



# ICP-HESOS2015

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IN HEALTH, EDUCATIONAL, SOCIAL,  
AND ORGANIZATIONAL SETTINGS

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Zhejiang University

Hangzhou, China

**THE 2<sup>ND</sup> INTERNATIONAL CONFERENCE  
OF PSYCHOLOGY IN HEALTH, SOCIAL AND  
ORGANIZATIONAL (ICP-HESOS) PROCEEDINGS**

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Zhejiang University  
CHINA**

**THE 2<sup>ND</sup> INTERNATIONAL CONFERENCE OF PSYCHOLOGY IN HEALTH,  
SOCIAL AND ORGANIZATIONAL (ICP-HESOS) PROCEEDINGS**

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## TABLE OF CONTENT

RESEARCH ACTION: A METHOD FOR SOCIAL SCIENCE RESEARCH .....	1
MANAGING CHANGE THROUGH ORGANIZATIONAL DEVELOPMENT: A PATHWAY TOWARD SUCCESS IN AN INDONESIAN UNIVERSITY.....	9
PERSONAL CONTROL AND ORGANIZATIONAL COPING STRATEGIES OF JOB STRESS: SOME EMPIRICAL RESULTS FROM CHINA.....	20
THE INFLUENCE OF THE SOCIAL SUPPORT TO THE AIDS PATIENT'S SELF-ESTEEM .....	27
INFLUENCE OF SOCIAL SUPPORT AND LIFE EXPECTANCY OF THE POOR PEOPLE'S WELFARE AND PUBLIC POLICY IN SURABAYA EAST JAVA, BONTANG, EAST BORNEO .....	33
FAMILY ORIENTED PROGRAM AS PSYCHO-SOCIAL SUPPORT TO CHILD TRAFFICKING VICTIMS .....	40
PREJUDICE BETWEEN TRANSNATIONAL MUSLIMS AND CULTURAL MUSLIMS IN INDONESIA.....	46
HOW DO INDONESIAN COLLEGE STUDENTS SPEND THEIR TIME? .....	54
THE PATHOLOGICAL LIAR OF A STUDENT HAS A PROCRASTINA- TING HABIT .....	62
STUDY OF RELIGION EXTREMISM STEREOTYPES BASED ON SOCIAL MEDIA ROLE .....	68
BUGIS' SOCIETY ATTITUDE TOWARD SAME-SEX MARRIAGE .....	72
Appendix A SPSS Output .....	79
Appendix B Participant Demographics .....	80
Appendix C Research Questionnaire.....	82
QEEG OF PANIC ATTACK DETECTION IN HEALTHY VOLUNTEER .....	85
QEEG BREATH HOLDING INDUCE PANIC ATTACK AND CATASTROPHIC THINKING IN HEALTHY VOLUNTEER.....	89
THE NEEDS TO DEVELOP THE APPROPRIATE INDIVIDUALIZED EDUCATION PROGRAM FOR STUDENTS WITH BORDERLINE INTELLECTUAL FUNCTIONING IN INCLUSIVE SCHOOLS .....	95
THE EFFECT OF PERSONALITY, SAFETY KNOWLEDGE AND SAFETY MOTIVATION ON SAFETY PERFORMANCE OF RISKY OCCUPATIONAL WORKERS .....	104

