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**The Correlation Between Self-Efficacy and Family Support with
Adversity Intelligence in Married Female Employees at the
Medan Tourism Polytechnic**

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ABSTRACT

This study aims to determine The Correlation between Self Efficacy and Family Support with Kecerdasan Adversitas for Married Female Employees of the Medan Tourism Polytechnic. The hypothesis proposed is there is a correlation between Self Efficacy and Family Support with Kecerdasan Adversitas for Married Female Employees of the Medan Tourism Polytechnic. The sample in this study amounted 43 respondents. The sampling technique using total sampling. The data collection method is a Likert scale of self efficacy, family support, and Kecerdasan Adversitas. Data analysis uses multiple linear regression analysis models. The results of this study are: 1. There is a positive and significant correlation between self efficacy and Kecerdasan Adversitas. This is indicated by the correlation coefficient ($R_{x_1-Y} = 0.740$ with $p = 0.000 < 0.05$). Based on the results of this study, the first proposed hypothesis was declared accepted. 2. There is a positive and significant correlation between family support with Kecerdasan Adversitas. This is indicated by the correlation coefficient ($R_{x_2-Y} = 0.668$ with $p = 0.000 < 0.05$). Based on the results of this study, the second proposed hypothesis was declared accepted. 3. There is a positive and significant correlation between self efficacy and family support with Kecerdasan Adversitas. This is indicated by the correlation coefficient ($R_{x_1.x_2-Y} = 0.759$ with $p = 0.000 < 0.05$). Based on the results of this study, the third proposed hypothesis was declared accepted. It is known that the subjects of this study, Married Female Employees of the Medan Tourism Polytechnic have high self efficacy, high family support and high Kecerdasan Adversitas.

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INTRODUCTION

Humans live their lives through various life stages, one of which is adulthood. According to Hurlock (1999), adulthood is the longest period in the human lifespan. During this phase, individuals carry a significant sense of responsibility. According to Papalia (2009), adulthood is the most challenging

age for individuals as it is marked by heavy and diverse responsibilities, including roles and responsibilities in running a household, managing departments or companies, caring for parents, raising children, and starting a career. One of the demands and responsibilities during adulthood is marriage.

According to Hurlock (1999), marriage is a normal pattern in adult life. Generally, adult women have two choices: pursuing a career or managing a household. With the advancement of globalization, individuals must work hard to meet their needs. The professional world demands high qualifications for job opportunities. Women have equal rights as men in entering the workforce. However, gender equality in the workplace in Indonesia has not been fully realized (Siwi, 2005). According to Indriana, Indrawati, and Ayuningsih (2007), advances in science and technology, along with the women's emancipation movement, have led to changes in women's roles.

According to Pardani (2010), the dual role of being both a worker and a homemaker places additional demands on women, as they often spend three times more time managing household duties compared to their working partners. Balancing these responsibilities tends to exert more life pressure on working women because, in addition to the significant time and energy required, managing these responsibilities is highly complex.

Pardani (2010) also revealed that working women experience higher levels of stress compared to men. This is often due to role conflicts as career women and homemakers. The stress referred to here is the psychological tension or distress that leads to anxiety.

At the Medan Tourism Polytechnic, there are 43 married female employees, consisting of 29 civil servants (ASN) and 14 contract employees, ranging in age from 25 to 50 years. This number represents approximately 27.7% of the total 155 employees at the Medan Tourism Polytechnic.

Although the Medan Tourism Polytechnic is a government institution, its work culture is becoming increasingly competitive. This is reflected in various work regulations issued at both the ministerial and Polytechnic director levels.

Some of the regulations related to work policies at the Medan Tourism Polytechnic include:

1. Copy of the Regulation of the Minister of Tourism and Creative Economy/Head of the Tourism and Creative Economy Agency of the Republic of Indonesia Number 10 of 2021 concerning the Implementation of Performance Allowances for Employees within the Ministry of Tourism and Creative Economy/Tourism and Creative Economy Agency.
2. Decision of the Minister of Tourism and Creative Economy/Head of the Tourism and Creative Economy Agency Number KM/696/HK.00.01/M-

K/2020 concerning Work Culture of the Ministry of Tourism and Creative Economy/Tourism and Creative Economy Agency.

Changes in administrative improvements, work culture, and job demands have significantly impacted the workload and careers of employees, including married female employees.

