

Pengaruh Self-efficacy dan resiliensi terhadap hubungan antara kuantitas beban Kerja dan karakteristik tugas dengan Boredom Stress = the role of self-efficacy and resiliency on the effects of quantitative workload and job characteristics on employees boredom stress

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Abstrak

Penelitian ini berfokus pada peran sumber daya personal (self-efficacy dan resiliensi) dalam memoderatori pengaruh tuntutan tugas (kuantitas beban kerja dan karakteristik tugas) terhadap boredom stress yang dialami pegawai dalam konteks penerapan reformasi birokrasi di Indonesia. Penelitian ini termasuk penelitian kuantitatif dengan desain konfirmatif (uji hipotesis). Penelitian dilakukan terhadap 213 responden pegawai unit reguler Ditjen Perbendaharaan Departemen Keuangan RI melalui pengumpulan, pengolahan dan analisis data kuesioner dengan metode statistik univarians yaitu regresi berganda berjenjang. Hasil analisis menunjukkan bahwa self-efficacy tidak menunjukkan peran positif yang signifikan sebagai sumber daya personal. Sebaliknya, resiliensi menunjukkan peran positif yang signifikan sebagai sumber daya personal karena meredam dampak kuantitas beban kerja dan karakteristik tugas terhadap boredom stress yang dialami pegawai. Resiliensi memoderatori secara negatif pengaruh kuantitas beban kerja dan karakteristik tugas terhadap boredom stress. Kuantitas beban kerja dan karakteristik tugas sendiri juga ditemukan menjadi prediktor boredom stress yang signifikan. Diperlukan penelitian lebih lanjut untuk melihat dimensi variabel ini berbeda dalam mempengaruhi dampak boredom stress. Hasil penelitian mengindikasikan perlunya kehati-hatian dalam penerapan kebijakan restrukturisasi dalam rangka penerapan reformasi birokrasi guna mencegah timbulnya efek negatif seperti boredom stress, disertai perlunya memberi perhatian pada resiliensi sebagai sumber daya personal yang berpotensi membantu pegawai menghadapi dampak perubahan keorganisasian.

The focus of this study is the role of personal resources (self-efficacy and resiliency) in moderating the effects of job demands (quantitative workload and job characteristics) on employees boredom stress in the implementation of bureaucracy reforms in Indonesia. This research is a quantitative study with a hypothetical testing design. The respondents are 213 employees of the Directorate General of Treasury-Indonesian ministry of Finance. Questionnaire data are collected and analyzed using univariate statistics methods (moderated hierarchical multiple regression). The results show that self-efficacy doesn't play a positive role as a personal resource, in contrast, resiliency is shown having a significant positive role as a personal resource in buffering the impact of qualitative workload and job characteristics conditions on employees boredom stress. The effects of quantitative workload and job characteristics conditions are negatively moderated by employees resiliency. Also, both qualitative workload and job characteristics are shown as significant predictors of boredom stress. Further research is needed to discover which dimensions of self-efficacy and resiliency that underlying the role differences between these two personal variables in influencing the effects of quantitative workload and job characteristics on employees boredom stress. Finally, this research also indicates the needs of precaution in implementing the reorganization process due to bureaucracy reforms, by the aim of minimizing the negative potential effects (e.g. boredom stress). Attention should be given also to resiliency as a personal resource with great potentials to help employees in

dealing with organizational changes during the reforms</i>