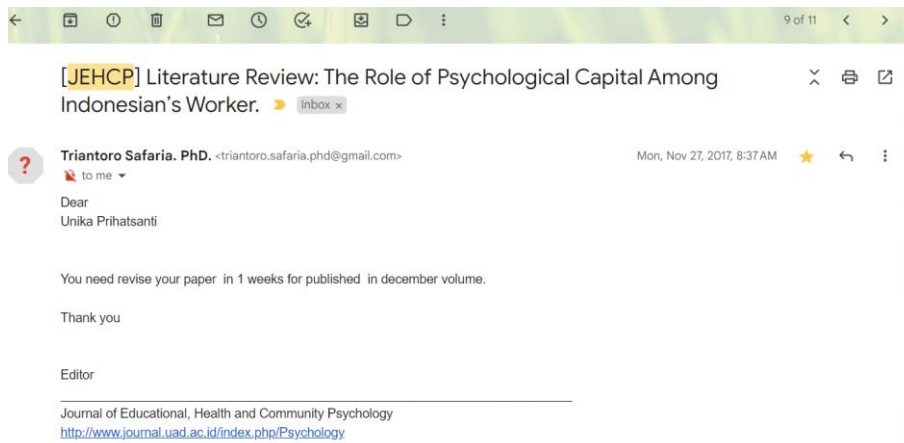
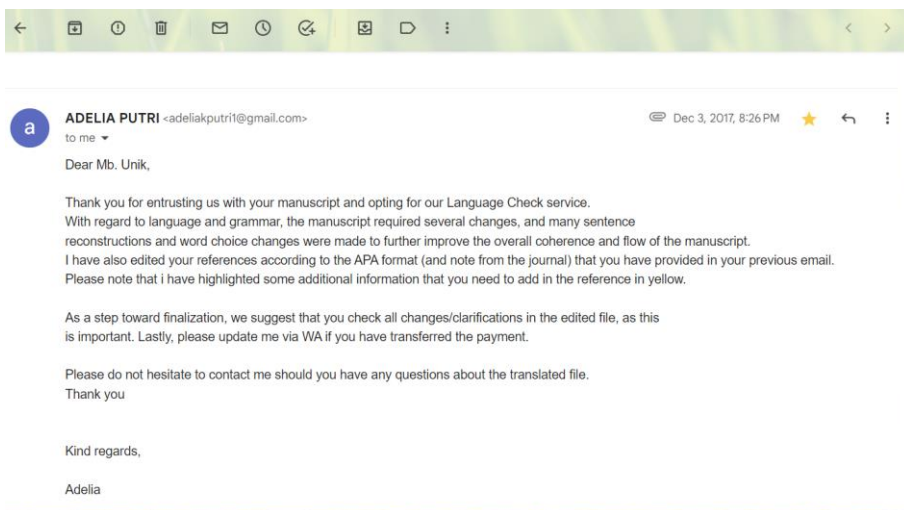
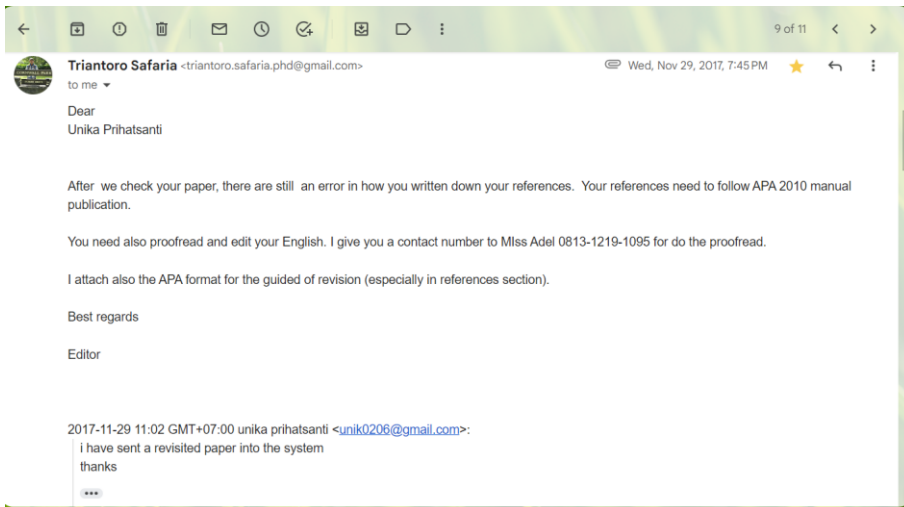


BUKTI KORESPONDENSI JURNAL SINTA 2

Judul: Th Role of Psychological Capital Among Indonesian Worker

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Literature Review: The Role of Psychological Capital Among Indonesian's Worker.

