

Peran Strengths Use dan Core Self-Evaluation pada Pengaruh Perceived Supervisor Support for Strengths Use terhadap Thriving at Work pada ASN = The Role of Strengths Use and Core Self-Evaluation on the Effect of Perceived Supervisor Support for Strengths Use on Thriving at Work among ASN

Dewi Ariani Hertina, author

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Abstrak

Thriving at work memberikan beragam luaran penting bagi individu maupun organisasi. Thriving a work merupakan kondisi psikologis saat individu mengalami sense of learning dan sense of vitality. Tetapi salah satu studi terbaru menunjukkan bahwa hanya sebagian dari responden penelitian yang mengaku memiliki energi positif di tempat kerja sebagai dampak dari berkurangnya koneksi dan relasi sosial di masa pandemi. Penelitian ini dilakukan untuk mengkaji pengaruh perceived supervisor support for strengths use (PSSSU) sebagai work contextual terhadap thriving at work ASN melalui mediasi strengths use. Selain itu, penelitian ini juga dilakukan untuk mengetahui peran moderasi core self-evaluation pada hubungan antar variabel. Penelitian ini dilakukan terhadap 326 orang ASN. Data diperoleh melalui survei yang disebarkan secara daring menggunakan kuesioner self-report. Alat ukur yang digunakan antara lain thriving at work scale, adaptasi dari POSSU scale, subskala strengths use dari SUDCO scale, dan core self-evaluation scale. Pengolahan dan analisis data dilakukan menggunakan model 7 Macro PROCESS HAYES' pada SPSS versi 26. Hasil menunjukkan bahwa strengths use memediasi secara parsial pengaruh perceived supervisor support for strengths use terhadap thriving at work. Selain itu, core self-evaluation tidak memoderasi pengaruh tidak langsung perceived supervisor support for strengths use terhadap thriving at work. Hasil penelitian memberikan implikasi berupa pemahaman bagi organisasi pemerintah bahwa thriving at work dapat didorong melalui PSSSU. Selain itu dampak PSSSU terhadap thriving at work dapat ditingkatkan dengan cara memastikan ASN mempraktekkan strengths use sebagai respon dari PSSSU yang didapatkan.Thriving at work provides a variety of important outcomes for individuals and organizations. Thriving at work is a psychological state when individuals experience a sense of learning and as sense of vitality. But, recent study showed that only some of research respondents reported to have a positive energy at work, as a result of reduces social connections and interaction during the pandemic. This research was conducted to examine the effect of perceived supervisor support for strengths use (PSSSU) as a work contextual on thriving at work among ASN through the mediation of strengths use. This research was also conducted to determine the moderating role of core self-evaluation on the relationship between variables. This research was conducted on 326 of ASN. Data was obtained through a survey distributed online using a self-report questionnaire. The measuring instruments used include the thriving at work scale, an adaptation of the POSSU scale, the strengths use subscale of the SUDCO scale, and the core self-evaluation scale. Data processing and analysis was carried out using model 7 of Macro PROCESS HAYES' in SPSS version 26. The results show that strengths use partially mediates the effect of perceived supervisor support for strengths use on thriving at work. On the other hand, core self-evaluation does not moderate the indirect effect of perceived supervisor support for strengths use on thriving at work. The study results provide implications in the form of understanding for government organizations that thriving at work can be encouraged through

PSSSU. Apart from that, the impact of PSSSU on thriving at work can be increased by ensuring ASN practice strengths use as a response to the PSSSU obtained.