

Analisis pengaruh kepribadian proaktif terhadap kepuasan kerja dan perceived health yang dimediasi oleh job crafting dan kompetensi karier = The mediation role of job crafting and career competencies on the relationship between proactive personality and job satisfaction and perceived health

Helwa Salsabila, author

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Abstrak

ABSTRAK

Penelitian kuantitatif ini bertujuan untuk mengetahui pengaruh dari kepribadian proaktif terhadap kepuasan kerja dan perceived health dengan job crafting dan karier kompetensi sebagai meditor. Teknik analisis data yang digunakan adalah menggunakan Structural Equation Modeling SEM . Penelitian ini melibatkan 569 pekerja dari berbagai organisasi di kota Jakarta. Hasil penelitian menunjukkan bahwa kepribadian proaktif memiliki pengaruh positif terhadap job crafting dan kompetensi karier, job crafting dan kompetensi karier memiliki pengaruh positif terhadap kepuasan kerja dan perceived health. Sedangkan kepribadian proaktif ditemukan tidak memiliki pengaruh secara langsung terhadap kepuasan kerja dan perceived health, namun dimediasi oleh job crafting dan kompetensi karier.

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ABSTRACT

This quantitative research is aimed to analyze the mediation role of Job Crafting and Career Competencies on the Relationship between Proactive Personality, Job Satisfaction, and Perceived Health. This study involved 569 workers from various organizations in Jakarta by using Structural Equation Modeling SEM . The results of this study showed that a proactive personality has a positive effect toward job crafting and career competencies. Job crafting and career competencies has a positive effect toward job satisfaction and perceived health. Meanwhile proactive personality has no direct relationship toward job satisfaction and perceived health, but was found mediated by job crafting and career competencies.