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**Analisis Profil Kompetensi *Manager* PT X Bandung dengan Menggunakan *Assessment Center Method***

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**Abstract**

*This study conducted to gain an overview of the Managerial Competencies on Managerial Level at PT X Bandung. The results on 20 managers showed, 70% managers had low creative/innovative thinking competency, 65% low on change leadership competency, 50% low on flexibility and impact influence competency. The result on 16 assistant managers showed, 62.5% low on creative/innovative thinking and impact influence competency, 56% low on decision making and planning competency.*

**Keywords :** *competency, assessment center method, manager and assistant manager.*

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**Kajian Studi Deskriptif Mengenai *Work Family Conflict* pada Perawat Wanita Rawat Inap I Rumah Sakit X Bandung**

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**Abstrak**

*This study aim to describe the description of Work Family Conflict (WFC) female nurses in patient hospital "X" Bandung. This research using descriptive method. The study was conducted in a population of respondents who are married and have children. Total respondents for this study were 56 people.*

*Measuring instrument used to measure WFC was adapted from the scale-scale organized Carlson, Kacmar & Williams (2000). WFC picture outlined by the type and dimensions of the perceived direction of WFC. Measuring instrument consists of 30 statements drawn up to determine the WFC image on the respondents. Calculations show the validity of the Pearson correlation for the validity of the items gauge the direction of WFC with work interference with family (WIF) ranged from 0,263 to 0,808, with the average 0,5355, while for the landing family interference with work (FIW) ranged from 0,088 to 0,77, with the average 0,4325.*

*The results showed that WFC experienced by 62.50% of respondents found that leads to the FIW WIF experienced while 37.50% of respondents. Can be concluded that the direction of WIF is the direction of WFC's most pressing perceived by the respondents. This means that research activities in the work place of teninterfere with the fulfillment of family responsibilities. Suggestions for other studies, conducted research that was developed through are lationship with such factors asdemand, support, and demographics of the sample of individuals who have a spouse who works. Suggestions for the hospital"X" Bandung, especially the head area of nursing, can take advantage of these studiesto determine the direction of WFC experienced female nurses especially in patient room and provide treatment or prevention for nurses may increase job performance, one of which isthe provision of facilities for nurses who want counseling, especially to prevent the negative outcome of work family confict.*

**Keywords:** *WFC, WIF, FIW*

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## **Studi Deskriptif Mengenai Causality Orientations pada Anggota AIESEC di Indonesia**

**Gianti Gunawan dan Annisa Krishnagandari Djakaria**

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### **Abstract**

*This research was conducted to determine Causality orientations to members of AIESEC Indonesia. This research uses descriptive method with survey techniques. The population target are members of AIESEC Indonesia which has been member for three years in AIESEC and the sum is 120 people. The measuring instrument was questionnaire, prepared by the GCOS deci & Ryan (deci & Ryan, 2000) and modified by researchers to refer to the theory of Self Determination. This measure is to capture the three aspects of the autonomy orientation Causality orientation, control orientation, and the impersonal orientation. The most dominant of the three aspects of orientation is the Causality Orientation Autonomy 82.5%, followed by Causality orientation control 16.7% and impersonal orientation Causality 0.8%. High degree of autonomy whichh is influenced by autonomy needs, competence needs, and relatedness need ar eowned by members of AIESEC Indonesia are classified as strong when this three needs are met . Withall three needs are metthen It will support the intrinsic motivation that also means supporting the autonomous behavior. Besides informingthe social contextof the environment that will maintain and even enhanceintrinsic motivation and it means to support autonomous behavior control environment which is the opposite. Based on the results of this study, the researchers propose suggestions to the board of AIESEC Indonesia to maintain and develop the situation and organizational conditions that support the autonomy orientation so as to improve the quality of its members. In this study one aspect that stands out the Causality orientation autonomy so that researchers propose suggestions for further research on aspects of control and impersonal aspects with a more varied sample.*

**Keywords:** *causality orientations, autonomy, control, the impersonal, orientation, need.*

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# **Studi Deskriptif Mengenai Derajat *Academic Buoyancy* pada Siswa Kelas XII di SMA “X” Bandung**

**Priska Analya**

*Fakultas Psikologi Universitas Kristen Maranatha*

## **Abstract**

*Aim of this study is to describe the degree of Academic Buoyancy of 3<sup>rd</sup> grade students in high school “X” Bandung. This study using descriptive method with survey technique. The material of the study is using Academic Buoyancy questionnaire which is constructed by the researcher based on the construct of Academic Buoyancy Scale. The questionnaire consist of 60 items. The validity of the items are around 0,30-0,74, and the reliability of the items is 0,91. The participants (N = 90) 3<sup>rd</sup> grade high school students were tested using Academic Buoyancy Questionnaire.*

*The Result of the study show that 48,89 % students have low degree in Academic Buoyancy, and 51,11 % students have high degree in Academic Buoyancy. Suggestion of further study is to testing the contributinal factors which can support the degree of Academic Buoyancy and to make an intervention in order to increase the degree of Academic Buoyancy.*

**Keywords:** *Academic buoyancy, Buoyancy, High school students*

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## ***The Effects of an Active Listening Training on the Attitudes of Active Listening Activity - The Study on the Teachers-in-charge (WK) of Class “X” in Bandung***

**Magdalena Fanuel**

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## **Abstract**

*This abstract is meant to gain an insight over the effects of such training upon those teachers undergoing it. The basic concept used in the study is the counseling and active listening theory of Bramer and the Experiential Learning.*

*The subjects of counseling covers 11 teachers-in-charge (WK) that have never undergone such training. This study uses quasi experimental method with one subject group-by comparing the conditions before and after the training. The treatment given is an active listening training. The attitude measurement is taken using questionnaire-before and after the training. The data are processed using the structure test-non parametric Wilcoxon Pair Test.*

*The outcome shows that there is some significantly positive difference in the attitudes of those teachers towards the activity of active listening-be they in the cognitive and affective, as well as in their conative components (taken  $\alpha = 5\%$ ). This is made possible due to the experiential learning which the subjects deep understand and feel happy about it and have the confidence to undergo the training. To sum up : the active listening training affects the attitudes positively over the activity of those teachers in the subject matter, and after*

*undergoing such training the participants become more confident of their ability to do an active listening.*

*The theoretical suggestions would be that the measurement should be done in a time series manner towards the changes in attitudes and the ability to do an active listening. In addition, it would be worth while to set up counseling process module training. Whereas the practical suggestions would be to provide an active listening training to the permanent teaching staff and to make use of the active listening training module as the alternative module to develop the ability of the school helper.*

**Keywords:** *active listening, attitude, cognitive and conative.*

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## **Kesejahteraan Psikologis dan *Traits* Kepribadian pada Ibu *Empty-Nester* di Kota Bandung**

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### ***Abstract***

*This study aims to obtain the psychological well-being and personality trait of empty-nester mother in Bandung. The respondents of this study are 60 empty-nester mothers and data were collected by interview about their thoughts, feelings, and actions in an attempt to adapt to the empty nest transition. In addition, several demographic characteristics were also asked. Data were examined and interpreted by theoretical concepts used in this study. It is known that dimensions of positive relations with others in psychological well-being is a significant dimension that appear to empty-nester mothers, so they feel that their life in the empty nest is a positive experience. Positive feelings are determined by the personality trait openness to experience and extraversion.*

**Keywords:** *psychological well-being, positive relation with others, openness to experience, and extraversion.*

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