

Kajian Terhadap Faktor-Faktor Penentu Career Commitment Pada Generasi Milenial di Indonesia = Exploiting the Determining Factors towards Career Commitment of Millennial Generations in Indonesia

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Abstrak

Kondisi lingkungan kerja yang tidak dapat diprediksi menjadikan organisasi kurang mampu untuk menyediakan career yang aman bagi karyawannya, yang menyebabkan terganggunya career commitment karyawan. Penelitian ini bertujuan untuk memperluas pemahaman mengenai faktor-faktor yang mempengaruhi career commitment karyawan di dunia kerja, yang dimediasi oleh work engagement serta dimoderasi oleh role modelling. Faktor yang diuji antara lain intrinsic career growth, extrinsic career growth dan employee resilience. Studi kuantitatif dengan metode Structural Equation Method (SEM) melalui kuesioner online dilakukan terhadap 415 responden generasi Milenial yang bekerja di sektor Fast Moving Consumer Goods di Indonesia. Hasil penelitian peran mediasi work engagement pada intrinsic career growth dan resilience terhadap career commitment berpengaruh positif dan signifikan. Hasil penelitian juga menunjukkan bahwa peran role modelling sebagai moderator mampu memperkuat hubungan antara variabel career growth dan resilience dengan career commitment melalui work engagement. Perusahaan FMCG perlu untuk memperhatikan dan meningkatkan organizational career growth dan resilience karyawan yang pada gilirannya akan meningkatkan work engagement karyawan, serta pada akhirnya memengaruhi career commitment karyawan.

.....In an unpredictable and changing working environment, career and employment disruption has been profoundly affected organizations and employees in multiple industries, such as organizations become unable to provide a safe career for their employees which ultimately lower employee's career commitment. This study aims to expand our understanding of the factors that influence employees' career commitment, as mediated by work engagement, and moderated by role modelling. Factors tested: intrinsic career growth, extrinsic career growth and employee resilience. The quantitative study using online questionnaire, collects data from 415 millennials in Fast Moving Consumer Goods Industry (FMCG). Structural Equation Modelling (SEM) used to analyze the data and the proposed hypotheses. This study shows that the mediating role of work engagement on intrinsic career growth and resilience to career commitment have a positive and significant effect. The results show role modelling as a moderator is able to strengthen the relationship between career growth and resilience with career commitment through work engagement. FMCG companies need to pay attention and improve organizational career growth and employee resilience which in turn will increase employee work engagement and affect employee career commitment.