

Abstrak

Performa kerja individu merupakan salah satu konstruk penting yang paling banyak diteliti dalam bidang psikologi industri dan organisasi. Banyak upaya yang dilakukan oleh organisasi dan individu untuk mencapai performa yang tinggi, salah satunya dengan bekerja dengan jam yang panjang. Hasil penelitian menemukan bahwa efek jam kerja panjang memberikan hasil yang beragam dan terdapat sebuah konsep yang disebut dengan *Heavy Work Investment* (HWI) dapat digunakan untuk menjelaskan fenomena jam kerja panjang. Lebih jauh, motivasi dibalik pekerja untuk bekerja dengan jam yang panjang masih belum banyak diteliti secara ilmiah sehingga masih perlu dieksplorasi dan didalami. Penelitian ini bertujuan untuk melihat bagaimana dinamika hubungan antara motivasi, HWI, dan performa kerja pada individu yang bekerja dengan jam panjang dalam konteks Indonesia. Hipotesis yang dirumuskan dalam penelitian ini adalah motivasi secara signifikan berperan kepada *Heavy Work Investment*, serta *Heavy Work Investment* secara signifikan berperan kepada performa kerja individu. Desain penelitian yang akan digunakan dalam penelitian ini adalah penelitian kuantitatif dimana peneliti menyebarkan 4 (empat) buah skala psikologis kepada 273 partisipan. Hasil analisis menggunakan *Structural Equation Modelling* menunjukkan bahwa hipotesis penelitian sebagian diterima, dimana motivasi berperan secara signifikan terhadap HWI, serta HWI berperan signifikan terhadap performa kerja individu. Analisis tambahan menunjukkan bahwa HWI memiliki kemampuan untuk menjadi mediator hubungan antara motivasi dan performa kerja individu. Diskusi dan saran penelitian dibahas setelahnya.

Kata kunci: *Self-Determination Theory, Heavy Work Investment, Performa Kerja Individu, Workaholism, Work Engagement*

Abstract

Individual working performance is one of the most researched constructs in the field of Industrial and Organisational Psychology. Many attempts are considered by many organisations and individuals to improve performance, and one of them is working longer hours at work. Research provides mix results on the impact of working longer hours on performance and a construct call Heavy Work Investment can be used to explain the phenomenon of long working hour workers. Moreover, motivation behind working for long hours is still lack of scientific evidence so it requires further exploration and investigation. The aim of this research was to examine the dynamics between Motivation, Heavy Work Investment, and Individual Working Performance on the Indonesian long working hours workers. The hypothesis on this research was Motivation was significantly associated with Heavy Work Investment, and Heavy Work Investment was significantly associated with Individual Working Performance on the Indonesian long working hours workers. The design of this research was quantitative research using 4 (four) psychological scales with 273 participants were involved. The result of the analysis using SEM revealed that the hypothesis was partly accepted, where motivation was significantly associated with Heavy Work Investment and Heavy Work Investment was significantly associated with Individual Working Performance. Moreover, additional analysis revealed a mediating effect of Heavy Work Investment on the relation of Motivation and Individual Working Performance. Discussion and recommendation were explained afterwards.

Keywords: *Self-Determination Theory, Heavy Work Investment, Individual Working Performance, Workaholism, Work Engagement*