

RESILIENCE PADA AGEN PROPERTI ERA INDONESIA DITINJAU DARI ANCHOR PERSONALITY THEORY

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Abstrak

Penelitian ini menganalisis hubungan antara dimensi *anchor personality* (Riyono, 2020a) dengan *resilience* pada 54 agen properti ERA Indonesia. Data dikumpulkan menggunakan *convenience sampling* dan dengan skala *Connor-Davidson Resilience Scale (CD-RISC)* dan *Anchor Personality Inventory (API)*. Analisis *multiple linear regression* menunjukkan bahwa dimensi *virtues* ($\beta = 0,444$; $p < 0,001$) secara signifikan berpengaruh positif terhadap *resilience*, sedangkan *self*, *materials*, dan *others* tidak signifikan. Model *regression* penelitian mampu menjelaskan 31,2% varians *resilience* ($R^2 = 0,312$). Temuan menegaskan peran sentral dari *virtues* sebagai fondasi *resilience*, terutama dalam mengubah tantangan profesional menjadi peluang pengembangan diri. Keterbatasan meliputi dominasi partisipan perempuan dan potensi bias pengambilan sampel.

Kata kunci: *anchor personality, agen properti, resilience, nilai kebajikan, stres kerja*

Abstract

This study analyzes the relationship between anchor personality dimensions (Riyono, 2020a) and resilience among 54 real estate agents from ERA Indonesia. Data were collected using convenience sampling and administered through the Connor-Davidson Resilience Scale (CD-RISC) and Anchor Personality Inventory (API). Multiple linear regression analysis revealed that the virtues dimension ($\beta = 0.444$; $p < 0.001$) significantly and positively influenced resilience, while self, materials, and others dimensions were non-significant. The regression model explained 31.2% of the variance in resilience ($R^2 = 0.312$). Findings underscore the central role of virtues as the foundation of resilience, particularly in transforming professional challenges into opportunities for personal growth. Limitations include a female-dominated sample and potential sampling bias.

Keywords: *anchor personality, real estate agents, resilience, occupational stress virtues*