

## ABSTRAK

Putri, Maria Gabriella Kurnia. 2023. Hubungan Refleksi dan Ruminasi dengan *Occupational Self-Efficacy*. Skripsi. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Tujuan penelitian ini adalah untuk mengetahui hubungan antara refleksi-ruminasi dengan *occupational self-efficacy* pada generasi Z yang sedang bekerja. Hipotesis penelitian yang diajukan yaitu (1) terdapat hubungan positif antara refleksi dengan *occupational self-efficacy* pada pekerja generasi Z, (2) terdapat hubungan negatif antara ruminasi dengan *occupational self-efficacy* pada pekerja generasi Z, (3) terdapat hubungan simultan antara refleksi dan ruminasi dengan *occupational self-efficacy* pada pekerja generasi Z. Subjek dari penelitian ini adalah 116 orang pekerja berusia 13-28 tahun, atau kelahiran tahun 1995-2010. Penelitian dilakukan dengan menggunakan alat ukur yang diadaptasi dari *Short Version of the Occupational Self-efficacy Scale* oleh Rigotti et al. dan modifikasi dari *Rumination-Reflection Questionnaire* (RRQ) oleh Trapnell dan Campbell (1999). Skala *occupational self-efficacy* terdiri dari 6 item dengan koefisien reliabilitas *Alpha Cronbach* sebesar 0,641. Sedangkan RRQ terdiri dari 24 item dengan koefisien reliabilitas sebesar 0,862 untuk ruminasi dan 0,508 untuk refleksi. Data penelitian dianalisis dengan menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa model regresi yang diuji sesuai dan refleksi-ruminasi secara simultan dapat memprediksikan 8,4% variasi dari *occupational self-efficacy*. Selain itu, penelitian menemukan bahwa refleksi memiliki hubungan parsial dengan *occupational self-efficacy*. Pada hubungan antara refleksi dengan *occupational self-efficacy* ditemukan *b-value* adalah sebesar 0,212, dengan signifikansi sebesar 0,002. Hal ini berarti, refleksi memiliki hubungan positif signifikan dengan *occupational self-efficacy*. Dengan kata lain, semakin tinggi kecenderungan refleksi pada pekerja generasi Z, maka semakin tinggi *occupational self-efficacy*. Di sisi lain, tidak ditemukan hubungan yang signifikan antara ruminasi dengan *occupational self-efficacy* pada generasi Z.

**Kata kunci:** *occupational self-efficacy*, refleksi, ruminasi, pekerja, generasi Z

**ABSTRACT**

Putri, Maria Gabriella Kurnia. 2023. *The Relationship Between Reflection and Rumination with Occupational Self-Efficacy Among Generation Z Workers in Indonesia*. Yogyakarta: Psychology, Psychology Faculty, Sanata Dharma University.

*The purpose of this study is to examine the relationship between reflection and rumination with occupational self-efficacy among working Generation Z individuals. The proposed research hypotheses were as follows: (1) there is a positive relationship between reflection and occupational self-efficacy in Generation Z workers, (2) there is a negative relationship between rumination and occupational self-efficacy in Generation Z workers, (3) there is a simultaneous relationship between reflection and rumination with occupational self-efficacy in Generation Z workers. The subjects of this study were 116 workers aged 13-28 years or born between 1995 and 2010. The study was conducted using measurement tools adapted from the Short Version of the Occupational Self-efficacy Scale by Rigotti et al., and a modification of the Rumination-Reflection Questionnaire (RRQ) by Trapnell and Campbell (1999). The occupational self-efficacy scale consists of 6 items with a Cronbach's Alpha reliability coefficient of 0.641. Meanwhile, the RRQ consists of 24 items with reliability coefficients of 0.862 for rumination and 0.508 for reflection. The research data were analyzed using multiple linear regression analysis. The results of the study showed that the tested regression model was appropriate, and reflection and rumination together could predict 8.4% of the variation in occupational self-efficacy. Furthermore, the study found that reflection had a partial relationship with occupational self-efficacy. In the relationship between reflection and occupational self-efficacy, the b-value was found to be 0.212, with a significance level of 0.002. This means that reflection has a significant positive relationship with occupational self-efficacy. In other words, the higher the tendency for reflection among Generation Z workers, the higher their occupational self-efficacy. On the other hand, no significant relationship was found between rumination and occupational self-efficacy among Generation Z individuals.*

**Keywords:** *occupational self-efficacy, reflection, rumination, workers, Generation Z*