

Peran Occupational Self-Efficacy sebagai Mediator dalam Hubungan antara Kualitas Tidur dan Perilaku Kerja Inovatif pada Karyawan = The Role of Occupational Self-Efficacy as a Mediator in the Relationship between Sleep Quality and Innovative Work Behavior in Employees

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Abstrak

Dalam menghadapi dinamika era BANI, perilaku kerja inovatif karyawan menjadi sangat penting untuk mempertahankan daya saing dan mencapai tujuan perusahaan. Penelitian sebelumnya menemukan bahwa perilaku kerja inovatif berhubungan dengan kualitas tidur, mengingat tidur berperan dalam memulihkan sumber daya psikologis dan fisiologis yang individu butuhkan. Hubungan antara kualitas tidur dan perilaku kerja inovatif diduga dimediasi oleh occupational self-efficacy atau kepercayaan diri individu terhadap kompetensinya untuk menyelesaikan berbagai tugas dalam pekerjaan dengan sukses. Penelitian ini bertujuan untuk melihat peran occupational self-efficacy sebagai mediator dalam hubungan antara kualitas tidur dan perilaku kerja inovatif pada karyawan. Partisipan penelitian terdiri atas 100 karyawan Indonesia yang bekerja di Indonesia dan telah bekerja minimal 1 tahun di tempatnya bekerja saat ini (67% perempuan, $M = 35,06$, $SD = 10,79$). Kualitas tidur diukur dengan Pittsburgh Sleep Quality Index (PSQI), perilaku kerja inovatif diukur dengan Skala Perilaku Kerja Inovatif, dan occupational self-efficacy diukur dengan Occupational Self-Efficacy Scale-Short Form (OSS-SF). Hasil analisis mediasi menemukan bahwa occupational self-efficacy memiliki peran mediasi yang signifikan dalam hubungan antara kualitas tidur dan perilaku kerja inovatif ($ab = -0,2775$, 95% CI $[-0,6221, -0,0514]$). Penemuan ini menunjukkan bahwa memperbaiki kualitas tidur akan meningkatkan occupational self-efficacy, yang pada akhirnya meningkatkan perilaku kerja inovatif.

.....In facing the dynamics of the BANI era, employees' innovative work behavior has become crucial for maintaining competitiveness and achieving company's goals. Previous studies have found the association between innovative work behavior and sleep quality, as sleep restores psychological and physiological resources individuals need. The relationship between sleep quality and innovative work behavior is suspected to be mediated by occupational self-efficacy or an individual's belief about their competence to successfully accomplish job tasks. This study examines the role of occupational self-efficacy as a mediator in the relationship between sleep quality and innovative work behavior among employees. Participants were 100 Indonesian employees who work in Indonesia and had at least 1 year of tenure in their current company (67% female, $M = 35,06$, $SD = 10,79$). Sleep quality was measured using the Pittsburgh Sleep Quality Index (PSQI), innovative work behavior using the Skala Perilaku Kerja Inovatif, and occupational self-efficacy using the Occupational Self-Efficacy Scale-Short Form (OSS-SF). Mediation analysis showed that occupational self-efficacy significantly mediated the relationship between sleep quality and innovative work behavior ($ab = ab = -0,2775$, 95% CI $[-0,6221, -0,0514]$). This finding indicates that improving sleep quality can enhance occupational self-efficacy, which in turn increases innovative work behavior.