

ABSTRAK

Nama : Syawatul Ana
Program Studi : Manajemen
Judul : Pengaruh *Irrational Beliefs*, *Emotional Intelligence* dan *Work Holistic* Terhadap *Psychological Work Hardiness* Pada Penyandang Disabilitas Di Aceh

Tingginya angka diskriminasi pada para pekerja penyandang disabilitas membuat adanya ketimpangan kerja yang terjadi saat ini. Ketidaksiharian rekrutmen menjadi alasan penyandang disabilitas sulit untuk mendapatkan pekerjaan. Diketahui pula bahwasannya Aceh sebagai salah satu provinsi dengan angka pekerja penyandang disabilitas terendah di Indonesia, dimana ditemukan adanya *negative stereotype* dikalangan masyarakat dan sekitar tentang ketidakmampuan mereka dalam bekerja. Kondisi ini justru membuat para penyandang disabilitas merasa tertekan terlebih sampai mengganggu psikologi mereka dalam ketahanan bekerja. Penelitian ini bertujuan untuk mengetahui *Psychological Work Hardiness* pada Penyandang Disabilitas Di Aceh. Penelitian ini menggunakan data primer yang menggunakan instrumen penelitian berupa angket kuesioner. Responden yang digunakan yaitu sebanyak 100 orang pekerja penyandang disabilitas di Aceh. Metode analisis data yang digunakan adalah Analisis regresi linear berganda serta pengujian hipotesis berupa Uji-t (parsial). Sebelumnya ditemukan hasil pengujian instrumen penelitian yang menunjukkan hasil valid dan reliabel sehingga layak untuk dipergunakan sebagai *research of baseline*. Hasil penelitian menunjukkan secara parsial didapati *Emotional Intelligence* memiliki pengaruh positif dan signifikan terhadap *Psychological Work Hardiness* pada Penyandang Disabilitas di Aceh. Sementara didapati bahwa *Irrational Beliefs* dan *Work Holistic* memiliki pengaruh negatif dan signifikan terhadap *Psychological Work Hardiness* pada Penyandang Disabilitas di Aceh. Secara keseluruhan para pekerja penyandang disabilitas direkomendasikan untuk tetap menjaga kestabilan diri disaat bekerja dan diberi ruang kepadanya untuk mendapatkan akses kerja yang sesuai dan layak.

Kata Kunci: Disabilitas, *Irrational Beliefs*, *Emotional Intelligence*, *Work Holistic*, *Psychological Work Hardiness*

ABSTRACT

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Title : *Influence of Irrational Beliefs, Emotional Intelligence and Work Holistic on Psychological Work Hardiness of Persons with Disabilities in Aceh*

The high level of discrimination against workers with disabilities has led to current employment inequality. The recruitment gap is the reason why it is difficult for people with disabilities to find work. It is also known that Aceh is one of the provinces with the lowest number of workers with disabilities in Indonesia, where there are negative stereotypes among the community and surrounding areas regarding their inability to work. This condition actually makes people with disabilities feel depressed, especially as it interferes with their psychology in being able to work. This research aims to determine the psychological work resilience of people with disabilities in Aceh. This research uses primary data using a research instrument in the form of a questionnaire. The respondents used were 100 workers with disabilities in Aceh. The data analysis method used is multiple linear regression analysis and hypothesis testing in the form of a t-test (partial). Previously it was known that the results of research instrument testing showed valid and reliable results so that they were suitable for use as a research basis. Partial research results show that Emotional Intelligence has a positive and significant influence on the Psychological Work Resilience of Persons with Disabilities in Aceh. Meanwhile, it was found that Irrational Beliefs and Work Holistic had a negative and significant influence on Psychological Work Hardiness among People with Disabilities in Aceh. Overall, workers with disabilities are advised to maintain personal stability while working and are given space to gain access to decent and decent work.

Keywords: *Disabilities, Irrational Beliefs, Emotional Intelligence , Work Holistic, Psychological Work Hardiness*