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Abstract

Psychological capital (psycap) is a positive individual-psychological state, characterized that has the characteristics of by having the self-efficacy, hope, optimism, and resiliency. The findings results show that psycap plays an vital important role in the emergence of positive behaviors at in the workplace. This study aims to conduct a literature review examine the results of research (literature review) on the role of psychological capital in workers from various settings in Indonesia. The literature search is done through portalgaruda.org and oneseach.id database using the keywords "psychological capital," "psycap," and "modal psikologis," resulting in a with the total of 32 papers (N= 2569). We found that The results of the research there are various effects of individual psycap on found a difference in outcomes to psycap's contribution to employment behavior, focusing on individual psycap, and that no studies have been found on of psycap measurements or interventions. Hence, the latter could be used as that could be the direction for future research later researchers interested in psycap. This study answers the question of psycap consequences of for Indonesian workers and, who calls the future researcher to expand on psycap associated with antecedent and consequences.

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Key-words: employee, psychological capital, worker

Introduction

Over the last decade, research on psychological capital (psycap), particularly in the organizational setting, research has increasingly attracted the attention of experts in recent times attracted the attention of researchers especially with regard to performance in organizations or companies. The concept of psycap was first introduced by Luthans (2004) as a notion that goes beyond human and social capital. Becker (in Newman, Ucbasaran, Zhu, & Hirst, 2014) defined human capital as a collection of human traits, namely knowledge, skills, and abilities, that can be improved through experience, education, and training. The concept of social capital derives from sociology a The concept of social capital comes from sociology and is related to both, an actual or potential, resources related to network ownership or relationships with others- (Nahapiet & Ghosal, 1998). Simply put, human capital focuses on "what you know", social capital focuses on "who you know", while psycap focuses on "who you are" and "who you are becoming" (Luthans, Avey, Avolio, Norman & Combs, 2006; Luthans & Youssef, 2004). Few studies have explored the relationship between psycap and employee attitude.

behavior, and performance at the individual level. The term psycap was introduced by Luthans (2004) in his article, which contains the concept of psycap that beyond human capital and social capital. Becker said human capital refers to individual's stock of knowledge, skills, and abilities that can be increased through experience, education and training (Newman, Uebasaran, Zhu, & Hirst, 2014). The concept of social capital comes from sociology and is related to all actual or potential resources related to network ownership or relationships with others. (Nahapiet & Ghosal, 1998). Simply put, human capital focuses on "what you know", social capital focuses on "who you know" while psycap focuses on "who you are" and "who you are becoming" (Luthans, Avey, Avolio, Norman & Combs, 2006; Luthans & Youssef, 2004). A number of studies have been conducted to find the relationship between psycap and employee attitudes, behavior and performance at the individual level (Avey, Luthans, & Youssef, 2010). Subsequent research has investigated psycap in the context of team and organizations. In its development researchers have an interest in studying the influence of psycap on teams and organizations (Walumbwa, Luthans, Avey & Oke, 2011; Heled, Somech & -Waters, 2015; Rego et al., 2017). Avey, Reichard, Luthans, & Mhatre (2011) discovered that conducted a meta-analysis and found that psycap contributes to the employee's' -positive attitudes in the workplace (i.e., job satisfaction, organizational commitment, psychological well-being), positive behavior (i.e., organizational citizenship behavior), and some performance measures (i.e., self-evaluation, supervisor evaluation) at the workplace. Moreover, it also found a significant negative relationship between psycap and with unwanted-negative employee attitude (i.e., cynicism, shifting intentions, work stress and anxiety), deviant behavior or negative behavior are evident. Psycap research is also cross-cultural with similar findings; including Cetin (2011) study, which shows that psycap, is a predictor for employee attitude (organizational commitment, job satisfaction) in public ministries employees in Ankara, Turkey, & Nafei (2015) who found that psycap has a positive relationship between psycap, job satisfaction, and organizational commitment. In other words, self-efficacy, optimism, hope, and resilience are significantly correlated with employee attitude and employee performance of educational hospital worker in Egypt.

