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Jumlah Penulis : 3 orang (Harlina Nurtjahjanti, **Dinie Ratri Desiningrum**, Amalia Rahmandani)

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Semarang, 2 Juni 2022

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NIP. 197809012002122001

Unit kerja : Fakultas Psikologi Universitas Diponegoro

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Nurtjahjanti H. ✉️, Desiningrum D.R., Rahmandani A.

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Background : Perception of individual capacity can described as, perceptions of ability and confidence that owned by an individual who will make it able to organize and manage certain situations. It positively affects the selected action by individuals and contributing to a significant increase in the their productivity. The purpose of this study was to examine the perception of the capacity of individuals based on their perspective and to contribute to managerial practices. Methods : The data collection is done by using the results of FGD with five main themes have been identified: The ability to plan for the future, ability in problem solving, adaptability, confidence in the future success and ability in planning a career in the organization. The participants were 104 trainees of Balai Besar Pengembangan Latihan Kerja (BBPLK) Semarang. Results : The analysis demonstrates that cronbach's alpha of perception individual capacity scale was calculated 0.936, and the measuring instrument can be considered reliable. Conclusions : Limitations, create and measure the effectiveness of training modules to enhance the perception of individual capacity as an advanced research, potential application of results to government training institution are discussed.

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How Transactional and Transformational Leadership Affect Employee Satisfaction in Jordan's Public Hospitals

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Abstract: In the context of Jordan's public hospitals and based on the perspectives of hospital workers, this study explores levels of employee satisfaction and two kinds of leadership (transactional and transformational), in addition to the link between leadership style and employee satisfaction. The author randomly distributed 800 questionnaires in 9 hospitals in 2016, with an overall response rate of 86%. The author used the Statistical Package for the Social Sciences to analyze the data. The results revealed that the connections between employee satisfaction and the two types of leadership examined were both at medium levels, in addition to a positive medium correlation between leadership styles and employee satisfaction. Finally, this study provides recommendations to policymakers and hospital leaders to improve the latter's actions and employee satisfaction in Jordanian public hospitals.

INTRODUCTION

Leaders and leadership have been a focus of intense interest in academia since the birth of humankind. These two concepts allow us to think about the ways in which leaders differ from each other. There is a continuing debate about leadership and its effects on various aspects of the workplace in both the public and private sectors. The ways that leaders impact their followers have been studied a lot, but further investigation is needed in different settings to determine how leaders influence workers, and how their effects can be improved (Mozammel and Haan, 2016). Leaders need to adopt attitudes that will meet the needs of their employees, as well as the workplace environment (Hur, 2008). Leaders have tools (such as management styles) that can fundamentally change organizations, especially in terms of key aspects (such as employee satisfaction) (Desmond, 2004; Malloy and Penprase, 2010; Carnegie, 2016). All organizational success or failure can be attributed to a leader's contribution to the workplace environment, which is a crucial variable that can enhance management capacity and employee satisfaction. It is important for leaders



Factor Structure of Myola Parent-grandparent as Educator Questionnaire (MPGEQ) Childer Version

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Abstract: The roles of parents and grandparents in children's development are documented in the literature. The role played cannot be underrated in the totality development of children, from elementary schools to tertiary institutions. The enormous contributions indicate an urgent need for a wider instrument that covers a wide range of parent and grandparent participation towards children and grandchildren's upbringing. Thus, this paper bridged the identified gap in the literature, introduced MYOLA parent-grandparent as educator questionnaire (MPGEQ) Children version, and examined its validity and reliability claims. A sample of 338 UPSI undergraduate students participated in this study applying the Principal Components Analysis, Cronbach's alpha, and Frequency Analysis to explore the psychometric properties of the MPGEQ and to describe demographic information about the research sample. The results of the PCA and Cronbach's alpha show that the MPGEQ - Children version is valid and reliable with a total number of 64 items and eleven-factor structure. The total variance explained by the PCA is 65 percent. Noticeably, reliability test also reached a satisfactory level. These indicate that the present study significantly contributed to parental instrument development efforts and produced a diagnostic instrument to comprehensively measure parent-grandparent contributions in raising children and grandchildren.

Keywords: MPGEQ, questionnaire, parent-grandparent, contribution, educator.

INTRODUCTION

The role of parents and grandparents in children's holistic development is observed in the literature. To develop an instrument that can determine parent-grandparent roles in children's development comprehensively is highly needed to understand the whole process of how children's characters were developed in various aspects. In a wide range, attempt to develop measures of parent-grandparent role in children totality growth was first mentioned by Muhammed Yusuf (2011) and later, the psychometric properties of the Measurement Analysis of Parent-Grandparent as Educator Questionnaire (PGEQ -