

# Peran Job Crafting sebagai Mediator antara Optimisme dengan Kesuksesan Karir Subjektif pada Karyawan Milenial = The Role of Job Crafting as a Mediator between Optimism and Subjective Career Success in Millennial Employees

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## Abstrak

Era industri pada saat ini didominasi oleh generasi Milenial sebagai tenaga kerja dibandingkan generasi lainnya. Penelitian ini menguji hubungan antara optimisme dan kesuksesan karir subjektif dengan job crafting sebagai variabel mediasi pada karyawan generasi Milenial. Pendekatan dalam penelitian ini menggunakan teori konservasi sumber daya (COR) untuk menjelaskan perilaku individu berdasarkan kebutuhan masa depan dalam memperoleh dan memelihara sumber daya yang berasal dari diri sendiri dan sosial dalam mencapai tujuan yang dihargai secara pribadi. Metode penelitian yang digunakan yaitu kuantitatif. Alat ukur yang digunakan dalam penelitian ini ada tiga yaitu Subjective Career Success Inventory, Psychological Capital Questionnaire (PCQ) dan he Job Crafting Questionnaire (Slemp, Vella-Bredrock 2013). Responden dalam penelitian ini 295 orang karyawan milenial. Pengolahan data menggunakan SPSS Process Hayes Model 4. Hasil dalam penelitian menunjukkan bahwa job crafting memediasi secara penuh hubungan antara optimisme dengan kesuksesan karir subjektif.

.....The current industrial era is dominated by the Millennial generation as a workforce compared to other generations. This study examines the relationship between optimism and subjective career success with job crafting as a mediating variable in Millennial generation employees. The approach in this study used the theory of resource conservation (COR) to explain individual behavior based on future needs in obtaining and maintaining resources derived from self and social in achieving goals that are valued personally. This research was quantitative research by using the Subjective Career Success Inventory (SCSI) by Shockley et al (2015) which has been translated into Indonesian by Ingarianti, Suhariadi and Fajrianthi (2022) for subjective career success variables; The Psychological Capital Questionnaire (PCQ) by Luthans, Avolio, Avey, & Norman (2007) for the optimism variable and The Job Crafting Questionnaire by Slemp and Vella-Bredrock (2013) for the job crafting variable. Respondents in this study were a total of 295 respondents. Data processing used is using SPSS with Process Model 4 to see the mediating relationship between job crafting on optimism on subjective career success. The results in this study indicate that the effect of job crafting fully-mediated the role of optimism on subjective career success.