

Peran Motivasi Kerja terhadap Perilaku Job Crafting pada Milenial

The Role of Work Motivation on Job Crafting Behavior Among Millennials

Hervania Salma Larasati¹, Indrayanti²

^{1,2}Fakultas Psikologi Universitas Gadjah Mada

e-mail: 1vanialarasati99@gmail.com

Abstrak. Di Indonesia, karyawan milenial menjadi generasi paling banyak dalam dunia kerja, baik sektor pemerintah maupun sektor swasta. Penelitian ini bertujuan untuk menguji peran motivasi kerja terhadap *job crafting* pada karyawan milenial. Keterlibatan dimensi motivasi otonom dan terkontrol menurut teori determinasi diri didiskusikan. Partisipan merupakan generasi milenial yang terdiri dari 74 pegawai swasta dan 66 PNS. *Job crafting* diukur menggunakan *job crafting scale* dan motivasi kerja menggunakan *multidimensional work motivation scale* melalui survei daring. Hasil menunjukkan bahwa motivasi kerja—otonom dan terkontrol, secara simultan berperan dalam memprediksi perilaku *job crafting*. Artinya, semakin tinggi motivasi kerja, semakin tinggi perilaku *job crafting*.

Kata kunci: milenial, *job crafting*, motivasi kerja, motivasi terkontrol, motivasi otonom

Abstract. In Indonesia, millennial employees are dominating both in the government and private sectors. This study aims to understand the role of work motivation to shape job crafting behavior among millennials. The work motivation used is two-dimensional—controlled motivation and autonomous motivation, based on the theory of self-determination. Participants of this research are millennials, consist of 74 private employees and 66 civil servants. Survey is conducted online with job crafting was measured using Job Crafting Scale and work motivation using Multidimensional Work Motivation Scale. The results shows that work motivation—autonomous and controlled motivation simultaneously shapes job crafting behavior. That is, the increase of work motivation, will be followed by the increase in the level of job crafting.

Keywords: millennials, job crafting, work motivation, controlled motivation, autonomous motivation.