INDIVIDUAL DIFFERENCES IN PSYCHOLOGICAL CAPITAL
(A STUDY AT MINING COMPANY IN INDONESIA)

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INTRODUCTION

Change is needed in many aspects, which includes in organization.

The impact of change might cause negative effect such as stressful condition.

As a result, people in organization need to have the positive quality to face every stressful condition.
In order to face change effectively, one of the individual quality that derives from positive perspective in psychology called Psychological Capital (Psycap) by Luthans et al (2007).

On the other hand, as people are unique, their unique characteristic also influence their attitude, behavior as well as Psycap.

Indonesia is a very diverse country, and nowadays the issue of diversity is very important. In this regard, the impact of diversity can be found in many areas such as: gender issues, career planning, elderly worker, seniority, hostile working condition etc (in Kreitner & Kinicky, 2003).
THE OBJECTIVE OF THE STUDY

This research intends to study individual differences on PsyCap.
DEFINITION OF PSYCHOLOGICAL CAPITAL

“.. is an individual’s positive psychological state of development and is characterized by having confidence (self efficacy) to take on and put in the necessary effort to succeed at challenging tasks; making a positive attribution (optimism) about succeeding now and in the future; persevering toward goals and when necessary redirecting paths to goals (hope) in order to succeed and; when beset by problems and adversity, sustaining and bouncing back and even beyond (resiliency) to attain success.

…”Luthans, et al. 2007)
DIMENSIONS OF PSYCAP

Hope: is a positive motivational state that is based on an interactively derived sense of successful agency/goal-directed energy and pathways/planning to meet the goal.

Self-efficacy is an individual's conviction or confidence about his/her abilities to mobilize the motivation, cognitive resources, and course of action needed to successfully execute a specific task within a given context.

Optimism is an attributional style that explains positive events in terms of personal, permanent, and pervasive causes and negative events as external, temporary, and situation-specific.

Resiliency is the developable capacity to rebound or bounce back from adversity, conflict, and failure or even positive events, progress and increased responsibility.
INDONESIAN PEOPLE

- Having a high value of the group (Collectivism)
- Seniority plays an important role (High Power distance)
- Do not like ambiguous condition (High Uncertainty Condition)
- A clear cut between gender roles (masculine)
- Their orientation is more about the past and present (Short Term Orientation)
INDIVIDUAL DIFFERENCES

- Diversity Comes from individual characteristics
- Organizational Behavior = Diversity
  that is represents the multitude of individual
differences and similarities that exist among
people (Kinicky & Kreitner, 2003).
- It needs appropriate action to handle that,
especially in organization.
Layers of Diversity

Organizational dimensions

- Functional level/classification
- Work content/field
- Work location
- Work experience
- Work content/field
- Geographic location
- Marital status
- Parental status
- Appearance
- Union affiliation
- Management status

Internal dimension

- Income
- Personality
- Sexual orientation
- Physical ability
- Educational background
- Sex
- Race
- Ethnicity
- Age
- Gender
- Religion
- Personal habits
- Recreational habits
- Division/department/unit/group
- Seniority

External dimensions

- Management status
- Union affiliation
- Work location
- Work experience
- Work content/field
- Geographic location
- Marital status
- Parental status
- Appearance
- Personality
- Sexual orientation
- Physical ability
- Educational background
- Sex
- Race
- Ethnicity
- Age
- Gender
- Religion
- Personal habits
- Recreational habits
- Division/department/unit/group
- Seniority
INDIVIDUAL DIFFERENCES

Kreitner & Kinicky (2003)

Personality
Type A/B, Type of temperament (MBTI)

Internal dimensions including: age, gender

External dimensions including: marital status, tenure, educational background

Organizational dimensions including: location, position in management
DIMENSIONS OF INDIVIDUAL DIFFERENCES

Sweeney & McFarlin (2002)

- National stereotype
- Gender stereotype
- Racial & ethnic stereotypes
- Other stereotypes: age, sexual orientation, physically challenge/disabilities.
INDIVIDUAL DIFFERENCES


- Abilities and skill
  - Intelligence
  - Analytical thinking
  - Decision making
- Demographic
  - Gender
  - Racial and cultural
METHODS

- This study is expo facto field study, with the respondents are employee from mining company in Indonesia.
- Characteristic of respondents.
  - A member of the organization
  - Permanent employee
  - Having minimum 2 years of service in the company
- Data were analyzed using descriptive statistic and T and Annova test.
Sampling Techniques

• Sampling Techniques
  • Purposive sampling for the organization that is PT X as a mining company
  • Accidental sampling for the respondent/employee
The Instruments

- Data was collected by PsyCap questionnaire that conduct by Luthans, et al (2007)
- There were 24 items consists 6 item for each dimensions.
- Reliability for the questionnaire is $\alpha = 0.84$. Then, with reduced the selected item with the coefficient under 0.6 or negative, there were three items: no 9, 19 and 22 was deleted. Alpha coefficient increase to 0.86.
## RESPONDENT PROFILES

