

Pengaruh Kepribadian Proaktif terhadap Calling: Dual-Path Model Mediasi Melalui Job Crafting dan Leader-Member Exchange = The effect of Proactive Personality on Calling: A-Dual Path Mediation Model through Job Crafting and Leader-Member Exchange

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Abstrak

Meskipun calling dapat terbentuk dari adaptasi yang dilakukan individu dengan lingkungannya, namun mekanisme penemuan calling sebelumnya diketahui lebih berfokus pada proses individual sehingga dianggap kurang mampu memberikan pemahaman lengkap terhadap mekanisme calling yang kompleks. Penelitian ini mencoba mengatasi kelemahan tersebut dengan menjelaskan mekanisme penemuan calling secara komprehensif menggunakan perspektif career construction theory (CCT) dan social exchange theory (SET), dan berfokus tidak hanya pada peranan faktor internal melainkan juga faktor eksternal yang dapat mempengaruhi penemuan calling. Pada perspektif CCT, calling dapat ditemukan jika karyawan memiliki kepribadian proaktif (sebagai adaptive readiness) dan menunjukkan job crafting (sebagai adapting response). Sedangkan dalam perspektif SET, penemuan calling karyawan proaktif akan dapat ditemukan melalui adanya pertukaran dari kualitas leader-member exchange yang terjalin antara mereka dan atasannya. Data penelitian dikumpulkan menggunakan survei daring dengan melibatkan karyawan aktif (N=222) yang telah bekerja minimal satu tahun di berbagai industri perbankan. Terdapat empat alat ukur utama yang digunakan mencakup Calling and Vocation Questionnaire-Presence Scale, Proactive Personality Scale, Job Crafting Questionnaire, LMX-7 Scale. Data dianalisis menggunakan analisis model mediasi paralel berdasarkan Macro PROCESS (Model 4) dari Hayes pada program SPSS. Hasil menunjukkan bahwa kepribadian proaktif secara positif berkontribusi pada calling baik secara langsung maupun tidak langsung melalui kedua mediator (job crafting dan leader-member exchange). Temuan ini dapat memberikan saran bagi manajerial untuk mempertimbangkan perbedaan individual seperti kepribadian karyawan dan dukungan terhadap praktik pemberdayaan untuk meningkatkan perilaku job crafting serta saran bagi atasan untuk mengembangkan kualitas hubungan yang positif antara atasan dan bawahan sehingga mendukung penemuan calling bagi karyawan.

.....Although calling can be formed from adaptations made by individuals to their environment, the previous calling discovery mechanism is known to focus more on individual processes so that it is considered less able to provide complete

understanding of complex calling mechanisms. This study tries to overcome this weakness by explaining the mechanism of calling discovery comprehensively using career construction

theory (CCT) and social exchange theory (SET) perspectives. Moreover, focuses not only on the role of internal factors, but also external factors that can affect calling discovery.

From the CCT perspective, calling can be found if the employee has a proactive personality (as adaptive readiness) and shows job crafting (as an adaptive response). Meanwhile, in the SET perspective, the discovery of proactive employee calling can be found through the exchange of quality leader-member exchange that exists between them and their superiors. The research data was collected using an online survey involving

active employees (N=222) who have worked for at least one year in various banking industries. There are four main measuring tools used, including the Calling and Vocation Questionnaire-Presence Scale, Proactive Personality Scale, Job Crafting Questionnaire, and LMX-

7 Scale. The data were analyzed using parallel mediation model based analysis on the Macro PROCESS (Model 4) from Hayes on the SPSS program. The results show that proactive personality positively contributes to calling, either directly or indirectly through both mediators (job crafting and leader-member exchange). These findings can provide suggestions for managers to consider individual differences such as employee personality and support for empowerment practices improving job crafting behavior.

As well as suggestions for superiors to develop positive quality relationships between superiors and subordinates to support the discovery of calling for employees.