

THE RELATIONSHIP BETWEEN CORE SELF EVALUATION

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THE RELATIONSHIP BETWEEN CORE SELF-EVALUATION (CSE) AND PSYCHOLOGICAL EMPOWERMENT FOR SEAFARERS

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ABSTRACT

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The purpose of this study is to find out the relationship between Core Self-Evaluation (CSE) and psychological empowerment for seafarers. This study uses a quantitative approach. Sample used in this study were 251 seafarers and officers who have a minimum work experience of 1 year. The technique of data collection using two scales. Calculation of data analysis is conducted by using correlation with SPSS. The results showed that the self-evaluation and psychological empowerment are positively related. Originality/value of study introduces a fundamental personality trait, CSE, to the area of ship's environment and shows its effect on empowerment psychological for seafarers.

INTRODUCTION

For seafarers, sailing on the ocean safely, with various dynamics in the ship, at a relatively long time is not an easy thing. High motivation is needed so that the seafarers could survive, feels satisfied, and perform optimally. According Desislava and Blanpain 2010 (in Pratama, 2014) the fundamental characteristics that must be owned by a seafarer regarding the monotonous work, the isolated life from family and friends, the high stress levels, the bad weather, the accidents, and the other unsafe condition are to be confident, disciplined, adaptable and independent (Pratama, 2014)

Seafarers who do not have a strong personality and character might have a psychological difficulties which will have an impact to his satisfaction and performance. Internal motivation of the seafarers are expected to be high. Although the individual ability is very good, but if he has a low motivation, therefore, his performance will be low. From this, it is known that the ability of seafarers and the psychological aspects such as motivation in the form of self empowerment (psychological empowerment) will affect their own performance in doing business in the marine world on where he was carrying out his profession. When people are empowered psychologically, there will be a change in attitude, cognition and behavior that certainly will lead to positive changes in the value orientation, increasing the action of patriotism, the ability to delay gratification of desire, improve self-esteem, self-efficacy, self-awareness and better psychological wellbeing (Oladipo, 2009).

Empowerment is one of the most successful ways to increase motivation, organizational commitment and job satisfaction. Much efforts have been done to explore the empowerment in the organization (Henkin & Marchiori, 2003; Laschinger, Finegan, and Wilk 2009; Manojlovich ¹ & Laschinger, 2002; Wang & Lee, 2009 in Sahar, 2011).

An assumption of the theory of empowerment is that the individual who have empowerment is doing better than those who have less empowerment (Thomas and Veltheous, 1990). It is consistent with the view that the employees are generally having broader knowledge about their job information rather than the top managers, therefore it is better to make them do their work planning and scheduling, also identifying and resolving obstacles that hinder their performance (Cooke, 1994). Thomas and Veltheous (1990) have an opinion, when an individual feels empowered, therefore, the proactive behavior such as flexibility, resilience and persistence will occur. Thus, when individuals feels that their work is meaningful, and feels that by completing their work responsibilities they will gave an impact on other people inside and outside the organization. It will made them feels motivated to perform better (Liden et al, 2000). Individual who think they have the necessary skills to work and have the freedom to choose how to do their jobs, will outperformed their comrades who did not.

Psychological empowerment is to build the motivation that comes from an employee's perception in initiating and organizing the action, has the ability to do a good job, because it can have an impact on the environment, and the meaningfulness of work (Spreitzer, 1995; Thomas & Velthouse, 1990). On the basis of the work of Thomas and Velthouse (1990), Spreitzer make definition the psychological empowerment is motivational task intrinsic that reflect the sense of control in relation to one's work and the orientation of the active role of the person's work manifested in four cognitions : meaning, self-determination, competence and impact (Seibert, 2011).

Meaning or significance of the job or profession becomes important things. Meaning is the appropriateness or suitability between individual values and organization values (Person-Organization Fit / PO fit). Gregory et al research (2010) suggests that individuals who felt the suitability with the organization, have an impact on their perception of management practices which in turn will affecting their behavior and attitude towards work. PO fit is beneficial to individual workers, working groups, and organizations (Tziner 1987; O'Reilly et al 1991; Ostroff 1993; Bretz and Judge 1994; Hoffman and Woehr 2006, in Gregory, 2010). A seafarer who take pride on their profession will interpret his work positively. He knows that his work is important for personal, organization and even the marine world.

Self-determination is a person's choice of initiation or regulation of one's actions (Deci, Connell, & Ryan, 1989). Determination is a mental attitude that characterized by a strong commitment to achieving certain goals despite obstacles and difficulties; a process in decision-making, reaching conclusions, or making sure the ending result of each process (Vandenbos, 2008). If employees believe that they were only following orders by the hierarchy, if they feel their freedom is restricted, they will lack a sense of empowerment (Wagner, 1995 in Spreitzer, 1997). A seafarer who has autonomy in their choices work positively and he will also feel empowered.