<b>COMPARISON OF DEATH ANXIETY BETWEEN JAVANESE AND BATAKNESE: A PRELIMINARY STUDY.....</b>	<b>115</b>
<b>GENDER DIFFERENCES IN INDONESIAN LETTER AND CATEGORY FLUENCY PERFORMANCES.....</b>	<b>123</b>
<b>ANALYSIS OF IMPLEMENTATION OF ORGANIZATIONAL LEARNING PROCESS TOWARD INCREASING WILLINGNESS TO LEARN IN INSTITUTION HEALTH EDUCATION IN SURABAYA .....</b>	<b>128</b>
<b>SOURCES OF CAREER DECISION MAKING SELF-EFFICACY SCALE (AN INDONESIAN VERSION) .....</b>	<b>133</b>
<b>THE RELATIONSHIPS AMONG LEADER-MEMBER EXCHANGE (LMX) MEANING OF WORK AS A CALLING AND WORK ENGAGEMENT .....</b>	<b>143</b>
<b>DO ENGAGED EMPLOYEES INTEND TO LEAVE THE ORGANIZATION? .....</b>	<b>149</b>
<b>ISLAMIC RELIGIOSITY AMONG JAVANESE AND MINANGESE ETHNICITY .....</b>	<b>154</b>
<b>BEST PRACTICE: THE MOST SUCCESSFUL MANAGEMENT MODEL FOR A GERMAN SUBSIDIARY IN CHINA .....</b>	<b>163</b>
<b>PARENT'S ATTACHMENT AND DECISION MAKING STYLE OF SENIOR HIGH SCHOOL STUDENTS.....</b>	<b>173</b>
<b>SELF MANAGEMENT FOR IMPROVEMENT OF LIVING HEALTHY BEHAVIORIN PATIENTS WITH DIABETES MELLITUS.....</b>	<b>178</b>
<b>THE DETERMINANT FACTORS OF WORKER'S SUBJECTIVE WELL-BEING.....</b>	<b>182</b>
<b>EMPOWERING STRATEGY FOR CHILD PRISONERS IN THE JUVENILE DETENTION CENTER (JDC) AND THE RESOCIALIZATION CENTER: APPLICATION AND EVALUATION PHASE .....</b>	<b>194</b>
<b>PATRIARCHAL CULTURE AND DOMESTIC VIOLENCE AMONG JAVANESE WOMEN .....</b>	<b>201</b>
<b>LITERATURE STUDY: THE PRODUCTIVE BEHAVIOR OF EMPLOYEES.....</b>	<b>208</b>
<b>ANXIETY AND DEMOGRAPHIC FACTORS TOWARD QUALITY OF LIFE IN PATIENTS WITH TYPE 2 DIABETES MELLITUS.....</b>	<b>218</b>
<b>IDENTITYCRISIS ONTEENAGERSTOWARDSDISAGREEMENTSINTHE DIFFERENT MARITAL CULTURES IN INDONESIA.....</b>	<b>225</b>
<b>PARENTING CAPABILITIES AND PARENTING STRESS AMONG AN INDONESIAN PARENTS SAMPLE.....</b>	<b>230</b>

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115	A REVIEW OF THE ANTECEDENTS OF ETHICAL LEADERSHIP: LEADER CHARACTERISTICS AND SITUATIONAL INFLUENCE .....	239
123	JOB INSECURITY AMONG PHYSICIANS .....	245
128	DEVELOPMENT OF AN INTERVENTION STRATEGIC MODEL TO ATTAIN THE BIOPSYCHOSOCIAL NEEDS AMONG ELDERLY IN SURABAYA .....	254
133	FROM "WEST LEAD EAST" TO "WEST MEET EAST" MANAGEMENT OF GERMAN SUBSIDIARIES IN CHINA: GERMAN-CHINESE JVS VS. WFOES .....	263
133	THE ASSESSMENT OF SUCCESS OF RELIGIOUS SOCIAL ORGANIZATION: A CASE STUDY ON 'AISYIYAH' .....	282
143	CONFLICT MANAGEMENT ON INTERRACIAL COUPLES IN INDONESIA .....	296
149	HOSPITAL AUTONOMY SURVEY IN STRUCTURAL AND FUNCTIONAL OFFICIAL OF HOSPITAL IN EAST JAVA, INDONESIA .....	300
154	THE PSYCHOLOGICAL CAPITAL AND LEADERSHIP STYLE: EXPLORING THE RELATIONSHIP WITH JOB STRESS OF PRIVATE COMPANIES WORKERS IN YOGYAKARTA .....	305
163	<u>THE RELATIONSHIP BETWEEN CORE SELF-EVALUATION (CSE) AND PSYCHOLOGICAL EMPOWERMENT FOR SEAFARERS .....</u>	<u>312</u>
173	A PRELIMINARY STUDY OF SOCIO-DEMOGRAPHIC FACTORS IN PARENTAL FEEDING PRACTICES OF WORKING MOTHERS .....	319
78	PSYCHOLOGICAL WELL-BEING AMONG TEACHERS OF EARLY CHILDHOOD EDUCATION PROGRAM IN SURABAYA .....	326
82	A BANDURA'S COGNITIVE SOCIAL PERSPECTIVE ON PSYCHOSOCIAL ANALYSIS OF DRUG RECIDIVIST .....	330
4	INDUSTRY 4.0 AND ITS IMPACTS .....	340
1	QUALITY OF WORK LIFE PROGRAM TO ENHANCE AND ALIGN THE INDUSTRIAL RELATIONS .....	350
3	HIDDEN BUT CHAMPIONS IN THE PROVINCE: COMPARATIVE ANALYSE OF HIDDEN SUCCESS MID SIZE COMPANIES IN COBURG, NORTHERN BAVARIA, GERMANY .....	360
	EAST MEETS WEST: MANAGEMENT CHALLENGES IN A MULTI-CULTURAL CONTEXT RESULTS OF EMPIRICAL STUDIES .....	371
	NEED FOR ACHIEVEMENT AND ENTREPRENEURIAL INTENTIONS: A META ANALYSIS STUDY .....	389
	SEXUAL RISKY BEHAVIOR OF ADOLESCENTS IN SURABAYA .....	401
	IS CFIT (CULTURE FAIR INTELLIGENCE TEST) STILL FAIR? .....	409

