INTISARI

Penelitian ini menguji tentang hubungan *adversity quotient* dengan *problem focused coping* pada PT Cipta Esavira Sejahtera. Sampel yang digunakan dalam penelitian ini adalah karyawan PT Cipta Esavira Sejahtera yang memiliki masa kerja diatas 3 bulan. Teknik pengambilan sampel menggunakan non probability sampling design yaitu dengan menggunakan purposive sampling. Hasil penelitian ini terdapat korelasi positif antara problem focused coping dan adversity quotien. Hubungan antara *problem focused coping* dan *adversity quotien* tersebut dapat dibuktikan dengan hasil penelitian ini yaitu dengan r hitung (1,000), pada taraf signifikansi 0,000 yang berarti Ho ditolak dan Ha diterima. Kemudian, hasil uji regresi menyatakan bahwa terdapat hubungan antara *Adversity Quotient* dengan *Problem Focused Coping*.sebanyak 49,7%. Hal ini dapat disimpulkan bahwa ada hubungan antara *Adversity Quotient* dengan *coping* stres artinya semakin tinggi *adversity quotient* yang dimiliki individu maka akan semakin mampu mengatasi masalah yang dihadapi.

Kata Kunci: *Problem Focused Coping, Adversity Quotien,* Karyawan

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ABSTRACT

This study examined the relationship adversity quotient with problem focused coping at PT Cipta Sejahtera Esavira. The sample used in this study were employees of PT Cipta Sejahtera Esavira who has tenure of more than 3 months. The sampling technique using a non-probability sampling design is by using purposive sampling. Results of this research, there is a positive correlation between problem focused coping and adversity quotien. The relationship between problem focused coping and quotien adversity can be evidenced by the results of this research that the count r (1,000), at a significance level of 0.000, which means that Ho is rejected and Ha accepted. Then, the regression test results stated that there is a relationship between Adversity Quotient with Focused Problem Coping.sebanyak 49.7%. It can be concluded that there is a correlation between Adversity Quotient with stress coping means higher adversity quotient of the individual it will be increasingly able to overcome the problems encountered.

Keywords: Problem Focused Coping, Adversity Quotien, Employees

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