

Pengaruh proactive career behavior terhadap work engagement dengan intervensi my success story program pada karyawan di PT X = The effect of proactive career behavior to work engagement with a my success story program intervention at PT X Employees

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Abstrak

ABSTRAK

Organisasi memerlukan karyawan yang memiliki engagement terhadap organisasinya. Salah satunya dengan melihat peran karier untuk menumbuhkan engagement karyawan. Oleh sebab itu, diperlukan studi yang dapat menjelaskan keterkaitan antar variabel dan menguji intervensi yang dapat dilakukan berdasarkan hasil studi tersebut. Penelitian ini terdiri dari dua studi, studi satu bertujuan untuk meneliti pengaruh proactive career behavior pada work engagement. Dalam penelitian ini, digunakan UWES-9 untuk mengukur work engagement dan Proactive Career Behavior Items untuk mengukur proactive career behavior. Data dari 27 responden diolah menggunakan uji regresi, menunjukkan hasil bahwa proactive career behavior memprediksi work engagement ($F(1,70) = 13.85, p < .05, R^2 = .17$). Berdasarkan hasil penelitian tersebut, peneliti melakukan studi dua menggunakan desain before after dengan menyusun intervensi yang dinamakan My Success Story Program. My Success Story Program diberikan melalui workshop dan coaching yang bertujuan untuk meningkatkan proactive career behavior, yang diharapkan dapat meningkatkan work engagement. Program intervensi diberikan pada 11 partisipan yang memiliki skor variabel rendah. Hasil evaluasi pembelajaran menunjukkan terdapat perbedaan yang signifikan ($Z = -2.40, p < .05$) dan terdapat perubahan evaluasi perilaku yang signifikan ($Z = -2.94, p < .05$). Hasil uji beda pre- dan post variabel menunjukkan bahwa terdapat peningkatan yang signifikan pada variabel proactive career behavior dan work engagement ($p < .05$). Oleh karena itu, My Success Story Program dapat meningkatkan proactive career behavior dan work engagement di PT X.

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ABSTRACT

Organizations need employees who engaged within organization. One of the ways is by looking at career roles to foster engagement. Therefore, it needed research that can explain the relationships between the two variables and examine intervention that can be done based on those results. This research consisted of two studies, study 1 aimed to examine the effect of proactive career behavior on work engagement. In this study, UWES-9 was used to measure work engagement and Proactive Career Behavior Items to measure proactive career behavior. Data from 27 respondents were processed using regression, showing that proactive career behavior predicted work engagement ($F(1,70) = 13.85, p < .05, R^2 = .17$). Based on that, researchers conducted a study 2, using before after design to developing an intervention called My Success Story Program. My Success Story Program is provided through workshops and coaching session that aim to increase proactive career behavior and work engagement. The intervention was given to 11 participants who had low variable scores. The results of the learning evaluation showed a significant difference ($Z = -2.40, p < .05$) and there was a significant change in behavior evaluation ($Z = -2.94, p < .05$). The results of the pre and post variable difference showed that there was a significant increase in proactive career behavior and

work engagement ($p < .05$). Therefore, My Success Story Program succeeded to increasing proactive career behavior and work engagement at PT X.