

SELF-AWARENESS DAN PERILAKU *FAKING* PADA KEGIATAN WAWANCARA KERJA

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INTISARI

Penelitian ini bertujuan untuk mengetahui gambaran *self-awareness* dan perilaku *faking* pada wawancara kerja karyawan. Penelitian ini menggunakan metode penelitian kualitatif dengan pendekatan studi kasus. Subjek utama dalam penelitian ini sebanyak 5 orang dengan karakteristik sebagai berikut: pegawai yang baru bekerja dalam rentang waktu kurang dari satu tahun. Hasil penelitian menunjukkan bahwa subjek memperlihatkan gambaran *self-awareness* dan perilaku *faking* yang berbeda dalam beberapa aspek. Subyek mampu memahami diri sendiri, menyusun tujuan hidup dan karir, membangun relasi dengan orang lain, membangun nilai keberagaman, mampu menyeimbangkan kebutuhann diri sendiri dengan tuntutan pekerjaan, dan mengembangkan kontrol diri terhadap stimulus yang tepat. Sementara itu, dalam perilaku *faking* saat wawancara kerja, subyek cenderung mengutamakan penampilan fisik saat wawancara, kemampuan saat berkomunikasi dan menutupi citra negatif diri saat wawancara berlangsung.

Kata kunci : *self-awareness*, perilaku *faking*

SELF AWARENESS AND FAKING BEHAVIOR IN WORK INTERVIEW

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ABSTRACT

This study aims to determine the description of self-awareness and faking behavior in employee job interviews. This study uses a qualitative research method with a case study approach. The main subjects in this study were 5 people with the following characteristics: employees who have just worked for less than one year. The results showed that the subject showed a different picture of self-awareness and faking behavior in several aspects. Subjects are able to understand themselves, set life and career goals, build relationships with others, build diversity values, be able to balance their own needs with job demands, and develop self-control over appropriate stimuli. Meanwhile, in faking behavior during job interviews, subjects tend to prioritize physical appearance during the interview, ability to communicate and cover up negative self-images during the interview.

Keywords: *self-awareness, faking behavior*