

HUBUNGAN ANTARA *BIG FIVE PERSONALITY* DAN *GRATITUDE* DENGAN *PSYCHOLOGICAL WELL BEING* KARYAWAN PT.X BALI

INTISARI

Penelitian ini dilakukan untuk melihat apakah terdapat hubungan antara *big five personality* (O,C,E,A,N), *gratitude* dan *psychological well being* pada karyawan PT.X Bali. Variabel *psychological well being*, digunakan *self report* yang diadaptasi dari *Ryff's Scale of psychological well being* (RPWB) 1989. Variabel *big five personality*, digunakan *self report* yang diadaptasi dari *International Personality Item Pool (IPIP)* dari Goldberg. *Gratitude* diukur dengan angket kombinasi antara faktor rasa syukur (Fitzgerald, 1998) dan jenis rasa syukur (Peterson & Seligman, 2004) sebanyak 33 item. Penelitian ini melibatkan 86 responden yang berusia 25-40 tahun yang merupakan karyawan PT.X Bali pada level staf. Data hasil penelitian dianalisis menggunakan SPSS 16 dengan uji regresi.

Hasil penelitian menunjukkan bahwa terdapat hubungan yang signifikan antara *trait openness to experience*, *conscientiousness neuroticism*, dan *gratitude* dengan *psychological well being*. Sumbangan efektif semua variabel terhadap *psychological well being* adalah 34,6%. Variabel yang memiliki korelasi bila dihubungkan dengan *psychological well being* adalah *openness to experience*, *conscientiousness*, *neuroticism*, dan *gratitude*. Nilai korelasi *gratitude* (0,222 , $p = 0,048$), *openness to experience* (0,243 , $p = 0,043$), *neuroticism* (-0,286, $p = 0,045$), dan *conscientiousness* (0,406, $p = 0,000$).

Penelitian selanjutnya disarankan dapat melibatkan faktor pengaruh budaya lokal terhadap *big five personality* dan *gratitude* sehingga dapat diukur *psychological well being* dengan memperhatikan konteks budaya.

Kata Kunci : *big five personality*, *gratitude*, *psychological well being*

CORRELATION BETWEEN THE BIG FIVE PERSONALITY AND GRATITUDE WITH PSYCHOLOGICAL WELL BEING IN PT.X BALI'S EMPLOYEES

ABSTRACT

This research has been conducted to see the relationship between big five personality (O, C, E, A, N), gratitude and psychological well being of PT.X Bali's employees . Psychological well being variable measure by self-report that adapted from Ryff's Scale of psychological well being (RPWB) 1989. Big five personality variables, measure by self-report that adapted from the International Personality Item Pool (IPIP) from Goldberg. Gratitude is measured by questionnaires combination of factors gratitude (Fitzgerald, 1998) and the type of gratitude (Peterson & Seligman, 2004) a total of 33 items. The study involved 86 respondents aged 25-40 years who are employees PT.X Bali at the staff level. Data were analyzed using SPSS 16 with the regression test .

The results showed that there is a significant relationship between openness to experience, conscientiousness, neuroticism trait, and gratitude to the psychological well being. Effective contribution of all variables to the psychological well being is 34.6%.

Variables that have correlation when associated with psychological well-being is openness to experience, conscientiousness, neuroticism, and gratitude. Correlation value of gratitude (0.222 , $p = 0.048$), openness to experience (0.243 , $p = 0.043$), neuroticism (-0.286 , $p = 0.045$), and conscience (0.406 , $p = 0.000$).

Further research can be suggested involving local cultural factors influence against the big five personality and gratitude so it can be measured psychological well-being with attention to cultural context .

Key Words : big five personality, gratitude, psychological well being