

COPING STRESS STRATEGY AS A MODERATOR BETWEEN PSYCHOLOGICAL CAPITAL AND JOB SATISFACTION

Ahnaf Rafif Aryanto¹, Indrayanti²

^{1,2} Faculty of Psychology, Universitas Gadjah Mada

e-mail: ahnaf.rafif.aryanto@mail.ugm.ac.id

Abstract. Job satisfaction is defined as overall feelings of fulfillment towards the job. The approach of positive psychology in the workplace sees the aspects of job satisfaction through the term psychological capital (PsyCap). There's an assumption that job satisfaction is influenced by employees' strategies to cope with stress. Hence, this study aims to understand the relationship between PsyCap and job satisfaction using simple linear regression. Moreover, to comprehend the role of coping stress strategies as a moderating variable. This study uses a survey method with the scale used, Psychological Capital Questionnaire (PCQ), Brief COPE Inventory, and Minnesota Satisfaction Questionnaire (MSQ) have been adapted to Bahasa Indonesia from previous studies. The results showed that PsyCap is significantly able to predict job satisfaction for 46% ($F=206.414$; $p<0.01$). Furthermore, coping stress strategies are able to moderate the relationship between PsyCap and job satisfaction for the aspect of emotion-focused coping ($F=6.985$; $p=0.009$). The aspect of problem-focused coping is unable to moderate the relationship between the two variables ($F=1.285$; $p=0.258$).

Keywords: *job satisfaction, PsyCap, coping stress strategies*

Abstrak. Kepuasan kerja didefinisikan sebagai perasaan pemenuhan terhadap pekerjaan. Pendekatan psikologi positif di tempat kerja melihat aspek kepuasan kerja melalui istilah modal psikologis (PsyCap). Ada anggapan bahwa kepuasan kerja dipengaruhi oleh strategi koping untuk mengatasi stres. Oleh karena itu, penelitian ini bertujuan untuk memahami hubungan antara PsyCap dan kepuasan kerja menggunakan regresi linear. Selain itu, untuk memahami peran strategi koping stres sebagai variabel moderasi. Penelitian ini menggunakan metode survei dengan skala yang digunakan, Psychological Capital Questionnaire (PCQ), Brief COPE Inventory, dan Minnesota Satisfaction Questionnaire (MSQ) telah diadaptasi ke Bahasa Indonesia oleh penelitian sebelumnya. Hasil penelitian menunjukkan bahwa PsyCap mampu memprediksi kepuasan kerja secara signifikan sebesar 46% ($F=206.414$; $p<0.01$). Selanjutnya, strategi koping stres mampu memoderasi hubungan antara PsyCap dan kepuasan kerja pada aspek *emotion-focused coping* ($F=6,985$; $p=0,009$). Aspek *problem-focused coping* tidak mampu memoderasi hubungan kedua variabel ($F=1,285$; $p=0,258$).

Keywords: *kepuasan kerja, PsyCap, strategi koping stres*