According to Hasibuan (in Manulang, 2014), employees are individuals who sell their services (thought or labor) and receive predetermined compensation. Therefore, employees need the capability to handle difficulties and problems at work, which enhances their problem-solving intelligence. This is related to adversity intelligence, which Stolz (2000) defines as the ability to endure and overcome challenges effectively.

One of the factors influencing a person's adversity intelligence is self-efficacy, an aspect of building adversity intelligence. Self-efficacy is an individual's belief in their ability to exert control over their own functions and events in their environment. This belief affects how individuals feel, think, motivate themselves, and behave (Bandura, 1942).

According to Stoltz (2005), adversity intelligence can be influenced by both internal and external factors. One external factor is the environment. Stoltz (2005) states that an individual's environment can influence how they adapt and respond to challenges. Social support is one form of environmental influence. According to Uchino (2004, in Sarafino 2006), social support is the comfort, appreciation, care, or assistance one receives from others or their group.

Social support for a working woman can include moral support from her husband, who can be a confidant, assist with domestic chores such as cleaning the house, caring for children, or hiring a domestic helper to aid with household tasks. Based on the background explanation, this research highlights the self-efficacy and family support of married female employees at the Medan Tourism Polytechnic and their relationship to the employees' adversity intelligence. The dual roles these women undertake present challenges that require adversity intelligence, or the ability to turn challenges into opportunities, for career success.

An employee with high self-efficacy will be resilient, innovative, adaptable, persistent in finding solutions, and strong in facing challenges from both domestic and work environments. Besides being built by self-confidence (self-efficacy), an internal factor, adversity intelligence is also shaped by external factors, one of which is family support. Family support can shield an individual from the effects of stress, especially for married female employees who juggle dual roles, which can increase tension and trigger stress over time. Therefore, this study is focused on examining "The Relationship Between Self-Efficacy and

Family Support with Adversity Intelligence in Married Female Employees at the Medan Tourism Polytechnic."

RESEARCH METHOD

This research was conducted at the Medan Tourism Polytechnic, located at Jalan Rs. Haji No. 12, Kecamatan Percut Sei Tuan, Kabupaten Deli Serdang, 20371. The research was carried out from January 2021 to October 2021. This is a quantitative study, where the data source consists of numerical values that will be analyzed using statistical methods to test the proposed hypotheses. The population of this study includes 43 married female employees at the Medan Tourism Polytechnic. Due to the limited number of the population, the entire population was used as the sample, totaling 43 married female employees. This study employed the total sampling technique. According to Sugiono (2014), total sampling is a sampling technique where all members of the population are used as the sample.

The research instrument used is the Likert Scale. The Likert Scale is used to measure attitudes, opinions, and perceptions of individuals or groups regarding social phenomena. In the Likert Scale, the variables to be measured are broken down into indicators/sub-indicators. Subsequently, items are developed for the instrument using a Likert scale with gradations from very positive to very negative.

The data analysis method used in this study to test the hypothesis is multiple regression analysis. The hypothesis is tested using multiple linear regression techniques. Regression analysis provides more information, such as predictions. Regression analysis is a linear equation used to predict or forecast the value of the dependent variable based on the value of the independent variables (Priyatno, 2012).

The hypothesis test in this study uses the coefficient of determination (R square) in multiple linear regression analysis. The regression line equation for two predictors is formulated as follows:

$$Y=a+b_1X_1+b_2X_2+e$$

Where:

- Y = Adversity Intelligence
- a = Constant
- X1 = Self-Efficacy Variable
- X2 = Family Support Variable
- b1,b2 = Regression Coefficients of the independent variables
- e = Standard error (Sugiyono, 2017)

Before the data analysis, assumption tests were conducted:

a) Normality Test

This test is conducted to determine whether the distribution of scores for Self-Efficacy and Family Support variables with Adversity Intelligence is normal among the employees. The normality of the distribution is analyzed using the Kolmogorov-Smirnov Test. Based on the analysis, it was found that all three variables follow a normal distribution. The criterion is that if $p > 0.05$, the distribution is said to be normal; conversely, if $p < 0.05$, the distribution is not normal (Hadi and Pamardingsih, 2000).

b) Linearity Test

This test is conducted to determine whether there is a significant linear relationship between two variables. In SPSS, the Test for Linearity with a significance level of 0.05 is used for the linearity test. Two variables are said to be reliable if the significance value for Deviation from Linearity is less than 0.05.