Luthans & Youssef (2004) described psycap as an individual psychological capacity that can be measured, developed, and utilized to improve performance. Furthermore, Luthans & Youssef (2007) defined psycap as a positive individual psychological state, characterized by having the self-efficacy to take action, and putting the effort to required in the accomplishment of challenging tasks, staying optimistic about the present and future, having a positive attribute of success in the present and the future (optimism), persevering in reaching the goal (hope), and having the resiliency to rise above their problems when faced with problems and misery can survive and rise to achieve success (resiliency). Similarly, numerous studies in Indonesia perceived using a similar definition, psycap is a positive psychological capacity that consists of with characteristics that have self-efficacy, optimism, hope, and resilience (Hedissa, Sukhirman, & Supandi, 2012; Adestyani & Nurtjahjanti, 2013; Nugroho, Mujiasih & Prihatsanti, 2013; Kusuma & Prihatsanti, 2016; Basmalla & Prihatsanti, 2017).

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—————The purpose of this paper is to determine the consequences of psychological capital by reviewing available literatures through research that has been implemented in Indonesia. By knowing the consequences of psycap, the future researcher could use these variables to expand these variables to explain a broader area of expertise research.

Method

Literature Search

A literature search was conducted through the electronic database of Indonesian Publication Index (IPI- <http://www.id.portalgaruda.org>) and Indonesia One Search (IOS- <http://www.id.portalgaruda.org>)

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//www.onesearch.id). ~~The decision to use this database is because we would like to focus on psycap research that was done in Indonesia. Database is used because the researcher wants to know the research of psycap especially in Indonesia.~~ The Indonesian Publication Index (IPI) is designed for browsing, indexing, abstracting, monitoring and improving the standards of scholarly publications in Indonesia. IOS is a search door for all public collections of libraries, museums, archives and electronic sources in Indonesia. Through the database. Searches in the database use the terms "Psychological Capital", "Psycap" and "*Modal Psikologis*". The period of publication was limited to the last ~~ten~~10 years (2007-2017).

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~~We included studies that: The inclusion criteria used in this article are~~ 1) investigate about articles discussing psycap, 2) selected employees or workers as their population sampler ~~research on employees or workers~~, 3) articles containing research results not case reports, reviews or other 34) were articles conducted written in Indonesia, 4) were written in, it's related with original research in Indonesian, 5) were disseminated in the form of a Articles in the form of ~~Research reports~~ and abstracts of research results, and 56) ~~That studies operationalized operationalized voice as~~ psychological capacity as being ~~that~~ characterized by self-efficacy, hope, optimism and resilience. Meanwhile, the exclusion criteria are: 1) studies that were done in non-organizational settings (i.e., education, entrepreneurs), and 2) case reports and reviews.

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We began the process by reviewing and comparing the titles and abstracts of collected studies with the established criteria. ~~Exclusion criteria are related to psycap in relation to other fields such as in educational settings, entrepreneurs do not include in this review because it is less relevant to examine the role of psycap in organization. The researcher reads the title, and the research abstracts do meet the established criteria and can be used as a review material.~~ After the selection process, we obtained 11 research reports through IPI and 21 research results in the form of abstract through IOS.

Analysis

The purpose of this study is to identify the consequences of psycap on workers ~~irs especially~~ in Indonesia. ~~All the studies that have passed the initial selection process (N= 32) were then reviewed and summarized according to their purpose, name of authors, publication year, number of subjects, instrument, and results.~~

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~~Of the 32 relevant publication articles to be reviewed, summarized the results of the study according to the purposes of this study, including the name of the researcher, the publication year, the number of subjects, the measurement instrument used, and the results of the research found. From the summary results are drawn conclusions about the consequences of psycap.~~

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Result

The impact of Psycap on Attitudes and Behaviours

Work Engagement

Work engagement plays an important role in ~~the achievement of~~ company performance. Prayitno & Himam (2012) ~~defined states~~ employee work engagement ~~asis~~ the degree ~~to which of employees are attracted to their attraction toward his job, and is~~ characterized by ~~vigor~~ vigor, dedication, and ~~absorption interest for the job.~~ Their research discovered ~~result shows~~ that psychological capital and organizational justice ~~could~~ predict work engagement. ~~Research on Bank Mega employees in Semarang found that there is a relationship between psycap and work engagement~~ (Nugroho, Mujiasih & Prihatsanti, (2013). ~~Additionally, found empirical evidence that there is a relationship of psycap with work engagement with sample employee of Mega Bank, Semarang.~~ Ilmiah (2015) ~~also, found quality of work-life~~ which aims to examine the effect of quality of work life and psychological capital on employee engagement, finds that the quality of work life and psycap ~~to be an~~ be predictors of

