

## Hubungan antara orientasi karier protean dan perilaku warga organisasi = The relationship between protean career orientation and organizational citizenship behaviors

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### Abstrak

Hal-hal seperti globalisasi dan perkembangan teknologi, telah mengubah bagaimana organisasi dan para pekerja melihat pengelolaan karier. Sebelumnya, tanggung jawab pengelolaan karier pekerja berada pada tangan organisasi, namun telah terjadi pergeseran dimana sekarang para pekerja lebih bertanggung jawab atas kariernya masing-masing. Orientasi karier tersebut bernama orientasi karier protean. Individu dengan orientasi karier protean akan cenderung lebih proaktif dan rela untuk berkontribusi lebih kepada organisasi. Penelitian ini ingin melihat apakah terdapat hubungan positif antara orientasi karier protean dan organizational citizenship behaviors OCB atau perilaku warga organisasi PWO. Penelitian ini menggunakan Protean Career Attitude Scale PCAS untuk mengukur orientasi karier protean berdasarkan kedua dimensinya, yaitu self-directed dan values-driven, serta menggunakan alat ukur yang dikembangkan oleh Williams dan Anderson 1991 untuk mengukur PWO berdasarkan dimensinya PWO-I PWO-O. Partisipan dalam penelitian ini merupakan 101 karyawan yang bekerja di sektor industri/manufaktur.

Hasil penelitian ini memperlihatkan bahwa terdapat hubungan positif antara self-directed dan PWO-I  $r = .26, p = .004$ , one tail, serta PWO-O  $r = .23, p = .011$ , one tail. Hasil penelitian ini menemukan hubungan negatif antara values-driven dan PWO-O  $r = -.17, p = .043$ , one tail, tetapi tidak ditemukan hubungan dengan PWO-I.

Things like globalization and rapid technology development has changed the way organizations and workers see career management. Before, the organization was responsible for its workers career management, however there has been a shift, where now the workers themselves are more responsible for their own careers. This career orientation is called protean career orientation. Individuals with protean career orientation are more proactive and willing to contribute more to the organization.

This research aims to see if there is a positive relationship between protean career orientation and organizational citizenship behaviors OCB. This research uses Protean Career Attitude Scale PCAS to measure the protean career orientation, based on its two dimensions, which is self directed and values driven, and also uses an instrument developed by Williams and Anderson 1991 to measure OCB by its dimension OCB I OCB O. The participants of this research consist of 101 workers who works in the manufacturing industry.

Results from this research shows that there is a positive correlation between self directed and OCB I  $r = .26, p = .004$ , one tail, and also OCB O  $r = .23, p = .011$ , one tail. The results also found a negative relationship between values driven and OCB O  $r = -.17, p = .043$ , one tail, but no correlation was found with OCB I.