

JUDUL : HUBUNGAN *SUPERVISORY TRUST* DAN *JOB PERFORMANCE*
DENGAN MEDIATOR *PSYCHOLOGICAL AVAILABILITY*

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ABSTRAK

Seiring berkembangnya zaman, semakin banyaknya juga persaingan pasar yang ketat sehingga menuntut produktivitas kerja yang tinggi bagi para pekerja, terutama pada sektor agribisnis. Oleh sebab itu, diperlukannya perhatian terhadap *job performance* karyawan. Salah satu faktor penting yang dapat memengaruhi *job performance* adalah *trust* (Sharikie, 2009). Fokus penelitian *trust* pada *supervisory trust* dikarenakan atasan sangat dihargai ditempat kerja karena dampak perannya terhadap karyawan dapat menopang efektivitas kerja dan daya saing organisasi atau perusahaan (Li & Tan, 2013).

Ketergantungan karyawan pada atasan dalam perusahaan memainkan peran penting dalam membentuk persepsi karyawan mengenai situasi mereka ditempat kerja (Sluss & Ashforth, 2007). Adanya *psychological availability* menggambarkan persepsi diri mengenai ketersediaan karyawan dalam memulai atau mengerjakan suatu pekerjaan. Li dan Tan (2013) menyatakan bahwa *psychological availability* menghubungkan *supervisory trust* terhadap *job performance* dengan memahami bagaimana *supervisory trust* dapat membentuk persepsi karyawan terhadap *psychological availability* dalam menggunakan sumber daya pribadi (kemampuan fisik, emosi, intelektual) dan menghasilkan kinerja yang baik.

Pada penelitian ini menggunakan metode kuantitatif-uji korelasi, sebanyak 115 subjek di PT. Perkebunan Z. Berdasarkan hasil penelitian ini didapati *supervisory trust-psychological availability* ($t=0,726$, $p=0,469$), *psychological availability-job performance* ($t= 0,154$, $p=0,878$) yang berarti tidak ada hubungan signifikan karena lebih dari standar 0,05 dan nilai (t) kurang dari standar 1,96. Namun, terdapat hubungan signifikan pada *supervisory trust-job performance* sebesar ($t= 0,3821$, $p=0,000$) karena signifikan kurang dari standar 0,05 dan nilai (t) lebih dari standar 1,96.

Maka dapat disimpulkan mediator dalam penelitian ini tidak berperan. Hal ini dikarenakan tingkat *supervisory trust* yang tinggi yang disebabkan adanya budaya organisasi yang menekankan beberapa nilai-nilai yang harus dimiliki atasan salah satunya adalah amanah dalam mengayomi para bawahannya.

Kata kunci: kepercayaan pada atasan, kinerja, *supervisory trust*, *job performance*, *psychological availability*

TITLE : CORRELATIONS BETWEEN SUPERVISORY TRUST AND JOB
PERFORMANCE WITH PSYCHOLOGICAL AVAILABILITY AS
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ABSTRACT

Along with the development of the era, there is also increasing market competition that requires high job performance for employees especially in the agribusiness sector. Therefore, we need attention to employee job performance. One of important factor that can be into affect to job performance is trust (Sharikie, 2009). The focus research of trust is supervisory trust because supervisor very important in the workplace and then the affect of role on employees can sustain the works and competitiveness of an organizations (Li & Tan, 2013).

Dependence of employees on superiors in the company plays an important role in shaping employee perceptions of their situation in the workplace (Sluss & Ashforth, 2007). The existence of a psychological availability describes the self-perception of the availability of employees in starting or working on a job. Li and Tan (2013) stated that psychological availability connects supervisory trust to job performance with understanding how can supervisory trust be shape employee perceptions of psychological availability in using their personal resources (physical, emotional, intellectual capability) to produce a good performance.

In this study using a quantitative method - correlation test, as many as 115 subjects at PT. Perkebunan Z. Based on the results of this study found is supervisory trust–psychological availability ($t = 0.726$, $p = 0.469$), psychological availability–job performance ($t = 0.154$, $p = 0.878$) which means there is no significant relationship because it is more than 0.05 standard and the value (t) less than 1.96 standard. However, there is a significant relationship on the supervisory trust–job performance ($t = 0.3821$, $p = 0,000$) because it is significantly less than 0.05 standard and the value (t) is more than 1.96 standard.

This is because the level of supervisory trust is highly due to the existence of an organizational culture that emphasizes some of the values that must be possessed by superiors, one of which is the trust in protecting the subordinates.

Keyword : *trust, supervisory trust, psychological availability, job performance*