

Peran Orientasi Karier, Adaptabilitas Karier, dan Manajemen Karier Organisasi terhadap Keterlibatan Karier: Studi pada Pegawai ASN = Role of Career Orientation, Career Adaptability, and Organizational Career Management on Career Engagement: Study on Civil Servant Employees

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Abstrak

Penelitian ini bertujuan untuk menguji peran moderator dari manajemen karier organisasi pada hubungan orientasi karier protean dan keterlibatan karier melalui mediasi adaptabilitas karier. Penelitian ini dilakukan terhadap 257 responden pegawai Kementerian Kesehatan melalui kuesioner secara daring. Penelitian ini termasuk penelitian kuantitatif dengan teknik analisis mediasi moderator menggunakan PROCESS Macro Hayes model 7. Hasil analisis menunjukkan bahwa manajemen karier organisasi menjadi moderator pada hubungan orientasi karier protean dan keterlibatan karier melalui adaptabilitas karier dengan indeks mediasi moderasi sebesar (indeks= -0.011, SEBoot = 0.004, CI 95% = -0.018 hingga -0.003). Dengan interval kepercayaan 95%, nilai CI tidak melewati angka 0 maka efek mediasi yang dimoderasi dinyatakan signifikan. Hasil ini menunjukkan bahwa ketika manajemen karier organisasi rendah justru dapat menguatkan hubungan orientasi karier dan keterlibatan karier melalui mediasi adaptabilitas karier. Hasil penelitian ini mengasumsikan bahwa manajemen karier organisasi menjadi faktor yang tidak berperan penting bagi individu dalam meningkatkan peran mediasi adaptabilitas karier pada hubungan orientasi karier dan keterlibatan karier. Secara praktis, temuan ini menyarankan organisasi untuk melakukan evaluasi mengenai praktik manajemen karier yang diterapkan dengan memberikan praktik OCM yang lebih intensif dan komprehensif melalui praktik manajemen aktif dan perencanaan aktif untuk pengembangan karier individu.

.....This study aims to examine the moderator role of organizational career management on the relationship between protean career orientation and career involvement through the mediation of career adaptability. This research was conducted on 257 respondents of Ministry of Health employees through online questionnaires. This research is quantitative research with moderator mediation analysis techniques using PROCESS Macro Hayes model 7. The analysis results show that organizational career management moderates the relationship between protean career orientation and career engagement through career adaptability with a moderating mediation index of (index = -0.011, SEBoot = 0.004, 95% CI = - 0.018 to -0.003). With a 95% confidence interval, the CI value does not exceed 0, the moderated mediation effect is significant. These results indicate that when organizational career management is low, it can strengthen the relationship between career orientation and career engagement through the mediation of career adaptability. The results of this study assume that organizational career management is a factor that does not play an important role for individuals in increasing the mediating role of career adaptability in the relationship between career orientation and career engagement. These findings suggest organizations to evaluate their applied career management practices by providing a more intensive and comprehensive practice of OCM through active

management practices and active planning for individual career development.<i/>