employee engagement. ~~The~~The study involved 394 employees ~~of the company~~, consisting of managers, chief engineer, assistant head, assistant, and foreman ~~who works-working in the work area of at PT.~~ *Perkebunan Nusantara III* (Persero). ~~Suhariato Slightly different definition of work engagement in Suhariato's research~~ (2016) had a somewhat different definition of work engagement, namely, that it ~~work engagement~~ is a ~~positiveconstructive~~ relationship, ~~characterized by- highthat has~~ emotional involvement, ~~the~~ commitment between employees, and ~~effortwork~~ to achieve prosperity. The ~~findingresults~~ proves ~~that similar results that psycap could influence~~ there is influence psycap on work engagement. ~~Other studies have also found empirical evidence that psycap is an important predictor of work engagement~~ (Purwasono, 2016., Lupitasari, 2017). ~~Supported by Purwasono (2016) research; Lupitasari (2017) also found empirical evidence that psycap is an important predictor of work engagement.~~

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~~In contrary~~On the other hand, Indrianti & Hadi's ~~research findings~~ (2012) ~~discovered show that there is~~ no relationship ~~was found~~ between psycap and work engagement on nurses in ~~a the~~ mental hospital in Surabaya.

Organizational Commitment

Organizational commitment is ~~a criticalone important~~ factor ~~inthat can~~ encouraging workers to work optimally ~~as an effort~~ to achieve corporate goals. ~~Data analysis~~The result of data analysis to the total of 143 respondents in ~~research conducted by~~ Himam & Fatmawati (2012) ~~showedresearch shows~~ that ~~the combination of~~ safety climate ~~variable,~~ psychological capital of hope and ~~psychological capital of~~ resilience ~~together~~ contributes to ~~the employees' organizational affective commitment~~ the commitment of affective organization of employees. Edriny's ~~research~~ (2015) ~~addedshows~~ that psycap also significantly influence ~~the the~~ organizational commitment ~~ofon~~ non-civil ~~servantservice~~ emergency room nurses ~~IGD at Dr. M. Djamil hospital in~~ -Padang.

~~A different outcome was found in the Sukiman (2015) who studied the study with a sample of the Central Java Education Office staffs. This finding indicates, indicating that psycap did not affect had no effect on organizational commitment.~~

Job Satisfaction

~~A study on Indonesian police officers showed that psycap correlates with job satisfaction (Hedissa, Sukhirman, & Supandi, 2012). However, only two dimensions contributed to the latter, namely optimism, and resilience.~~

~~Similarly, Hedissa, Sukhirman, & Supandi's study (2012) with samples of Polri members showed that psycap was related to job satisfaction, but only two dimensions of optimism and resilience contributed to job satisfaction. Berliyanti Putri's research (2016) also discovered a positive effect of psycap towards job satisfaction on her investigation of employees of Hotel-Blue Sky Pasdurata Hotel employees in Jakarta, found that psycap have a positive effect on job satisfaction. In contrast, Sukiman (2015), however, reported on his research that psycap does not affect has no effect on job satisfaction. This finding was further supported by Pratiwi (2015) who came to the same conclusion as the previous research. Similarly, Pratiwi's (2015) study that conducted a study on PNS Kabupaten Blora reported that psycap had no effect on job satisfaction.~~

-Organizational Citizenship Behavior (OCB)

~~Rachmawati & Priyono (2015) found that psycap can predict OCB with the person organization fit as a moderator variable. Additionally, Adestyani & Nurtjahjanti (2013) also reported that there is a positive relationship between psychological capital with organizational citizenship behavior of the OCB of PT. PLN (Persero) employees in of PT. PLN (Persero) Distribution of Central Java and Yogyakarta. There are, however, other studies that have challenged these findings. For example, Putri (2016) and Hidayat~~

(2015) concluded that no correlation was found between psycap and OCB among bank employees. Unlike the findings (Berliyanti, 2016) that psycap has no relation on OCB. This is supported by Hidayat's research. (2015) proving that psycap has no effect on OCB with a sample of bank employee

