

## Moderator Tolerance For Ambiguity

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### Abstrak

Kondisi stress karyawan berkaitan dengan kondisi perubahan lingkungan, dengan turbulensi perubahan yang cepat dan dinamis. *Workforce agility* diasumsikan sebagai modal personal karyawan untuk bisa menyesuaikan diri dengan tuntutan lingkungan tersebut. Meski begitu, penilaian level stress karyawan tetap perlu dikelola agar tidak menghambat performa karyawan. Oleh karenanya, *tolerance for ambiguity* dicanangkan untuk diuji sebagai variabel moderator dalam pengaruh *workforce agility* terhadap *perceived stress* karyawan. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Alat ukur penelitian yang digunakan meliputi *perceived stress scale*, *workforce agility scale*, dan *ambiguity architect self-scorable*, dengan uji *moderated regression analysis*. Hasil penelitian N=193 karyawan, menunjukkan bahwa peran moderasi dari *tolerance for ambiguity* dalam pengaruh *workforce agility* terhadap *perceived stress* dengan nilai  $R^2 = 0,31$  ( $p < .001$ ), yang bersifat *synergetic interaction*. Artinya kehadiran interaksi dari *tolerance for ambiguity* memperkuat pengaruh *workforce agility* terhadap *perceived stress*, dalam menurunkan stress karyawan.

**Kata Kunci:** *Perceived Stress, Tolerance for Ambiguity, Workforce Agility*

### Abstract

Stress employee are related to change, with the turbulence of rapid and dynamic changes. *Workforce agility* is assumed as the personal resource for employees to adapt with demands of the change. However, evaluation of stress levels should be managed in order to maintain employee performance. Therefore, *tolerance for ambiguity* is examined as a moderator variable in the effect of *workforce agility* on employee *perceived stress*. This study uses quantitative approach with a survey method. Instruments used to collect data are *perceived stress scale*, *workforce agility scale*, and *ambiguity architect self-scorable*, using *moderated regression analysis* test. The results showed that the moderating role of *tolerance for ambiguity* in the effect of *workforce agility* on *perceived stress* with a value of  $R^2 = 0.31$  ( $p < .01$ ), which is a *synergetic interaction*. Which means, the presence of the interaction of *tolerance for ambiguity* strengthens the effect of *workforce agility* on *perceived stress* in reducing employee stress.

**Keyword:** *Perceived Stress, Tolerance for Ambiguity, Workforce Agility*