

Dampak perceived career development, job insecurity, dan smart technology negative awareness terhadap quiet quitting dan perceived performance: Studi pada karyawan Bank Syariah XYZ = The Impact of perceived career development, job insecurity, and smart technology negative awareness on quiet quitting and perceived performance: Study on XYZ Sharia Bank employees

Walhidayatul Al Ahadin, author

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Abstrak

Fenomena quiet quitting, di mana karyawan membatasi kontribusi mereka pada pekerjaan sesuai dengan deskripsi tugas minimum, telah menjadi perhatian yang meningkat dalam beberapa tahun terakhir. Penelitian ini menyelidiki dampak perceived career development, job insecurity, dan smart technology negative awareness terhadap quiet quitting di sektor perbankan syariah Indonesia. Penelitian ini bertujuan untuk menguji bagaimana perceived career development, job insecurity, dan smart technology negative awareness memengaruhi quiet quitting, serta dampaknya terhadap perceived performance. Data dikumpulkan melalui survei daring yang melibatkan 233 responden yang bekerja di sektor perbankan syariah di Indonesia. Data dianalisis menggunakan Structural Equation Modeling (SEM) dengan perangkat lunak LISREL 8.80. Hasil penelitian ini menemukan bahwa perceived career development memiliki pengaruh positif terhadap quiet quitting, yang mana bertentangan dengan hipotesis awal yang mengharapkan hubungan negatif. Job insecurity berpengaruh positif terhadap quiet quitting, menunjukkan bahwa ketidakamanan kerja mendorong perilaku quiet quitting. Smart technology negative awareness juga memiliki pengaruh positif terhadap quiet quitting. Namun, quiet quitting tidak memiliki dampak negatif yang signifikan terhadap perceived performance. Penelitian ini memberikan kontribusi penting dengan mengeksplorasi faktor-faktor yang memengaruhi quiet quitting di sektor perbankan syariah. Hasil penelitian ini menyarankan bahwa upaya untuk mengurangi quiet quitting harus difokuskan pada pengurangan ketidakamanan kerja, dan pengelolaan persepsi negatif terhadap teknologi cerdas di tempat kerja.

.....The phenomenon of quiet quitting, where employees limit their contributions to work according to the minimum job description, has become an increasing concern in recent years. This study investigates the impact of perceived career development, job insecurity, and smart technology negative awareness on quiet quitting in Indonesia's Islamic banking sector. The study aims to examine how perceived career development, job insecurity, and smart technology negative awareness influence quiet quitting, as well as its impact on perceived performance. Data were collected through an online survey involving 233 respondents working in Indonesia's Islamic banking sector. The data were analyzed using Structural Equation Modeling (SEM) with LISREL 8.80 software. The results of this study found that perceived career development has a positive influence on quiet quitting, which contradicts the initial hypothesis expecting a negative relationship. Job insecurity positively influences quiet quitting, indicating that job insecurity drives quiet quitting behavior. Smart technology negative awareness also positively affects quiet quitting. However, quiet quitting does not have a significant negative impact on perceived performance. This study provides significant contributions by exploring the factors influencing quiet quitting in the Islamic banking sector. The findings suggest that efforts to reduce quiet quitting should focus on reducing job insecurity and

managing negative perceptions of smart technology in the workplace.