

Analisis pengaruh living calling terhadap work meaning, career commitment, dan job satisfaction: studi eksploratif pada generasi milenial yang tinggal di Jabodetabek = Understanding the impact of living calling to work meaning, career commitment, and job satisfaction an exploratory: study of Indonesian millennials who lived in Jabodetabek

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Abstrak

ABSTRACT

Dalam memperkaya penelitian mengenai calling yang mulai berkembang pada awal tahun 2000an, diperlukan sebuah penerapan konsep calling pada sampel penelitian yang lebih beragam untuk memperdalam mengenai konsep calling. Oleh sebab itu, pada penelitian ini akan dibahas mengenai pengaruh living calling terhadap job satisfaction pada sampel penelitian 222 orang generasi milenial Indonesia yang berdomisili di Jabodetabek Jakarta, Bogor, Depok, Tangerang, dan Bekasi. Menggunakan structural equation modelling, penelitian berusaha membuktikan pengaruh living calling terhadap job satisfaction melalui variabel work meaning dan career commitment. Hasil temuan membuktikan bahwa work meaning berperan sebagai mediasi parsial pada pengaruh living calling terhadap job satisfaction, sedangkan career commitment tidak berperan sebagai mediasi dan tidak memiliki signifikansi pengaruh pada job satisfaction; namun, pengaruh antara living calling terhadap job satisfaction tidak dapat diragukan. Hasil ini membuktikan bahwa living calling berperan sebagai faktor penentu akan job satisfaction, dan ini menunjukkan bahwa konsep calling diterima oleh generasi milenial Indonesia meski memiliki latar belakang budaya non-barat dan non-kristiani. Implikasi manajerial pada penelitian dijelaskan secara mendalam.

ABSTRACT

Recent research of calling has pointed the importance of apply the concept in more diverse group to enrich the concept of calling. As the suggestion, the current study examined the relation of living calling to job satisfaction among 222 Indonesian millennials workers who lived in Jabodetabek Jakarta, Bogor, Depok, Tangerang, and Bekasi. Using structural equation modelling, this paper trying to find the relationship of living calling to job satisfaction through mediation of work meaning and career commitment. Work meaning was found partially mediate the relationship of living calling to job satisfaction, while career commitment doesnt act as mediation and didnt have significant effect to job satisfaction however, the relationship between living calling and job satisfaction cannot be doubted. These results suggest the importance of living calling as a determination factor of job satisfaction, and it may applicable in Indonesian Millennials as the concept of calling profound in Indonesian Millennials although having non western and non Christian background. Implication for research and practice are explored.