

Analisis pengaruh partisipasi karyawan dan dukungan organisasi yang dirasakan dalam pengembangan kompetensi terhadap kepuasan karir dan perceived marketability dengan dimediasi oleh self perceived marketability = The effect of employee participation and perceived organization support in competency development towards career satisfaction and perceived marketability mediated by self perceived employability

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh partisipasi karyawan dan dukungan organisasi dalam pengembangan kompetensi. Hipotesis diuji menggunakan data yang diambil dari 153 orang karyawan sebuah bank dengan menggunakan kuesioner. Hasil dari penelitian menggunakan analisis jalur menunjukkan bahwa partisipasi karyawan dalam pengembangan kompetensi tidak berpengaruh terhadap self-perceived employability. Self-perceived employability hanya dipengaruhi oleh dukungan organisasi yang dirasakan untuk pengembangan kompetensi. Sementara self-perceived employability memiliki pengaruh positif terhadap kepuasan karir dan perceived marketability karyawan. Self-perceived employability yang memiliki peran mediasi hanya memediasi secara parsial untuk hubungan antara dukungan organisasi yang dirasakan dan kepuasan karir, sedangkan untuk hubungan antara dukungan organisasi yang dirasakan dan perceived marketability, self-perceived employability memediasi secara penuh. Sementara self-perceived employability tidak memiliki peran mediasi untuk hubungan antara partisipasi karyawan dan kepuasan karir maupun perceived marketability.

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The aim of the research is to study the effect of employee participation and perceived organization support in competency development towards career satisfaction and perceived marketability mediated by self-perceived employability. Hypothesis tested using data of 153 employees from a bank company through a questionnaire. Results obtained using path analysis suggested that employee participation in competency development did not have the intended effects on self-perceived employability. Self-perceived employability only affected by perceived support for competency development. Self-perceived employability was found positively related towards career satisfaction and perceived marketability. Self-perceived employability which has a mediating role, only partially mediates the relationship between perceived support for competency development and career satisfaction, while the relationship between perceived support for competency development and perceived marketability, self-perceived employability mediates in full. Self-perceived employability has no mediating role for the relationship between employee participation in competency development and career satisfaction also perceived marketability.