

Efektivitas Intervensi *Hypnotic Guided Imagery* untuk Meningkatkan *Happiness At Work* Pada Karyawan dengan Masalah *Job Performance*

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Abstrak. Masalah kesehatan mental di lingkungan kerja semakin relevan dan mendesak untuk ditangani dalam konteks situasi kerja modern. Intervensi psikologis yang efektif dan efisien diperlukan dalam organisasi karena masalah yang dihadapi karyawan membutuhkan solusi cepat agar tidak mengganggu produktivitas, kesejahteraan, dan dapat meminimalkan dampak negatifnya. Penelitian ini bertujuan untuk mengevaluasi efektivitas intervensi *hypnotic guided imagery* (HGI) dalam meningkatkan *happiness at work* pada karyawan dengan masalah *job performance*. Menggunakan *randomized controlled trial* (RCT) dengan desain *the pretest-posttest control group*. Total 45 partisipan terbagi ke dalam kelompok intervensi ($n = 23$) dan kontrol ($n = 22$) melalui *stratified random sampling*. Kedua kelompok mendapatkan pengukuran setara dengan instrumen skala HAW-S, IWPQ, dan PANAS-X. Analisis Mixed-ANOVA menunjukkan adanya peningkatan skor *happiness at work* pada kelompok intervensi ($F(1,43) = 17.7, p = <.001, \eta^2p = 0.292$) yang juga diikuti dengan tren peningkatan pada skor *job performance*. Cek manipulasi melalui analisis *Repeated Measures-ANOVA* juga membuktikan terdapat penurunan emosi negatif dan peningkatan emosi positif setelah diberikan intervensi HGI. Temuan ini menunjukkan bahwa intervensi HGI efektif dalam meningkatkan *happiness at work* pada karyawan dengan masalah *job performance*.

Kata Kunci: *Happiness At Work, Hypnotic Guided Imagery, Job Performance, RCT*

Abstract. The issue of mental health in the workplace has become increasingly relevant and urgent to address in the context of modern work environments. Effective and efficient psychological interventions are required within organizations, as the problems faced by employees necessitate rapid solutions to prevent disruptions to productivity, well-being, and to minimize negative impacts. This study aims to evaluate the effectiveness of *hypnotic guided imagery* (HGI) intervention in enhancing *happiness at work* among employees with *job performance* issues. A *randomized controlled trial* (RCT) was conducted using a *pretest-posttest control group* design. A total of 45 participants were divided into intervention ($n = 23$) and control ($n = 22$) groups through *stratified random sampling*. Both groups were assessed using equivalent instruments, including the HAW-S scale, IWPQ, and PANAS-X. Mixed-ANOVA analysis showed an increase in *happiness at work* scores in the intervention group ($F(1,43) = 17.7, p = <.001, \eta^2p = 0.292$), which was also accompanied by a trend of improvement in *job performance* scores. A manipulation check using *Repeated Measures-ANOVA* confirmed a reduction in negative emotions and an increase in positive emotions following the HGI intervention. These findings suggest that the HGI intervention is effective in improving *happiness at work* among employees with *job performance* issues.

Keywords: *Happiness at Work, Hypnotic Guided Imagery, Job Performance, RCT*