < 0.01$. This shows a significant relationship between self-efficacy and adversity quotient in operational employees of PT XYZ Palembang.

Stoltz (Widodo & Eka, 2022) states that a person's adversity quotient can be high because it is influenced by self-efficacy or belief in himself, and seen in the results of the hypothesis test that shows a relationship between self-efficacy and adversity quotient, which is influenced by the self-efficacy of the employees of PT Pupuk X Palembang which is the subject of this study.

The Adversity Quotient (AQ) is the intelligence to overcome adversity. According to Stoltz (2010), AQ comes in three forms. First, QA is a conceptual framework for understanding and improving all aspects of success. Second, the AQ is a measure for determining responses to adversity, and third, the AQ is a set of scientifically based tools for improving responses to adversity (Budiani et al., 2022).

Stoltz (2010) uses the term climber to describe the adversity quotient and divides it into three parts (Cerya, 2017), namely: (1) Quitter or quit working individuals who work just for a living, individuals with this trait show little ambition, little enthusiasm, and substandard quality. (2) Campers: The second group of individuals are campers or people who are easily satisfied with the results. (3) Climbers: Climbers work with vision, are full of inspiration, think about the possibilities that will happen, and prepare themselves to go through the obstacles that hinder their efforts.

According to Stoltz (2010), the adversity quotient dimension includes several components: (1) Control (Control is a person's ability to control and manage an event that causes difficulty in the future. (2) Origin and identification (Origin Ownership): This section provides a look at the extent to which a person is aware of the consequences of such difficulties, and (3) scope: the extent to which difficulties infiltrate a person's Life shows how a problem interferes with other activities, even if it has no relation to the problem he is experiencing. (4) Endurance endurance is one aspect of individual endurance, namely endurance. The level of speed and accuracy that a person has in problem-solving.

The aspects of adversity Qoutien explained that individuals have aspects that can influence them when facing challenges or difficulties until they push themselves to achieve success. In addition, some factors can affect the individual's adversity quotient: competitiveness, confidence, talent, motivation, risk-taking, character, performance, intelligence, health, education, environment, perseverance, and learning. In the face of difficulty, an individual who is confident in his abilities will certainly be able to overcome various difficulties or challenges he faces. This is something that can affect a person's adversity. In Bandura's opinion, self-efficacy is self-confidence, or hope is self-efficacy, and expectations of results are called expectations of results. Self-efficacy is the belief that a person can perform the desired action (Asyifa & Oktariani, 2021). People with high self-efficacy tend to view complex tasks as challenges to overcome rather than threats to avoid (Ruth et al., 2018).

Factors affecting a person's self-efficacy are (1) the experience of mastering something—the experience of mastering something, that is, past achievements in general. Successful performance increases individual self-efficacy. (2) In Social modeling, observing the success of others who have the same ability to carry out a task increases the confidence of individuals in carrying out the same task. (3) the social persuasion of the individual is guided based on suggestions, advice, and guidance to increase confidence in his abilities and contribute to

achieving the desired goals. (4) emotional, physical, and mental conditions often decrease performance. When a person experiences intense fear, acute anxiety, or high levels of stress, they are more likely to have low-performance expectations.

Based on the factors that affect self-efficacy in the above explanation, four factors affect self-efficacy: the experience of mastering something, social role models, social persuasion, and physical and emotional conditions. The relationship between self-efficacy and adversity quotient is that Stoltz (Widodo & Eka, 2022) states that a person's adversity quotient can be high because it is influenced by self-efficacy or belief in himself. According To Wolfolk (Saidah & Aulia, 2014), the intelligence of each person in the face of adversity is influenced by many factors, such as talent, willpower, intelligence, health, personality traits, Genetics, Education, and self-confidence. Self-confidence is one of the factors that can make the adversity quotient high. According to Stoltz (2010), individuals with a high adversity quotient think about possibilities, have a long-term orientation, show enthusiasm, accept criticism, advocate positive change, and contribute significantly to the world around them.

Self-confidence is one of the determining factors when facing pressure or problems in life. This is to understand the adversity index in the explanation above, which states that if a person's self-confidence is high, the adversity index will be high. However, a person with low self-confidence will tend to avoid problems with a lower adversity value. This is to the results of research by (Saidah & Aulia, 2014), which discusses the relationship between self-efficacy and adversity quotient (AQ). The results showed that if the level of self-efficacy is high, then the adversity quotient is also high.

Conclusion

Most employees of PT XYZ Palembang have high self-confidence and the ability to overcome difficulties. The results of this study indicate that there is a significant relationship between self-efficacy and adversity quotient. This means that employees have a high self-efficacy, and their adversity quotient will be high. The results of this study can be used as knowledge for employees facing difficulties and challenges by improving their abilities and helping them overcome difficulties and challenges in the company.

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