

Peran Strengths Use sebagai Mediator antara Perceived Organizational Support for Strengths Use dan Perceived Individual-Focused Transformational Leadership terhadap Thriving at Work = The Mediating Role of Strengths Use between Perceived Organizational Support for Strengths Use and Perceived Individual-Focused Transformational Leadership on Thriving at Work

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Abstrak

Masuknya generasi Z ke dunia kerja memberikan tantangan tersendiri bagi organisasi untuk menyusun strategi guna mempertahankan generasi Z di organisasi sebab terdapat pergeseran preferensi kerja pada generasi Z dibandingkan generasi sebelumnya. Generasi Z lebih menyukai organisasi yang mampu memfasilitasi dan mendukung kesejahteraan mental bagi karyawannya sehingga saat ini organisasi dapat berfokus pada faktor-faktor yang dapat meningkatkan kesejahteraan psikologis karyawan dengan cara membentuk thriving at work. Penelitian ini mengeksplorasi pembentukan thriving at work di kalangan karyawan generasi Z, dengan berfokus pada peran perceived organizational support for strengths use dan individual-focused transformational leadership yang dimediasi oleh strengths use. Penelitian ini menggunakan pendekatan kuantitatif dengan metode time-lagged survey yang melibatkan 132 karyawan generasi Z dari berbagai sektor industri di Indonesia. Survei dilakukan secara daring menggunakan Google Forms dan disebar melalui berbagai kanal media sosial. Teknik analisis data yang digunakan adalah structural equation modelling (SEM) menggunakan aplikasi Jamovi. Hasil analisis menunjukkan bahwa dukungan organisasi yang dirasakan untuk penggunaan kekuatan pribadi secara signifikan berpengaruh positif dalam memunculkan thriving at work, yang ditandai dengan vitalitas dan pembelajaran yang terus-menerus. Penelitian ini juga menemukan bahwa strengths use menjadi mediator penting yang memperkuat hubungan antara dukungan organisasi dan thriving at work namun peran gaya kepemimpinan individual-focused transformational leadership berpengaruh negatif terhadap strengths use dan thriving at work. Hasil penelitian ini memberikan wawasan baru tentang pentingnya menciptakan lingkungan kerja yang mendukung penggunaan kekuatan karyawan serta implikasi praktis untuk pengembangan kebijakan manajemen sumber daya manusia yang lebih efektif dalam mengoptimalkan potensi karyawan generasi Z.

.....Gen Z workers are starting to enter the workforce and it gives challenges for organizations to develop strategies to retain gen Z workers in the organization due to a shifting in work preferences in gen Z workers compared to previous generations. Gen Z workers prefer organizations that are able to facilitate and support the well-being of their employees so that organizations nowadays can focus on factors that can improve the well-being of employees by creating thriving at work. This research explores the mechanism of thriving at work among gen Z workers, by focusing on the role of perceived organizational support for strengths use and individual-focused transformational leadership which is mediated by strengths use. This research uses a quantitative approach with a time-lagged survey method involving 132 gen Z workers from various industrial sectors in Indonesia. The survey was conducted online using Google Forms and distributed via various social media channels. The data analysis technique used is structural equation modeling (SEM) using the Jamovi 2.3.28.0 version. The results of the analysis show that perceived organizational support for

strengths use has a significant positive impact in generating thriving at work, which is characterized by a sense of vitality and continuous learning. This research also found that strengths use is an important mediator that strengthens the relationship between organizational support and thriving at work, but the role of the individual-focused transformational leadership has a negative impact on strengths use and thriving at work. The results of this research provide new insight into the importance of creating a work environment that supports the use of employee strengths as well as practical implications for the development of human resource management policies that are more effective in optimizing the potential of gen Z workers.