

Hubungan antara Job Crafting dan Employability pada Pegawai Startup di Indonesia = The Relationship between Job Crafting and Employability on Startup Employees in Indonesia

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Abstrak

Perusahaan startup dihadapi kemungkinan kegagalan yang besar, sehingga para pegawainya terancam dengan kemungkinan hilangnya status kepegawaian. Keadaan ini membuat pegawai startup memerlukan employability tinggi melalui perilaku job crafting. Tujuan dari penelitian ini adalah untuk melihat hubungan antara job crafting dan employability pada pegawai startup di Indonesia. Penelitian dilakukan secara kuantitatif kepada 196 partisipan yang merupakan pegawai startup dengan masa kerja minimal 1 tahun dan usia perusahaan di bawah atau sama dengan 5 tahun. Perhitungan korelasi menggunakan Spearman Correlation antara job crafting dan employability menunjukkan hasil $r_s=0.52$ dan $p=0.00$, yang berarti terdapat hubungan positif yang signifikan antara kedua variabel tersebut. Hasil penelitian dapat menjadi perbandingan hasil hubungan antara job crafting dan employability dalam populasi yang berbeda pada penelitian selanjutnya.

..... Startup companies are faced with a high probability of failure which caused their employees to also faced a possibility of losing their job. This situation urged the need of startup employees to have high employability through job crafting behavior. The purpose of this research is to see the relationship between job crafting and employability of startup employees in Indonesia. The research was conducted with quantitative measure to 196 startup employees with a minimum working period of 1 year and with the age of the company below or equal to 5 years. Calculation of the correlation using Spearman Correlation between job crafting and work ability showed positive and significant results $r_s=0.52$ and $p=0.00$, indicating that there was a relationship between the two variables. The result of the study can be used as a comparison between different population in further research of the relationship between job crafting and employability.