

INTISARI

Pandemi *Covid-19* yang merebak secara global membuat banyak sektor terpuruk, salah satunya sektor pariwisata. Dengan munculnya berbagai macam kebijakan baru yang dibuat oleh setiap negara, hal ini memberikan dampak yang signifikan terhadap penurunan jumlah kedatangan wisatawan mancanegara ataupun domestik di setiap negara, termasuk di Indonesia. Di Indonesia sendiri salah satu kota yang cukup terkena dampak atas terjadinya pandemi *Covid-19* adalah Yogyakarta. Adanya pandemi *Covid-19* berimbas pada Tingkat Penghunian Kamar (TPK) di DIY yang menurun sebesar 58,91% untuk hotel berbintang dan 32,21% untuk hotel non-bintang (BPS, 2020). Selain menurunnya TPK DIY, adanya penurunan jumlah wisatawan ke DIY juga mengakibatkan banyak hotel ditutup. Menurut Ketua Perhimpunan Hotel dan Restoran Indonesia (PHRI) DIY, sebanyak 50 hotel telah ditutup akibat adanya pandemi *Covid-19* (Sandi, 20 Mei 2021). Penutupan hotel secara masif ini berakibat pada banyaknya pemutusan hubungan kerja (PHK) dan karyawan yang dirumahkan. Dengan adanya fenomena PHK yang marak terjadi pada karyawan hotel, memungkinkan membawa dampak terhadap bagaimana para karyawan hotel yang bertahan memaknai pekerjaan mereka. Penelitian ini dilakukan dalam rangka menganalisis pengaruh dukungan organisasional persepsian dan kepribadian proaktif terhadap kebermaknaan kerja.

Penelitian ini menggunakan desain penelitian kuantitatif dengan metode *cross-sectional*. Data primer dalam penelitian ini diperoleh melalui penyebaran kuisioner secara daring. Kuesioner yang terkumpul sebanyak 100 responden yang di dapat dari karyawan hotel berbintang di DIY dengan kriteria tertentu. Metode pengambilan sampel yang digunakan yaitu *purposive sampling*. Pengolahan data dilakukan dengan menggunakan analisis statistik deskriptif dan uji hipotesis dilakukan dengan menggunakan analisis regresi berganda. Hasil penelitian menunjukkan bahwa dukungan organisasional persepsian dan kepribadian proaktif keduanya berpengaruh secara positif dan signifikan terhadap Kebermaknaan Kerja. Penelitian ini memberikan implikasi penting bagi para pelaku industri pariwisata khususnya para pengelola hotel berbintang di DIY pada masa pandemi Covid-19, dalam rangka meningkatkan Kebermaknaan Kerja para karyawan.

Kata Kunci: Dukungan organisasional persepsian, kepribadian proaktif, kebermaknaan kerja.

ABSTRACT

The global Covid-19 pandemic has caused several sectors to suffer, including the tourism industry. With the implementation of numerous new laws by each country, the number of foreign and domestic tourist arrivals in each country, including Indonesia, has decreased significantly. Yogyakarta is one of the cities in Indonesia that has been severely impacted by the Covid-19 pandemic. The Room Occupancy Rate (TPK) of Special District of Yogyakarta (DIY) declined by 58.91 percent for star hotels and 32.21 percent for non-star hotels as a result of the Covid-19 outbreak (BPS, 2020). In addition to the decrease in TPK DIY, the decrease in the number of tourists visiting DIY led in the closure of numerous hotels. According to the Chair of the Indonesian Hotel and Restaurant Association (PHRI) DIY, the Covid-19 outbreak has forced the closure of up to 50 hotels (Sandi, May 20, 2021). Many people have been laid off as a result of this big hotel closure. It is conceivable to have an impact on how hotel employees who survive view their work as a result of the widespread phenomena of layoffs among hotel employees. The purpose of this study was to look at the impact of perceived organizational support and proactive personality on the meaning of work.

This study employs a cross-sectional technique and a quantitative research methodology. The study's core data was gathered through the dissemination of online questionnaires. A total of 100 respondents completed the surveys, which were taken from staff of five-star hotels in DIY under particular conditions. Purposive sampling was utilized to collect data. The descriptive statistical analysis was used to analyse the data, and multiple regression analysis was used to test the hypothesis. The findings revealed that job meaningfulness was positively influenced by both perceived organizational support and proactive personality. This study has significant implication for tourism sector operators, particularly managers of five-star hotels in DIY during the Covid-19 pandemic, in terms of increasing employee Meaning of Work.

Keywords: *Perceived organizational support, proactive personality, meaning of work.*