Competence is a person's belief in their ability to successfully perform work activities (Bandura, 1989; Lawler, 1973). Without confidence in their ability, individuals will feel inadequate, and they also will lack a sense of empowerment (Conger & Kanungo 1988 in Spreitzer, 1997). In other words, the employee believes that he is capable and skilled enough to perform a given task

and to promote his performance. Personnel believe that they can use the resources provided by their organization to do their job responsibility (Joo, 2010). Duty as a seafarer is a noble task and not anyone can become seafarers because of variety of conditions. This is certainly a plus value for him, so he must believe that he is capable.

Impact is a person's belief that he can influence the strategic activities, administrative or operational and affecting one's work (Abramson, Seligman, & Teasdale, 1978; Ashforth, 1989). Without a sense of pursuance toward the goal and the belief that their actions affect the system, employees will not feel empowered (Thomas & Velthouse, 1990 in Spreitzer, 1997). If the seafarers believe that positive actions they do bring a positive impact for themselves, group, organization and even the world, then he will always act positively.

Applying empowerment in the workplace requires a certain antecedents (Asmawi & Mohan, 2010, 2004, Ghani, King Hussin, & Jussef 2009; Luby, 2006, in Sahar, 2011). Related research emphasizes that Core Self Evaluation (CSE) will be the antecedent for psychological-empowerment (Judge, Locke & Durham, 1997). Individuals who have a high CSE are more likely to feel psychological empowerment because they are more likely to choose a meaningful intrinsic objective on their workplace (Siebert, 2011).

CSE is a fundamental assessment on the feasibility, effectiveness and ability as a personal (Judge, Erez, Bono & Thoreson, 2003). Individuals have different views on whether they like or do not like who they are and whether they consider themselves competent and effective. These self perspective is the concept of CSE.

CSE is a stable personality trait that includes the unconscious, self-evaluation about themselves, their own abilities and their own control. People who have high CSE will think positively and confidently about their own abilities. Conversely, people with low CSE will have a negative assessment of themselves and be less confident.

CSE concept was first introduced by the Judge, Locke, and Durham (1997), and involves four dimensions of personality, locus of control, neuroticism, general self-efficacy, and self-esteem. These nature are developed as a predictor of job satisfaction, but has been expanded to predict a variety of other results.

Locus of control showed a tendency for individuals about their life events because of their own deeds or outside forces beyond their control. There are two basic classifications locus of control: internal and external. Internal believe that they control their own environment, while external believe outside forces is controlling their lives. Seafarer with an internal locus of control is more likely to be satisfied with his profession and his life because they believe in their own control on the situation.

Neuroticism was defined as a tendency to experience unpleasant emotions (eg, anger, anxiety, depression) with ease. Those who have a high neuroticism react more negatively to stress, are prone to anxiety, and are prone to feelings of helplessness. Neuroticism, when examined as part of the CSE, conceptualized as the opposite, emotional stability (ie non-neuroticism). In fact, because neuroticism and emotional stability is just the label on the same two sides, they are often used interchangeably in the literature.

Generalized self-efficacy, adapted from Albert Bandura. Defined as an estimate of an individual on his own ability to carry and handle different situations well. Eventhough an individual may differ on the level of self-efficacy in different domains, self-efficacy in general are global estimates ability in a variety of situations, and can be regarded as stable properties.

13 Seafarer with high self-efficacy are more likely to take on new tasks that allow for growth in their abilities and more persistent.

Self-esteem reflects a person's overall assessment. Esteem may be one of the most important in CSE domain because it is one's overall value.

12 Locus of control, neuroticism, general self-efficacy, and self-esteem conceptually have a lot of common, but these qualities are rarely studied together until integrated into the basic properties of the core CSE general. These characteristics are closely related, and each predicts only a small portion of job satisfaction. However, when combined into a single core properties (ie, CSE), their predictive power is increased. Is the CSE related to the psychological empowerment on the seafarers? The authors investigate this matter.

Formulation of the problem. Is there a relationship between the CSE and psychological empowerment on the seafarers?

RESEARCH METHOD

The variables used were the CSE and psychological empowerment.

Table 1 Operationalization of Research Variables

Variable	Indicator	Measurement scale	Measurement Scale
			Model
CSE	Locus of control	Interval	Likert
	Neuroticism	Interval	Likert
	Self efficacy secara umum	Interval	Likert
	Self esteem	Interval	Likert
Psychological Empowerment	Meaning	Interval	Likert
	Self determinant	Interval	Likert
	Competent	Interval	Likert
	Impact	Interval	Likert

Respondents in the study is a merchant seafarers, numbered 251 people. Seafarers are referred to in the context of this study are officers and have a minimum work experience of 1 year. Researchers get a sample of respondents from those who were training at the Politeknik Pelayaran Surabaya and seafarers who were having check up at hospital "PHC" Surabaya.

Data collection technique using two questionnaires in the form of a CSE scale to measure the CSE and Psychological Empowerment Instrument (PEI) from Spreitzer (1995,1996) to measure psychological empowerment on the seafarers. In valuing the questionnaire answers using weighted assessment with two scales of interval. These are the weights and measurement category based on the respondents.

