

Peranan *Work meaningfulness* sebagai Mediator pada Hubungan Antara *Leader Member Exchange* Dengan Adaptabilitas Karir

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Abstrak. Revolusi industri 4.0 dan pandemi COVID-19 mengakselerasi perubahan yang menuntut para pekerja agar mampu beradaptasi dan bertahan dengan kondisi pekerjaan. Kemampuan beradaptasi individu akan berbeda-beda tergantung pada berbagai faktor, salah satunya adalah dukungan sosial dalam bentuk interaksi atasan dengan bawahan atau *leader-member exchange*. Penelitian ini bertujuan untuk menguji peran *work meaningfulness* sebagai mediator dalam hubungan *leader-member exchange* dengan adaptabilitas karir. Pengumpulan data dilakukan secara daring dengan melibatkan 315 pekerja di Indonesia. *Leader-member exchange* diukur menggunakan skala LMX-MDM yang terdiri dari 10 aitem, *work meaningfulness* diukur menggunakan skala WAMI yang terdiri dari 9 aitem, dan adaptabilitas karir diukur menggunakan skala *the CAAS Indonesian Form* yang terdiri dari 24 aitem. Analisis data dalam penelitian ini menggunakan analisis mediasi yang diolah dengan aplikasi JASP versi 0.16.1. Hasil penelitian menunjukkan bahwa *work meaningfulness* memiliki efek mediasi parsial dalam hubungan antara *leader-member exchange* dengan adaptabilitas karir.

Kata Kunci :

Adaptabilitas Karir, Leader-member Exchange, Work meaningfulness

Abstract. The industrial revolution 4.0 and the COVID-19 pandemic accelerate changes that required workers to be able to adapt to working conditions. Individual adaptability will vary depending on various factors, one of which is social support in the form of interaction between supervisors and subordinates or leader-member exchange. The aim of this research is to examine the role of work meaningfulness as a mediator in the relationship between leader-member exchange and career adaptability. A total of 315 Indonesian workers participated in the online data collection. Leader-member exchange was measured using the LMX-MDM scale, which has ten items, work meaningfulness was measured using the WAMI scale, which has nine items, and career adaptability were measured using the CAAS Indonesian Form, which has twenty-four items. Data analysis in this study used media analysis performed with the JASP 0.16.1 application. The results showed that work meaningfulness had a partial mediation effect on the relationship between leader-member exchange and career adaptability.

Keywords :

Career Adaptability, Leader-member Exchange, Work meaningfulness