

Hubungan career functions dan psychosocial functions terhadap motivasi karier karyawan = The relationship between career functions and psychosocial functions on employee s career motivation

Yusi Riana, author

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Abstrak

Hubungan Career Functions dan Psychosocial Functions terhadap Motivasi Karier Karyawan Penelitian ini bertujuan untuk melihat hubungan career functions dan psychosocial functions terhadap motivasi karier karyawan. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan alat ukur Career Motivation yang dikembangkan oleh London 1993 dan Noe et al. 1990 untuk mengukur motivasi karier karyawan dan Mentoring Functions Scale Noe, 1988 untuk mengukur career functions dan psychosocial functions. Penelitian ini dilakukan pada 145 responden yang pernah terlibat dalam kegiatan mentoring di perusahaan. Penelitian ini menunjukkan hasil bahwa career functions $r = 0,57$, $p < 0,01$ dan psychosocial functions $r = 0,51$, $p < 0,01$ memiliki hubungan positif terhadap motivasi karier karyawan. Hasil penelitian ini dapat berkontribusi bagi perusahaan untuk meningkatkan pemahaman mengenai hal-hal yang dapat meningkatkan motivasi karier karyawan selama bekerja. Selain itu, dapat meningkatkan pemahaman bagi karyawan terkait pentingnya kegiatan mentoring yang diberikan oleh perusahaan. Kata Kunci: Mentoring, career functions, psychosocial functions, motivasi karier

Name Yusi Riana Study Program Psychology, Bachelor Program

Title The Relationship between Career Functions and Psychosocial Functions on the Employee s Career Motivation

The aim of this research is to examine the relationship of career functions and psychosocial functions on employee rsquo s career motivation. This is a quantitative study using Career Motivation developed by London 1993 and Noe et al. 1990 to measure employee rsquo s career motivation and Mentoring Functions Scale Noe, 1988 to measure career functions and psychosocial functions. This research was conducted on 145 respondents that had been involved in mentoring activities at a company. Results indicated that both career functions $r = 0,57$, $p = 0,01$ and psychosocial functions $r = 0,51$, $p = 0,01$ were positively related to employee rsquo s career motivation. Results of this study could contribute to company to increase understanding about the things that can increase employee rsquo s career motivation. In addition, this study also could contribute for employee to increase understanding about the importance of mentoring that provided by the company. Keywords Mentoring, career functions, psychosocial functions, career motivation