RESULT AND DISCUSSION

Table 1.
Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	40,320	11,249		3,584	,001			
	SelfEfficacy	1,246	,355	,546	3,510	,001	,740	,485	,361
	Dukungan Keluarga	,422	,254	,258	1,660	,105	,668	,254	,171

a. Dependent Variable: AdversityQuotient

$$Y = 40,320 + 1,246 X1 + 0,422 X2$$

The regression equation can be explained as follows:

- a. The constant value of 40.320 indicates that if there is no addition or increase in the scores of the self-efficacy and family support variables, the level of adversity intelligence for married female employees at the Medan Tourism Polytechnic is 40.320.
- b. The coefficient for the Self-Efficacy variable (X1) is a positive 1.246. This indicates that for every one-unit increase in the respondents' score on the

self-efficacy variable, there will be an increase in the level of adversity intelligence for married female employees at the Medan Tourism Polytechnic by 1.246.

- c. The coefficient for the Family Support variable (X2) is a positive 0.422. This indicates that for every one-unit increase in the respondents' score on the family support variable, there will be an increase in the level of adversity intelligence for married female employees at the Medan Tourism Polytechnic by 0.422.

Based on the results of multiple regression analysis, it is shown that there is a relationship between Self-Efficacy (X1) and Family Support (X2) with Adversity Intelligence (Y). This result can be seen from the correlation coefficient (R) = 0.759 and the sig F change of 0.000, where sig < 0.010. Therefore, it can be concluded that the Self-Efficacy variable and the Family Support variable, both jointly or simultaneously, are related to the Adversity Intelligence variable.

Table 2.
Coefficient of Determination

Model Summary ^b									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,759 ^a	,576	,555	7,178	,576	27,223	2	40	,000
<i>a. Predictors: (Constant), DukunganKeluarga, SelfEfficacy</i>									
<i>b. Dependent Variable: AdversityQuotient</i>									

The coefficient of determination (R^2) is used to explain the proportion of the dependent variable that can be explained by the independent variables. The value of the coefficient of determination ranges from 0 to 1 ($0 < R^2 < 1$). A small R^2 value indicates that the independent variables have a very limited ability to explain the dependent variable. Conversely, a value close to one means that the independent variables provide almost all the information needed to predict the dependent variable (Ghozali, 2005).

Based on the table above, the R^2 value for the Self-Efficacy variable (X1) and the Family Support variable (X2) with Adversity Intelligence (Y) is 0.576. This means that the Self-Efficacy variable (X1) and the Family Support variable (X2) collectively contribute 57.6% to Adversity Intelligence.

Discussion

There is a positive and significant relationship between self-efficacy (X1) and family support (X2) collectively with adversity intelligence among married female employees (Y) at the Medan Tourism Polytechnic. The correlation is

strong, with a correlation coefficient of 0.759 and $p = 0.000 < 0.05$, and the strength of the relationship is 0.576 or 57.6%.

The results of this study indicate that there is a positive relationship between Self-Efficacy and Family Support with Adversity Intelligence. This can be seen from the correlation coefficient (R) = 0.759 and a significant F change of 0.000, where $\text{sig} < 0.050$. Thus, it can be concluded that the variables of Self-Efficacy and Family Support, both individually and together, are related to the variable of Adversity Intelligence. This indicates that the better the Self-Efficacy and the higher the Family Support, the higher the Adversity Intelligence. Conversely, the poorer the Self-Efficacy and the lower the Family Support, the lower the Adversity Intelligence. Based on these findings, the hypothesis proposed in this study is accepted.

The findings reveal that the total contribution of both independent variables to the dependent variable is 57.6%. This means that there are still 42.4% of influences from other variables on Adversity Intelligence, which were not examined in this study. These other factors may include other internal factors such as job satisfaction, commitment, personality, employee morale, motivation, mood, tenure, and gender, as well as external factors such as organizational culture and climate.

Life, according to Stoltz (2003), can be likened to climbing a mountain, where satisfaction is achieved through relentless effort despite slow and sometimes painful steps. To reach success, in addition to high enthusiasm, high self-efficacy is also needed to reach the summit or success.

Individuals with high self-efficacy are those who believe they can effectively handle the events and situations they face, are persistent in completing tasks, believe in their abilities, view difficulties as challenges rather than threats, enjoy seeking new situations, set challenging goals, maintain strong personal commitment, put in considerable effort in what they do, increase efforts when facing failure, focus on tasks and think strategically in dealing with difficulties, quickly recover their sense of capability after failure, and face stressors or threats with confidence in their ability to control them (Bandura, 1997 in Risalatuna, 2013).

