

# Pengaruh Job Crafting dan Career Adaptability terhadap Job Performance yang dimediasi oleh Psychological Availability pada Karyawan Bank Papua = The Effect of Job Crafting and Career Adaptability on Job Performance Mediated by Psychological Availability in Bank Papua Employees

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## Abstrak

Kinerja menjadi highlight dan tolak ukur bagi setiap organisasi. Indikator ini berhubungan langsung dengan organisasi, sehingga menghasilkan nilai dan berkontribusi pada tujuan organisasi, yang ditunjukkan dalam hasil keuangan dan non-keuangan organisasi. Kinerja individu yang optimal akan mengarah pada kesuksesan bisnis dan memengaruhi profitabilitas organisasi. Penelitian ini bertujuan untuk menguji pengaruh job crafting dan career adaptability terhadap job performance dan pengaruh tidak langsung melalui mediasi psychological availability. Data empiris dikumpulkan dari 220 pegawai Bank Papua dengan menggunakan metode survei online. Studi ini di analisis menggunakan Structural Equation Modeling (SEM) dan confirmatory factor analysis untuk menguji hipotesis yang diajukan. Perangkat lunak Lisrel digunakan untuk menganalisis dan menguji tujuh hipotesis yang dibuat berdasarkan model penelitian. Hasil penelitian menunjukkan bahwa career adaptability berpengaruh positif terhadap job performance baik secara langsung maupun melalui mediasi psychological availability. Namun job crafting ditemukan berpengaruh negatif terhadap job performance. Selanjutnya penelitian ini diharapkan dapat memberikan kontribusi terhadap literatur sumber daya manusia, terutama bagi pembuat kebijakan dan pihak terkait untuk memberikan perhatian terhadap aspek kemampuan beradaptasi karir, yang berperan dalam proses pembentukan kinerja pegawai.

.....Job performance is a highlight and benchmark for every organization. These indicators relate directly to the organization, there by generating value and contributing to organizational goals, which are expressed in the organization's financial and non-financial results. Optimal individual performance will lead to business success and affect organizational profitability. The purpose of this paper is to examine the impact of job crafting and career adaptability on job performance and an indirect effect through the mediation of psychological availability. Empirical data was collected from 220 employees of Bank Papua using the online survey method. This study was analyzed using Structural Equation Modeling (SEM) and confirmatory factor analysis to test the proposed hypotheses. Lisrel software is used to analyze and test seven hypotheses based on the research model. The results of the study show that career adaptability positively influenced job performance, both directly and through the mediation of psychological availability. However, job crafting is found to have negative effect on job performance. Furthermore, this study is expected to contribute to the human resources literature, especially for policymakers and related parties to pay attention to aspects of career adaptability, which play a role in the process of forming employee performance.