

**PERAN LEARNING GOAL ORIENTATION SEBAGAI MODERATOR
ANTARA JOB CRAFTING TERHADAP ORGANIZATIONAL
WITHDRAWAL BEHAVIOR PADA KARYAWAN DI BOUNDARYLESS
ORGANIZATION**

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Abstrak. Masalah *organizational withdrawal behavior* menjadi krusial karena mengganggu produktivitas *Boundaryless organization* sebagai desain kerja organisasi baru. Tujuan penelitian ini adalah untuk mengetahui apakah *learning goal orientation* dapat menjadi moderator dari pengaruh *job crafting* terhadap *organizational withdrawal behavior* pada karyawan di *boundaryless organization*. Penelitian ini merupakan penelitian kuantitatif non eksperimen dengan pendekatan kausal moderasi yang dilakukan terhadap 202 karyawan *boundaryless organization* di Indonesia. Hasil analisis data yang didapat menunjukkan variabel *learning goal orientation* tidak berperan sebagai moderator dalam kaitan antara *job crafting* terhadap *organizational withdrawal behavior*. *Learning goal orientation* lebih tepat sebagai prediktor yang mempengaruhi *organizational withdrawal behavior*. Namun, terjadi efek moderasi secara terpisah dari aspek *learning goal orientation*, diantaranya senang mengerjakan tugas menantang dan pola atribusi adaptif dalam memperlemah pengaruh dari aspek mengurangi ketidaknyamanan pada tuntutan pekerjaan terhadap *organizational withdrawal behavior*.

Kata Kunci: *boundaryless organization, job crafting, learning goal orientation, organizational withdrawal behavior.*

Abstract. The problem of *organizational withdrawal behavior* becomes crucial because it interferes with the productivity of the *Boundaryless organization* as a new organizational work design. This study aimed to determine whether *learning goal orientation* can be a moderator of the influence of *job crafting* on *organizational withdrawal behavior* among employees in *boundaryless organizations*. This research is non-experimental quantitative research with a causal moderation approach conducted on 202 employees of *boundaryless organizations* in Indonesia. The results of the data analysis obtained show that the *learning goal orientation* variable does not act as a moderator in the relationship between *job crafting* and *organizational withdrawal behavior*. *Learning goal orientation* is more appropriate as a predictor that influences *organizational withdrawal behavior*. However, there are moderating effects separately from the *learning goal orientation* aspect, including liking to do challenging tasks and adaptive attribution patterns in weakening the effect of the aspect of reducing discomfort in job demands on *organizational withdrawal behavior*.

Keywords: *boundaryless organization, job crafting, learning goal orientation, organizational withdrawal behavior*