

# Hubungan Cognitive Flexibility dengan Calling yang Dimediasi oleh Job Crafting dan Dimoderasi oleh Leader Autonomy Support. = The relationship between Cognitive Flexibility and Calling is Mediated by Job Crafting and Moderated by Leader Autonomy Support

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## Abstrak

Penelitian ini bertujuan untuk mengetahui peran moderasi leader autonomy support terhadap hubungan cognitive flexibility dan calling melalui mediasi job crafting. Penelitian ini mengambil data dengan menyebarkan survei online pada karyawan yang telah bekerja minimal satu tahun di Perusahaan X. Melalui teknik convenience sampling diperoleh karyawan sebanyak 140 orang. Penelitian ini menggunakan teknik analisa data moderation model (PROCESS model 14) dengan menggunakan program SPSS. Hasil penelitian menunjukkan bahwa leader autonomy support memoderasi hubungan tidak langsung antara cognitive flexibility terhadap calling melalui job crafting. Selain itu, hasil penelitian ini dapat menjelaskan hubungan antara cognitive flexibility, job crafting, leader autonomy support, dan calling dengan menggunakan perspektif career construction theory. Perusahaan diharapkan untuk lebih memahami faktor individu dan situasi dalam penemuan calling karyawan. Selain itu, dalam proses penemuan calling, atasan memiliki peran penting dalam memberikan dukungan pada job crafting yang dilakukan karyawan.

.....This study aims to examine the moderating role of leader autonomy support in the indirect relationship between cognitive flexibility and calling through job crafting. Data were collected through an online survey from employees who have been working at a private company for a minimum of one year. Using a convenience sampling method, data were collected from a total of 140 respondents. Data were analyzed in SPSS using a moderated mediation model (Hayes, 2013). Results indicated that leader autonomy support moderated the indirect association between cognitive flexibility and calling via job crafting. This study illustrates the complex relationship between cognitive flexibility, job crafting, and leader autonomy support as the antecedents of calling by drawing on career construction theory. Companies are expected to put more effort into understanding the role of individual and situational factors in their employees' journey toward finding a calling. Specifically, leaders' support for employees' job crafting should be strengthened to facilitate employees in discerning their work as a calling.