According to Stoltz (2003), self-efficacy significantly affects a person's success. Someone without confidence in their work cannot achieve the expected success. However, if they have high confidence, they will continually strive to achieve the expected success without tiring.

Being both a worker and a homemaker is not easy, as it requires managing two roles simultaneously, both of which have significant responsibilities. High pressure and stress are naturally part of individuals who perform these dual roles

simultaneously. Being an employee at the Medan Tourism Polytechnic, whether as a civil servant (ASN) or a non-permanent employee (PTT), carries the same responsibilities and the same opportunities for career advancement. A married female employee with high self-efficacy will not give up or despair in the face of challenges at work. She will feel confident in completing the tasks assigned to her and will strive to finish them.

One of the external factors influencing adversity intelligence is the environment. One form of environmental influence is social support. Dweck, 1978 (in Stoltz, 2005) also states that the influence of the social environment, such as parents, friends, and significant others, can help someone face difficulties.

One form of social support is family support. According to Fridman (2010), family support is the attitude, actions, and acceptance of family members, which includes informational, evaluative, instrumental, and emotional support. Thus, family support is a form of interpersonal relationship that involves attitudes, actions, and acceptance towards family members, making them feel cared for.

Individuals with high support are better able to face and overcome their problems compared to those without support. According to Taylor (in Adha, 2018), social support is more meaningful to individuals when provided by those with significant relationships with them. In other words, this support can come from family (Sarafino & Smith in Adha, 2018). Additionally, family support strongly influences adversity intelligence.

With family support, individuals will feel that they are not alone in facing obstacles and challenges. They will feel cared for and helped when facing difficulties. Family support can be in the form of informational, evaluative, instrumental, and emotional support. The environment influences a person's performance in dealing with certain situations. Performance creates more control within the individual, impacting their level of adversity intelligence. This indicates that indirectly, the environment affects how someone responds to and faces events they experience.

The research results show a positive and significant relationship between family support and adversity intelligence among married female employees (Y) at the Medan Tourism Polytechnic, with a high correlation level, where the correlation coefficient is 0.668 and the relationship strength is 0.446 or 44.6%.

In all emerging cases, external support, especially from family, is needed to resolve the issues faced by these female employees without causing stress. The support provided can be emotional, instrumental, informational, and appreciative, enabling the employees to better manage their roles and challenges.

The results also show a positive and significant relationship between self-efficacy and adversity intelligence among married female employees at the

Medan Tourism Polytechnic, with a strong correlation level where the correlation coefficient is 0.740. This indicates a significant relationship between these variables, with a relationship strength of 54.7%, meaning that 54.7% of the variability in Adversity Intelligence is due to self-efficacy, while the remaining 45.3% is due to other factors.

Self-efficacy, as a factor in building adversity intelligence, is related and influential on adversity intelligence. Individuals with high self-efficacy will not give up easily in facing challenges and obstacles, believe in their abilities, continuously innovate, and seek solutions to the difficulties they encounter. This helps them achieve success in life.

It can be assumed that high self-efficacy and family support can lead married female employees to better resilience in facing problems and solving issues they encounter, thereby enhancing their performance at work.

CONCLUSION

Based on the results of the hypothesis testing previously described, the following conclusions can be drawn:

1. There is a positive and significant relationship between interpersonal communication (X1) and optimism (X2) collectively with adversity intelligence (Y) at the Medan Tourism Polytechnic, with a strong correlation coefficient of 0.626 and a relationship strength of 0.392 or 39.2%.
2. There is a positive and significant relationship between self-efficacy of married female employees (X1) and adversity intelligence of married female employees (Y) at the Medan Tourism Polytechnic, with a strong correlation coefficient of 0.740 and $p= 0.000 < 0.05$, and a relationship strength of 0.547 or 54.7%.
3. There is a positive and significant relationship between family support (X2) and adversity intelligence of married female employees (Y) at the Medan Tourism Polytechnic, with a strong correlation coefficient of 0.668 and $p= 0.000 < 0.05$, and a relationship strength of 0.446 or 44.6%.
4. There is a positive and significant relationship between self-efficacy (X1) and family support (X2) collectively with adversity intelligence of married female employees (Y) at the Medan Tourism Polytechnic, with a strong correlation coefficient of 0.759 and $p= 0.000 < 0.05$, and a relationship strength of 0.576 or 57.6%.

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