<table>
<thead>
<tr>
<th>Demographic Variable</th>
<th>N</th>
<th>percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>340</td>
<td>91,4 %</td>
</tr>
<tr>
<td>Female</td>
<td>32</td>
<td>8,6 %</td>
</tr>
<tr>
<td><strong>Marital Status:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>47</td>
<td>12,6 %</td>
</tr>
<tr>
<td>Marriage with no children</td>
<td>30</td>
<td>8,1 %</td>
</tr>
<tr>
<td>Marriage with children</td>
<td>295</td>
<td>79,3 %</td>
</tr>
<tr>
<td><strong>Educational background:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- past graduate</td>
<td>-</td>
<td>0 %</td>
</tr>
<tr>
<td>- graduate</td>
<td>30</td>
<td>8,1 %</td>
</tr>
<tr>
<td>- undergraduate</td>
<td>160</td>
<td>43,0 %</td>
</tr>
<tr>
<td>- bachelor</td>
<td>33</td>
<td>8,9 %</td>
</tr>
<tr>
<td>- High School</td>
<td>129</td>
<td>34,7 %</td>
</tr>
<tr>
<td>- others</td>
<td>21</td>
<td>5,6 %</td>
</tr>
</tbody>
</table>
## Respondent Profiles

<table>
<thead>
<tr>
<th>Demographic Variable</th>
<th>N</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Below 20 years old</td>
<td>26</td>
<td>6.9%</td>
</tr>
<tr>
<td>21 – 30 years old</td>
<td>107</td>
<td>28.9%</td>
</tr>
<tr>
<td>31 – 40 years old</td>
<td>156</td>
<td>41.9%</td>
</tr>
<tr>
<td>41 – 50 years old</td>
<td>81</td>
<td>21.8%</td>
</tr>
<tr>
<td>above 50 years old</td>
<td>1</td>
<td>0.02%</td>
</tr>
<tr>
<td><strong>Tenure</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 - 2 years</td>
<td>62</td>
<td>16.7%</td>
</tr>
<tr>
<td>&gt; 2 – 5 years</td>
<td>55</td>
<td>14.8%</td>
</tr>
<tr>
<td>&gt; 5 – 10 years</td>
<td>66</td>
<td>17.7%</td>
</tr>
<tr>
<td>&gt; 10 years</td>
<td>189</td>
<td>50.8%</td>
</tr>
<tr>
<td><strong>Position in management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manajemen</td>
<td>44</td>
<td>11.8%</td>
</tr>
<tr>
<td>Staf</td>
<td>204</td>
<td>54.8%</td>
</tr>
<tr>
<td>Non Staf</td>
<td>124</td>
<td>33.3%</td>
</tr>
</tbody>
</table>
# RESPONDENT PROFILES

<table>
<thead>
<tr>
<th>Demographic Variable</th>
<th>N</th>
<th>percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location</td>
<td></td>
<td></td>
</tr>
<tr>
<td>KPJKT</td>
<td>74</td>
<td>19.9%</td>
</tr>
<tr>
<td>BLPP</td>
<td>16</td>
<td>4.3%</td>
</tr>
<tr>
<td>BJMS</td>
<td>2</td>
<td>0.05%</td>
</tr>
<tr>
<td>SAT</td>
<td>39</td>
<td>10.5%</td>
</tr>
<tr>
<td>ASM2</td>
<td>20</td>
<td>5.4%</td>
</tr>
<tr>
<td>BTL C</td>
<td>14</td>
<td>3.7%</td>
</tr>
<tr>
<td>SNK</td>
<td>32</td>
<td>8.6%</td>
</tr>
<tr>
<td>NPLCT</td>
<td>175</td>
<td>47%</td>
</tr>
</tbody>
</table>
RESULTS

- There is significant differences in the dimension of Psycap in terms location and position. In this regard, the score of Psycap in Staff level is higher compare to managerial level and non staff. Different location, which in this case Jakarta (head office) has the highest Psy cap compares to other location.
- Education also plays an important role in Psycap, the higher the educational background of the people, the higher score of Psycap.
- There is no significant differences in age, gender, length of service and marital status.
DISCUSSION

• Position has significant different in its psycap scores, in this study shows that staffs has higher score compares to managerial level. This finding is very interesting as managerial level is expected to have higher score that staffs. Further studies is needed.

• Location also has significant differences in its psycap scores.

• According to the layers of diversity, both position and location is under Organizational Dimension, this is very interesting findings, especially as Individual Dimension has no significant differences. Further research is need to done.
List of Reference


• Kompas Interactive, February, 6th 2008.

List of Reference

Thank You
Further Information & Research Collaboration

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