

Peran Job Crafting sebagai Mediator Hubungan antara Kepribadian Proaktif dengan Kebosanan Kerja pada Karyawan Milenial di Masa Pandemi = The Role of Job Crafting as a Mediator between Proactive Personality and Boredom at work on millennial Employees During Pandemic

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Abstrak

Dalam kondisi pandemi COVID-19, kebosanan kerja pada karyawan milenial merupakan hal yang sering terjadi. Kebosanan kerja dapat menimbulkan menurunnya kinerja kerja dan juga komitmen karyawan kepada perusahaan menurun. Hal tersebut tentunya akan berdampak kepada kinerja perusahaan dan kinerja karyawan. Tetapi, peneliti berargumentasi bahwa kebosanan kerja pada karyawan milenial dapat berkurang jika karyawan milenial memiliki tingkat kepribadian proaktif dan job crafting yang tinggi. Penelitian ini dilakukan untuk memberikan gambaran peran job crafting sebagai mediator hubungan antara kepribadian proaktif dengan kebosanan kerja pada karyawan milenial di masa pandemi. Untuk memenuhi tujuan ini, peneliti menggunakan 3 alat ukur, yaitu Proactive Personality Scale (PPS) untuk mengukur kepribadian proaktif, Job Crafting Scale (JBS) untuk mengukur job crafting, dan Dutch Boredom Scale (DUBS) untuk mengukur kebosanan kerja. Penelitian ini menggunakan analisis regresi terhadap 177 partisipan. Data dianalisis menggunakan PROCESS macro Hayes pada SPSS. Hasil penelitian menunjukkan bahwa job crafting dapat memediasi penuh hubungan antara kepribadian proaktif dan kebosanan kerja pada karyawan milenial di masa pandemi. Hal ini menunjukkan bahwa semakin tinggi kepribadian proaktif dan job crafting maka semakin rendah kebosanan kerja pada karyawan milenial di masa pandemi.

.....During pandemic covid-19, boredom at work on millennial employees frequently happens. Work boredom can lead to decreased work performance and also decreased employee commitment to the company. This will certainly have an impact on company performance and employee career paths. We assume that work boredom on millennial employees will decrease if they have a high level of proactive personality and job crafting. This study was conducted to provide an overview of the role of job crafting as a mediator of the relationship between proactive personality and work boredom on millennial employees during the pandemic. To fulfill this objective, the researcher using 3 measuring instruments, namely Proactive Personality Scale (PPS) to measure proactive personality, Job Crafting Scale (JBS) to measure job crafting, and Dutch Boredom Scale (DUBS) to measure boredom. This study using regression analysis of 177 participants. Data were analyzed using Hayes's PROCESS macro on SPSS. The results show that job crafting can fully mediate the relationship between proactive personality and work boredom in millennial employees during the pandemic. This shows that the higher the proactive personality and job crafting, the lower the work boredom for millennial employees during the pandemic.