Table 2 Weights and Measurement Category

Description	Appraisal	
	Favorabel	Unfavorable
10 Strongly agree	5	1
Agree	4	2
Neutral	3	3
Disagree	2	4
Strongly disagree	1	5

RESULT

Based on the results of the data analysis, the obtained results are as follows:

Table 3 Descriptive Statistics

Variable	Mean	Standard Deviation	Number of Subjects
CSE	89,55	9,071	251
Psychological Empowerment	43,59	5,863	251

In this study, the reliability of test performed on each variable is using SPSS. If the value of Cronbach Alpha > 0,600 then it is declared unreliable. Results of the reliability testing of all the variables are shown in Table 4.

Table 4 Reliability Test Results

Variable	Cronbach Alpha	Description
CSE	0,822	Reliabel
Psychological Empowerment	0,850	Reliabel

Correlation analysis were conducted to determine the relationship between variables. Significant relationship, if the probability value is 0.05 greater than or equal to the value probabilitas sig or (0.05 > sig). But, before analyzing the correlation test, prerequisite test is necessary, which is the normality test. The rule

Table 5 Nature of Relationship

Relationship Between	Correlation Sig	Nature of Relationship
CSE and Psychological Empowerment	0,380 0,000	Signifikan

used is when the value of significance (p) > 0.05, then the data is normal. When p < 0.05, then the data is not normal. The results of the data indicates that the value of significance (p) CSE is 0.05 and the value of significance (p) psychological empowerment is 0.000 < 0.05. This indicates that the distribution is not normal. Therefore, the correlation processing must use non-parametric statistics. The statistical test used was Kendall correlation test.

DISCUSSION

The results showed that CSE has a positive and significant correlation with psychological empowerment on the seafarers. The coefficient of CSE relationship with psychological empowerment is 0.380. This is in accordance to the research by Judge, Locke & Durham (1997) that the CSE will be the antecedent for psychological empowerment. Siebert (2011) explains that individuals who have high CSE are more likely to feel empowered psychologically because they are more likely to choose a meaningful intrinsic objective in the workplace.

CSE is very important because they represent the personality traits that will remain consistent over time. Moreover, the way in which people assess themselves using the CSE has the ability to predict the outcome of positive work, in particular, job satisfaction and job performance. This relationship has inspired a growing number of studies on the CSE and advise on valuable implication about the importance of these properties to the organization.

CSE is determined by two main elements, namely self-esteem and locus of control. Self-esteem is defined as the degree of liking or disliking themselves and the degree to which individuals consider themselves valuable or worthless as a human being. The second element is the locus of control. Locus of control is the degree to which individuals are convinced that they are decide their

own fate. Internal locus of control is that people are confident that they have control over what happens on themselves. External locus of control is an individual believes that whatever happens to them is controlled by an outside force. In some studies, significant evidence has been offered as the concept validity.

Seibert (2011) explains that the distribution of the variance between the four issues of locus of control, self-esteem, self-efficacy in general, and emotional stability, making these constructs. Three mechanisms may explain this relationship. First, CSE may affect the situation in which individuals choose (Judge & Hurst, 2007). Individuals with high CSE can search for a challenging role, choose the organization or work that provides a greater opportunity to experience the work empowerment. Secondly, individuals with high CSE have more positive emotions and well-being (Judge, Erez, Bono, & Thoreson, 2002). Positive feelings can influence the subjective task as the assessment that the perception of psychological empowerment represented (Thomas & Velthouse, 1990). Finally, studies have shown that people with high CSE is more likely to choose their own destination (Judge, Bono, Erez, & Locke, 2005). The self objective is an objective that is consistent with the individuals vision, interests, and values and therefore associated with intrinsic motivation (Sheldon & Elliot, 1999). Therefore, the individuals who have a high CSE are more likely to feel empowered psychologically because they are more likely to choose a meaningful intrinsic objective in the workplace.

A seafarer who feel a lot of positive things in him, feeling proud of his profession, was satisfied with his condition, then the price will be high. Related to his ability, seafarers knows many challenges in his job, but he is unsure if he tried to overcome the problem. He was looking for ways to achieve the goal even though there are those who impede its goals. Therefore it is easy for him to carry out the wishes and achieve its objectives. In an unexpected situation, he also knows how to behave, for example, if he is having problems with coworkers he knew how to handle it. He could face the problem calmly because it relies on his ability. Old seafarer who has sailed a lot may have ideas or ways to deal with adversity e.g. monotonous work, socially isolated life from family and friends, high stress levels, bad weather, and accidents. Overall he can overcome difficulties in life. The above description reflects a seafarer with a high CSE. Those things are shaping themselves to find a challenging job. Worked as a seafarer is important, meaningful and all activities within the profession has a deep personal meaning for him. The seafarers could have the autonomy to determine how well it works. He had ample opportunity to freely carry out their work, and can decide for himself how he worked as a seaman. He assured and confident with his ability to perform activities in his profession. He was the master of performance as a seafarers. He is having a significant impact on what happens in the workplace.

CONCLUSION

Based on the analysis of research data on the answers of the formulation problems, the conclusions that can be drawn is that the CSE has a positive and significant correlation with psychological empowerment seafarers at 0.380. It means that the higher the person's CSE, the higher the psychological empowerment and in reverse, the lower the CSE, the lower a person's psychological empowerment.

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