Job Performance

Performance is an outcome generated by employees while doing their work. A study on the managers of PT Askes (Persero) have found that ~~The research findings influence of budget participation on the performance manager with psycap as variable intervening proves that budget participation to positively influences manager performance positively~~ the performance of managers, either directly or indirectly, through the psychological capital in company PT Askes (Persero) Regional Division I (Yani and Nahartyo, 2013). Likewise, ~~the results of a similar studies~~ have shown that psycap mediates the relationship between budgetary participation and performance of local government employees (Aristama, 2014, Lina, 2015, Aristama (2014), Lina, (2015), Maisura, (2017), showed the same results, that psycap mediates the relationship between budgetary participation and performance of local government employees. Silen (2016) ~~found that~~ highlighted that psycap, employee engagement, and job satisfaction had an impact on the performance of shipping technology employees. Some studies linking psycap and performance across different job settings provide similar results. It is proven that there is a significantly positive ~~positive and significant~~ influence of psychological capital on the performance of employees in various places ~~employee performance, among others, Semarang Health Office~~ that is (Priyambodo & Rijanti, (2015), to the employees of Semarang Health Office; National Health Insurance (BPJS) of the Central Java and Yogyakarta branch (Wulandari, (2015), on employee BPJS Employment Office of general secretariat employees, Central Java (Central Java and Yogyakarta, P Purbaningrum, m (2015) on agency employees general secretariat of the provinces of Central Java, Department of Education (Sukiman, (2015), marketing banking (Yani, Metilla, Septiani & Aziza, 2017) to the employees of the Department of Education, Liwarto & Kurniawan (2015) also supports the

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~~notion that published a study with similar results. Adding partially~~ psycap dimensions consisting of self-efficacy, hope, optimism, and resilience, contributes to employee work performance~~the work performance of employees. Yani, Metilla, Septiani & Aziza (2017) on marketing banking employees. Nasikhhan & Rozak (2015) also added that psycap is a moderating variable p-effect-between on~~ employee performance and with organizational culture ~~as a moderator variable.~~

Meanwhile,

~~Unlike the results of research~~ Amiluddin & Fauzan (2015) ~~where there argued that -is no influence~~ psycap does not influence on the the performance of teachers in Psemalang. This finding was further supported ~~by research~~ Pratiwi (2015) who also found that ~~it showed similar results that -psycap did not affect~~ not affect the performance of civil servants in Blora Regency.

Work Discipline

Work discipline is the behavior of an individual~~behavior of a person~~ in accordance with the rules and both, written and non-written, working procedure, working procedures~~of the company, either written or unwritten. The results of~~ Kusuma & Prihatsanti (2016) showed that there is a positive relationship between psychological capital and work discipline.

Innovative Behavior

Moegni & Sulistiawan (2012) found that psycap and with perceived procedural fairness ~~variable does not significantly~~ proved not significant in predicting innovative work behavior. This could partly be explained by the use of improper item ~~One of the causes of the existence of~~ measurements ~~items for the~~

~~that are considered less appropriate to existing conditions. Unlike the results of research~~ Meanwhile, Ratnaningsih, Prasetyo & Prihatsanti (2016) ~~which proveds~~ that psychap ~~does contribute~~ has contributed to innovative behavior.

Job Insecurity

~~Research~~ Sianturi (2011) ~~investigated on~~ 62 employees of PT. Perkebunan Nusantara IV (Persero), Medan, ~~and found shows the result~~ that psychap is a predictor for job insecurity. Job insecurity is defined as the assessment of workers against a situation in which they feel threatened and ~~they feel~~ powerless ~~into~~ maintaining ~~the continuity of~~ their work.

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Working Stress

~~The~~ research ~~on 100 nurses in Dr. Achmad Mochtar Hospital, Bukittingi, proved that there is significantly negative influence between psychological capital and organizational climate to nurses work stress~~ of (Agustin, Septyani, Mayang, (2017), ~~on the sample of 100 nurses in RSUD Dr. Achmad Mochtar Bukittingi proved that there is a negative and significant influence between psychological capital and organizational climate to nurses work stress.~~

Factors that affect Psychap

Basmalla & Prihatsanti (2017) research ~~with the sample of an on PDAM~~ employees ~~of PDAM Ketain~~ Semarang showed ~~that there is a~~ relationship between transformational leadership with psychap. ~~Transformational leaders~~ Leaders who use transformational leadership styles are leaders who use

personal value, vision, passion, and commitment ~~to~~ working to mobilize employees and motivate employees to work hard.

Discussion

There are 32 relevant studies included in this research.

