

Persepsi akan Kualitas Informasi Karier, Kejelasan Karier, dan Perilaku Keterlibatan Karier: Studi pada Pegawai ASN di Instansi X = Perceived Career Related Information Quality, Career Clarity, and Career Engagement: A Study of Civil Service Workers at Institution X

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Abstrak

Kebijakan reformasi birokrasi pada instansi pemerintahan mendorong pegawai ASN pada level eselon tiga ke bawah untuk segera melakukan peralihan jabatan menuju jabatan fungsional. Tidak terkecuali Instansi X, yang saat ini sedang didorong untuk memenuhi target proporsi 60% pejabat fungsional hanya dalam kurun waktu satu tahun. Target ini idealnya hanya dapat dicapai apabila karyawan secara proaktif menunjukkan perilaku keterlibatan karier. Berdasarkan studi awal yang dilakukan, salah satu hambatan yang dihadapi pegawai ASN di Instansi X adalah keterbatasan informasi terkait kebijakan, pola karier, dan proses peralihan jabatan. Oleh karena itu, penelitian ini hendak meneliti pengaruh kualitas informasi karier di organisasi terhadap perilaku keterlibatan karier pegawai ASN. Variabel kejelasan karier dipilih sebagai variabel mediator sejalan dengan teori proses pencarian informasi. Penelitian ini melibatkan sampel penelitian sebanyak 211 pegawai ASN level eselon 3,4, ataupun 5 yang belum berstatus jabatan fungsional. Uji mediasi dilakukan menggunakan metode statistik regresi menggunakan macro PROCESS oleh Hayes pada aplikasi SPSS. Hasil analisis menunjukkan bahwa hubungan langsung antara variabel persepsi akan kualitas informasi dengan perilaku keterlibatan karier tidak signifikan ($\beta=0.02$, $p>.05$). Meskipun demikian, hubungan tidak langsung antara keduanya melalui mediator kejelasan karier terbukti signifikan ($\beta=0.28$, $p<.05$), begitupun dengan hubungan total antara kedua variabel ($\beta=0.30$, $p<.05$). Dengan demikian, dapat disimpulkan bahwa variabel kejelasan karier memediasi penuh hubungan antara persepsi akan kualitas informasi karier dan perilaku keterlibatan karier.

.....National bureaucratic reform policies that apply to government agencies compel echelon III, IV, and V civil service workers to transfer into functional positions. Institution X is no exception. In fact, Institution X was expected to fulfill the 60% functional position proportion target merely in a span of one year. To achieve this target, it was essential for civil servants at Institution X to proactively engage in their own career development. However, based on the preliminary study conducted, information inadequacy regarding the organization's career policy was considered as one main obstacle during the position transfer process. This study was then conducted to examine the effect of perceived career-related information quality on civil servants' career engagement. Career clarity was chosen as mediator variable between the two based on the information search process theory. 211 Institution X's echelon III, IV, and V civil servants who have not held functional positions were recruited as participants of the study. Mediation analysis was performed using regression statistical method using macro PROCESS by Hayes in SPSS. The result showed that the direct effect between perceived information quality and career engagement is not significant ($\beta=0.02$, $p>.05$). However, indirect effect between the two is found significant ($\beta=0.28$, $p<.05$), along with the total effect ($\beta=0.30$, $p<.05$). In summary, career clarity fully mediated the relationship between perceived career-related information quality and career engagement.