

Kepemimpinan Perubahan, Rasa Berdaya Psikologis, dan Kelelahan Psikologis pada Karyawan = Change Leadership, Psychological Empowerment, and Burnout on Employees

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20513801&lokasi=lokal>

Abstrak

Penelitian terdahulu menunjukkan bahwa kepemimpinan perubahan berpengaruh terhadap rasa berdaya psikologis dan rasa berdaya psikologis berpengaruh terhadap kelelahan psikologis. Peneliti menguji apakah kepemimpinan perubahan dapat berpengaruh terhadap kelelahan psikologis baik secara langsung maupun secara tidak langsung melalui mediasi rasa berdaya psikologis. Partisipan penelitian berjumlah 90 orang yang merupakan karyawan PT. PSI. Partisipan mengisi kuesioner Maslach Burnout Inventory (MBI) untuk mengukur tingkat kelelahan psikologis, Psychological Empowerment Scale (PES) untuk mengukur tingkat rasa berdaya psikologis, dan Characteristic Change Leader Inventory (CCLI) untuk mengukur tingkat kepemimpinan perubahan. Analisis mediasi menunjukkan bahwa rasa berdaya psikologis memediasi hubungan antara kepemimpinan perubahan dengan salah satu dimensi pada kelelahan psikologis, yaitu pencapaian pribadi ($ab = 0,30$, $p < 0,05$, 95% CI [0,09, 0,60]), dan hubungan antara pendamping dengan pencapaian pribadi ($ab = 0,36$, $p < 0,05$, 95% CI [0,17, 0,60]). Semakin tinggi kualitas kepemimpinan perubahan pada pemimpin, semakin tinggi rasa berdaya psikologis karyawan, sehingga individu merasa dirinya memiliki pencapaian yang baik.

.....Previous studies showed that change leadership has relationship with psychological empowerment and psychological empowerment has relationship with burnout. This study would like to test whether change leadership can affect burnout directly and indirectly through the mediation of psychological empowerment. There were 90 participants from PT. PSI in this study. Participants were asked to fill the Maslach Burnout Inventory (MBI) to assess burnout levels, Psychological Empowerment Scale (PES) to assess psychological empowerment levels, and Characteristic Change Leader Inventory (CCLI) to assess their leaders' change leadership quality. Through mediation analysis, results showed that psychological empowerment mediated the relationship between change leadership and one aspect of burnout, which is personal achievement ($ab = 0,30$, $p < 0,05$, 95% CI [0,09, 0,60]), and the relationship between coach and personal achievement ($ab = 0,36$, $p < 0,05$, 95% CI [0,17, 0,60]). The higher the change leadership quality in the leader, the higher employees' psychological levels are, and thus results in positive feeling of personal achievement in employee