

## Peran Kepribadian *Neuroticism* dan *Extraversion* Terhadap *Perceived Stress* pada Kelompok Pensiunan Perusahaan Hotel X di Yogyakarta

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**Abstract.** Retirement is the final period of an individual's career which is considered a major event because it causes a change in several important aspects of life. Involuntary retirement which refers to forced retirement before retirement age due to system change happened at Hotel X Yogyakarta. Perceived stress in research is associated with personality traits. This research focuses on the role of personality traits neuroticism and extraversion on perceived stress among retirees. This research involved 49 retired participants from Hotel X Yogyakarta and data was carried out by filling out questionnaire using the subscale of IPIP-BFM 50 and PSS-10. The multiple regression result shows that neuroticism significantly positive predicts perceived stress ( $R^2=0,218$ ,  $p<0,05$ ) while extraversion insignificantly negative predicts perceived stress ( $R^2=0,042$ ,  $p=0,112$ ). This research has implication for companies to pay attention to personality aspects and take this into consideration in implementing retirement preparation program.

**Keywords:** *extraversion, neuroticism, perceived stress, retirement*

**Abstrak.** Pensiun merupakan masa akhir dari karir individu yang dianggap sebagai peristiwa besar karena menyebabkan suatu perubahan dalam beberapa aspek kehidupan yang penting. Terdapat istilah *involuntary retirement* yang merujuk pada pensiun secara terpaksa sebelum usia pensiun akibat adanya perubahan sistem, seperti yang terjadi di Hotel X Yogyakarta. *Perceived stress* dalam penelitian dikaitkan dengan ciri kepribadian individu. Penelitian ini berfokus pada peran kepribadian *neuroticism* dan *extraversion* terhadap *perceived stress* pada kelompok pensiunan. Penelitian ini melibatkan 49 partisipan pensiunan Hotel X Yogyakarta dan dilakukan dengan pengisian kuesioner menggunakan subskala IPIP-BFM 50 dan skala PSS-10. Hasil uji regresi berganda menunjukkan bahwa kepribadian *neuroticism* berperan positif signifikan terhadap *perceived stress* ( $R^2=0,218$ ,  $p<0,05$ ) sementara kepribadian *extraversion* berperan negatif tidak signifikan terhadap *perceived stress* ( $R^2=0,042$ ,  $p=0,112$ ). Penelitian ini memiliki implikasi agar perusahaan memperhatikan aspek kepribadian karyawan dan menjadi pertimbangan dalam melakukan program persiapan pensiun.

**Kata kunci:** *extraversion, neuroticism, pensiun, perceived stress*