

Analisis Pengaruh Proactive Personality dan Career Adaptability terhadap In-role Performance Melalui Job Crafting dan Work Engagement pada Generasi Milenial Indonesia = Impact of Proactive Personality and Career Adaptability on In-Role Performance through Job Crafting and Work Engagement in Indonesian Millennial

Lidana Ega Nerissa, author

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Abstrak

Penelitian dilakukan untuk mengetahui pengaruh proactive personality dan career adaptability dalam memprediksi in-role performance melalui job crafting dan work engagement. Hipotesis yang diusulkan bahwa karyawan yang memiliki kepribadian proaktif dan kemampuan beradaptasi karir kemungkinan besar akan merancang pekerjaan mereka untuk tetap terlibat dan meningkatkan kinerja mereka. Temuan dari studi sebelumnya telah diintegrasikan ke dalam model keseluruhan yang dapat digunakan untuk mengembangkan keterlibatan kerja serta meningkatkan kinerja peran di tempat kerja saat ini. Data dikumpulkan dari 180 karyawan generasi milenial yang bekerja di berbagai industri. Hasil dari penelitian menemukan bahwa karyawan yang memiliki proactive personality dan career adaptability dapat merancang pekerjaan mereka sehingga sehingga meningkatkan work engagement dan in-role performance. Hasil dari penelitian mendukung hipotesis yang diusulkan. Namun, hubungan career adaptability dan work engagement dimediasi penuh oleh job crafting sehingga hubungan langsung antara career adaptability dan work engagement tidak signifikan.

.....This paper aims to investigate whether proactive personality and career adaptability could predict work engagement and in-role performance through job crafting behaviours and analyzed their effect using PLS SEM. The study hypothesised that employees who have a proactive personality and career adaptability would be most likely to design their jobs to stay engaged and improve their performance. Findings from previous studies have been integrated into an overall model that can be used to develop work engagement as well as advance the in-role performance in today's workplace. Data were collected among 180 of employees belonging to the millennial generation working in various organisations. The results found that employees having proactive personality and adaptability in their career were most likely to craft their job, and in turn, was predictive of the work engagement and their performance as well. Most of the results indicated support for the hypotheses. Job crafting was found to be mediating the career adaptability and work engagement relationship fully. However, the direct relationship between career adaptability and work engagement is not significant.