

The Role of Virtue on Authentic Leadership with Adversity Quotient as a Mediator: Study among Millennial Leaders

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Abstract

This study examines the role of virtue towards authentic leadership with adversity quotient as the mediator among 125 millennials who have assumed leadership positions, such as chief in their startups, leader of organizations, and awardee of leadership scholarships. The measurement used Riyono's (2012) Anchor Personality Inventory to measure the frequency of virtue, Stoltz' (1997) Adversity Response Profile to measure Adversity Quotient, and self-rating of Authentic Leadership Questionnaire (Walumbwa, Avolio, Gardner, Wernsing, and Peterson, 2008) to measure authentic leadership. It is hypothesized that virtue, adversity quotient, and authentic leadership have significant correlation and adversity quotient can mediate the relationships among virtue and authentic leadership. The result corresponds with the hypothesis. However, for the future research, it will be more comprehensive if the measurement of authentic leadership was using both self-assessment and followers-assessment.

Keywords: *adversity quotient, authentic leadership, leadership, virtue.*

Abstrak

Penelitian ini menjelaskan tentang peran *Virtue* terhadap Kepemimpinan yang Otentik dengan *Adversity Quotient* sebagai Mediator terhadap 125 milenial yang dianggap memiliki posisi pemimpin, seperti C-level startup, ketua organisasi, dan penerima beasiswa kepemimpinan. Pengukuran yang digunakan adalah *Anchor Personality Inventory* (Riyono, 2012) untuk mengukur frekuensi *Virtue*, *Adversity Response Profile* (Stoltz, 1997) untuk mengukur Adversity Quotient, dan *self-rating Authentic Leadership Questionnaire* (Walumbwa, Avolio, Gardner, Wernsing, dan Peterson, 2008) untuk mengukur kepemimpinan yang otentik. Hipotesis dalam penelitian ini adalah, *virtue*, *adversity quotient*, dan kepemimpinan yang otentik memiliki korelasi yang signifikan, serta *adversity quotient* dapat memediasi hubungan antara *virtue* dan kepemimpinan otentik. Hasil dari penelitian ini sesuai dengan hipotesis. Namun, untuk penelitian selanjutnya, perlu diadakan pengukuran kepemimpinan otentik melalui *self-assessment* dan *follower-assessment* agar hasilnya lebih komprehensif.

Kata Kunci: *adversity quotient, kepemimpinan, kepemimpinan otentik, virtue.*