

Analisis Pengaruh Quiet Firing terhadap Work Fatigue serta Efek Mediasi Challenge Stress dan Role Overload pada Karyawan di Sektor Perbankan di Indonesia = The Influence of Quiet Firing on Work Fatigue: The Mediating Role of Challenge Stress and Role Overload among Employees in Indonesia's Banking Sector

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh quiet firing terhadap kelelahan kerja (work fatigue) dengan role overload dan challenge stress sebagai mediator. Penelitian dilakukan pada 338 karyawan tetap di sektor perbankan di Indonesia dengan pendekatan kuantitatif menggunakan metode survei. Data dianalisis dengan Structural Equation Modeling (SEM) menggunakan LISREL 8.80. Hasil penelitian menunjukkan bahwa quiet firing berpengaruh signifikan positif terhadap role overload dan challenge stress, serta secara tidak langsung meningkatkan work fatigue melalui kedua mediator tersebut. Temuan ini mendukung teori Conservation of Resources (COR), yang menjelaskan bahwa tekanan dan beban berlebih akibat praktik manajerial tidak langsung seperti quiet firing dapat menguras sumber daya psikologis karyawan dan meningkatkan kelelahan kerja. Penelitian ini memberikan kontribusi praktis dalam pengelolaan stres kerja di sektor perbankan dengan menyoroti pentingnya pencegahan strategi quiet firing dalam lingkungan kerja.

.....This study aims to examine the effect of quiet firing on work fatigue, with role overload and challenge stress as mediating variables. The research involved 338 permanent employees in Indonesia's banking sector, using a quantitative approach with a survey method. Data were analyzed using Structural Equation Modeling (SEM) through LISREL 8.80. The results show that quiet firing has a significant positive effect on role overload and challenge stress, and indirectly increases work fatigue through these mediators. The findings support the Conservation of Resources (COR) theory, suggesting that excessive demands and stressors caused by indirect managerial practices such as quiet firing can deplete employees' psychological resources, leading to increased fatigue. This study provides practical insights into stress management within the banking industry, emphasizing the need to prevent quiet firing strategies in organizational settings.