

Pengaruh career adaptability terhadap career engagement dengan career satisfaction dan promotability sebagai variabel mediasi pada Badan Pemeriksa Keuangan Republik Indonesia (BPK RI) = The impact of career adaptability on career engagement mediated by career satisfaction and promotability at the Supreme Audit Board in Republic of Indonesia (BPK RI)

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Abstrak

Penelitian ini menguji peran career adaptability sebagai antesenden career engagement dengan dimediasi oleh career satisfaction dan promotability. Penelitian ini dilaksanakan pada Badan Pemeriksa Keuangan Republik Indonesia (BPK RI) dengan total responden sebanyak 298 orang. Keseluruhan responden merupakan pegawai BPK RI dengan Jabatan Administrasi Umum dan Pemeriksa dengan masa kerja di atas lima tahun. Untuk memperoleh respon dari para responden, kuesioner disebarikan secara online melalui google-form dan link yang telah disediakan.

Alat ukur yang digunakan, antara lain Career Adaptability Scales (CAAS) yang dikembangkan oleh Savickas & Porfeli (2012), Career Satisfaction Scales (CSS) yang dikembangkan oleh Greenhaus et al., (1990), four-item scale yang dikembangkan oleh Shore, Barksdale, dan Shore (1995), serta Career Engagement Scale (CES) yang dikembangkan Hirschi, Freund, dan Herrmann (2014). Untuk analisis data, metode yang digunakan adalah SEM (Structural Equation Modelling).

Penelitian ini diharapkan dapat berkontribusi dalam meningkatkan kualifikasi, kompetensi, dan kinerja PNS sesuai dengan sistem merit yang berlaku di era reformasi birokrasi, khususnya di BPK RI. Hasil penelitian ini menunjukkan bahwa career adaptability memiliki pengaruh positif dan signifikan terhadap career satisfaction, promotability, dan career engagement. Selain itu, penelitian ini juga membuktikan career satisfaction dan promotability memediasi secara parsial hubungan antara career adaptability dengan career engagement.

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This study examined the role of career adaptability as antecedents of career engagement mediated by career satisfaction and promotability. This research was conducted at The Supreme Audit Board in Republic of Indonesia (BPK RI) with a total of 298 respondents. All respondents were BPK RI employees in General Administration and Auditor position with a tenure of more than five years. In order to get responses from respondents, questionnaires were distributed online through google-form and links provided.

The measuring instruments used for this study were Career Adaptability Scales (CAAS) developed by Savickas & Porfeli (2012), Career Satisfaction Scales developed by Greenhaus et al., (1990), four-item scales developed by Shore, Barksdale, and Shore (1995), and also Career Engagement Scale (CES) developed by Hirschi, Freund, and Herrmann (2014). A Structural Equation Modeling (SEM) was used to analyse data.

This research was expected to contribute in improving the qualifications, competencies, and performance of civil servants in accordance with the merit system prevailing in the era of bureaucratic reform, especially at BPK RI. The results indicated that career adaptability related positively and significantly with career

satisfaction, promotability, dan career engagement. In addition, this study also showed that career satisfaction and promotability partially mediated the relationship between career adaptability and career engagement.