

Peran Moderasi Perceived Social Support dalam Hubungan Stres Kerja dan Keterlibatan Kerja pada Mahasiswa Magang = The Moderating Role of Perceived Social Support in the Relationship Between Job Stress and Job Involvement in Internship Students

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Abstrak

Program magang yang tersedia untuk mahasiswa memberikan berbagai manfaat untuk pengembangan keterampilan dan pengalaman profesional mahasiswa. Namun, mahasiswa juga dihadapkan dengan kesulitan terkait dengan tuntutan pekerjaan yang dapat menyebabkan stres kerja. Penelitian ini bertujuan untuk melihat hubungan antara stres kerja dan keterlibatan kerja serta peran moderasi dari perceived social support pada mahasiswa magang. Partisipan berjumlah 107 mahasiswa aktif Universitas Indonesia berusia 18-25 tahun yang sedang melakukan magang. Penelitian ini menemukan bahwa 24,6% varians skor keterlibatan kerja dapat dijelaskan oleh stres kerja dan perceived social support secara signifikan ($p < 0,05$). Stres kerja ($= -0,272$, $t(103) = -3,589$, $p < 0,05$) dan perceived social support ($= 0,269$, $t(103) = 4,541$, $p < 0,05$) berhubungan dengan keterlibatan kerja mahasiswa magang secara signifikan. Hasil analisis moderasi menunjukkan bahwa perceived social support tidak dapat memoderasi hubungan stres kerja dan keterlibatan kerja mahasiswa magang ($= 0,0045$, $t(103) = 0,6063$, $p > 0,05$).

.....The internship programs for university students provide various benefits for skill developments and professional experiences. However, students are also faced with difficulties related to job demands that may cause job stress. This study aimed to examine the relationship between job stress and job involvement and the moderating role of perceived social support in internship students. The 107 participants were active Universitas Indonesia students aged 18-25 years old who were doing internships. This study found that 24.6% of the variance in job involvement scores could be explained by job stress and perceived social support significantly ($p < .05$). Job stress ($= -.272$, $t(103) = -3.589$, $p < .05$) and perceived social support ($= .269$, $t(103) = 4.541$, $p < .05$) were significantly associated with interns' job involvement. The moderation analysis results showed that perceived social support could not moderate the relationship between job stress and job involvement of student interns ($= .0045$, $t(103) = .6063$, $p > .05$).