~~In this study there are 32 researchs titles that are relevant to be studied about the role of psycap on employees in various job settings. Based on the findings, the results of the study it was found that most the majority of studies related to psycap shows evidence that psycap is related to positive behavior and attitudes atin the workplace (i.e., such as work engagement, job satisfaction, organizational commitment, work discipline, innovative behavior, organizational citizenship behavior, and job performance). Several studies, however, Although the research findings showed different results. For example, Moegni & Sulistiawan (2012) which stated that psycap does not significantly predict innovative behavior, while Ratnaningsih, Prasetyo & Prihatsanti (2016) argued the opposite finds that psycap has contributed to innovative behavior. Similarly, Research a positive relationship between psychological capital and OCB was found by numerous studies (Rachmawati & Priyono, (2015), Adestyani & Nurtjahjanti, (2013) found that there is a positive relationship between psychological eapital with organizational citizenship behavior but findings but was rejected by some others (BerliyantiPutri, (2016), Hidayat, (2015) states that psycap has no effect on OCB. Some contradictive findings on the relation between psycap and job satisfaction were also found. Numerous researchers have proven that the relationship between psycap and job satisfaction exist (Research of Hedissa, Sukhirman & Supandi, (2012), BerliyantiPutri, (2016), while others do not shows that psycap associated with job satisfaction. In contrast, (Sukiman, (2015), Pratiwi, (2015), reported on his research that psycap has no effect on job satisfaction. Similarly found differences in the results of research correlation between psycap with work engagement, psycap with organizational commitment and psycap with performance. The result of the analysis shows that studies of the study of psycap at workplacesin the work setting in Indonesia focuses more on the role of psycap in employee~~

performance. We found that~~The results of the study show that ps~~ psycap contributes to positive attitude and behavior of the employee, simultaneously reducing~~has an employee role in various job settings, which contribute to attitudes, positive behaviors and can reduce their~~ negative attitude at tudes or behaviors in~~the workplace.~~ In addition to showing the relationship between positive behavior and positive attitude in the workplace, some studies also showed the linkage of psycap with a negative attitude in the workplace such as job stress and job insecurity.

Theoretical Implication

The present paper provides an overview and knowledge of psycap research in Indonesia. The findings results of the analysis provide information about psycap consequences of psycap for workers. However, there is still little research in Indonesia related to the factors affecting psycap is still limited to be reviewed. Psycap is a construct that is developed from positive psychology and, characterized by hope, optimism, efficacy, and resilience (Luthans & Morgan, 2017). This indicates, which means that psycap positively impacts the workers as described above. This condition allow allows other researchers to explore deeply about psycap and other related variables.

Limitation and Direction for Future Research

The ~~The~~ limitation of this study writing this article lies in the research data base that is difficulty of to accessing the full version of the research papers full paper research online. Most available ~~The majority of research results are published online~~ published research is in the form of abstracts form. Accessing these ~~To be able to access~~

research reports required us to create a username and password to various institutions that is not owned by the researcher. Hence, First, we researchers needed to review work with various institutions to obtain more accurate research data. Further, Second, most the majority of research research databases were not derived from the peer-reviewed, decreasing so that the quality and credibility of the research results needs to be reviewed. Future researchers should, therefore, choose a database that requires their papers to be reviewed derived from the journal results review

Next, Third, most of these studies highlight more workers as individuals, yet However, very few have researcher has examined psychcap as part of a the work team. Similarly, this study is still limited to exploring individual psychcap instead of in groups and organizations. Fourth, the finding research results only found one factor that affects psychcap, namely that is leadership. More studies are still needed studies to examine the factors that affect a person psychcap, such as demographics (age, gender), organizational support, and organizational climate.

Additionally, Fifth, researches conducted in various settings of work settings in Indonesia still show contradictive differences in research results; thus, so that for more further researchers still needs to examine similar variables about employee attitudes and behavior at the workplace. The findings of this research still leave future researchers. Recognizing the research findings, leaving questions for researchers with the task to explore other further factors that could affect an individual psychcap. Several research ideas that have not been studied are, among others, psychcap measuring tool. Sixth, the study is still looking at the psychcap embedded in an individual and has not explored the role of psychcap in groups and organizations. Seventh, not yet found the results of a special study exploring the measuring tool to reveal psychcap, and psychcap intervention into an attractive field for researchers interested in Psychcap especially in the context of teams and organizations.

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