

Job crafting yang dilakukan oleh para pekerja kerah biru di Indonesia: peran authentic leadership dan organizational culture untuk mencapai organizational citizenship behaviour = Job crafting of blue-collar workers in Indonesia: the roles of authentic leadership and organizational culture to achieve organizational citizenship behaviour

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Abstrak

Studi organisasi yang dilakukan pada pekerja kerah biru masih terbatas, namun mayoritas pekerja di Indonesia kerah biru. Tujuan dari penelitian ini adalah untuk meneliti pekerja kerah biru di Indonesia dan apakah mereka mampu mencapai Organizational Citizenship Behaviour (OCB). Secara khusus, penelitian ini bertujuan untuk menguji peran tiga antecedent terhadap OCB yakni, Authentic Leadership, Organizational Culture dan Job Crafting. Data dikumpulkan dari pekerja kerah biru di industri pengisian dan distribusi LPG (Liquid Petroleum Gas); 82 total responden terkumpul. Data diproses dengan SmartPLS 3.2.8 untuk Partial Least Square Path Modeling (PLS-PM).

Temuan menunjukkan bahwa Authentic Leadership memiliki pengaruh positif pada Job Crafting, yang kemudian memiliki pengaruh positif pada OCB. Oleh karena itu, Job Crafting dianggap sebagai variabel mediasi antara Authentic Leadership dan Job Crafting. Melalui OCAI di mana tipe Organizational Culture diidentifikasi, hanya satu dari empat jenis budaya, (Market culture type) yang ditemukan memiliki pengaruh positif yang signifikan terhadap Job Crafting. Implikasi dan saran berdasarkan temuan ini dibahas di akhir artikel.

.....Organizational studies done on blue-collar workers are sparse, yet the majority of workers in Indonesia are blue-collar. The purpose of this study is to examine Indonesian blue-collar workers and whether or not they are able to achieve Organizational Citizenship Behaviour (OCB). Specifically, this research aims to examine the roles of three antecedents to OCB, which are Authentic Leadership, Organizational Culture and Job Crafting. The data was collected from blue-collar workers in the LPG (Liquid Petroleum Gas) filling and distribution industry; a total of 82 responses were collected. The data was processed with SmartPLS 3.2.8 for Partial Least Square Path Modelling (PLS-PM).

The findings show that Authentic Leadership has a positive influence on Job Crafting, which then has a positive influence on OCB. Hence, Job Crafting is considered a mediating variable between Authentic Leadership and Job Crafting. Through the OCAI where organizational culture types are identified, only one out of the four culture types, (Market culture type) was found to have a significant positive influence on Job Crafting. Implications and suggestions based on these findings are discussed at the end of the article.