## WELCOME NOTE — CHAIR OF ICP-HESOS2015

It is my pleasure on behalf of the Department of Psychology and Behavioral Sciences at Zhejiang University, to welcome you to Hangzhou, a beautiful city that exudes China's modern progression as well as preserves culture. Also, I am honored to welcome you to the Second International Conference of Psychology Health, Educational, Social and Organizational Setting (ICP-HESOS) that is being held from November 5th-7th, 2015.



The purpose of this conference is to attract great minds from across the globe who wish to meet, exchange ideas in hopes of bettering the field of psychology and developing ground breaking theories to better society and daily lives. Students, professors and professionals from varying backgrounds, experiences and cultures have a chance to share and blend their ideas in hopes of furthering the diversity in education, individual well-being and community mental health.

Two years ago, the ICP-HESOS conference was graciously hosted by the University of Airlangga, and this year Zhejiang University has the honor of presenting the ICP-HESOS conference. Zhejiang University is one of China's most admirable and oldest institutions. The beauty of our university is that our students and professors do not have one role but are motivated to contribute to their field of study. This helps our university stay modern and progressive as well as enlightening minds. By inviting and hosting abstracts from so many countries, we hope to add to the globalization of sharing new, fascinating topics and theories in order to help build on the field of psychology.

This year ICP-HESOS will be presenting over 95 abstracts from across the world. The conference will offer a wide range of oral presentations and poster presentations that are expected to generate lively discussion and inspire the sharing of knowledge among participants. Also, for this year's conference we are delighted to present two guest speakers that will be delivering a seminar by Professor Steve Kulich from Shanghai's International Studies University and Professor Werner Fees at Nurnberg University. We especially would like to thank our invited guests from Technical University of Nuremberg for their scientific contribution to ICP-HESOS. In addition to these presentations and seminars, three programs will be giving a noteworthy colloquium by Professor Fendy Suhariadi, Professor Dharm Bhawuk and Professor Werner Fees. In additions to our keynote speakers there will be four workshops available given by experts in hopes to generate thought provoking ideas.

Lastly, on behalf of Zhejiang University's Psychology and Behavioral Science Department, we would like to thank our partner, University Airlangga as well as all the dedicated keynote speakers, participants and generous sponsors that helped up host this event. Enjoy the ICP-HESOS conference and the beauty of Hangzhou!

Sincerely,  
Jianhong Ma  
Vice Dean of the Department of Psychology and  
Behavioral Sciences, Zhejiang University



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

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## ABSTRACT

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 & 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.

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.

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
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 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.

**Table 5** Nature of Relationship

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

## 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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