

Peran *Empowering Leadership* terhadap *Job Crafting* dengan Optimisme sebagai Moderator pada Pegawai Berskema Kerja *Remote Working*

Lathifatul Azmi Habiba¹, Isaac Jogues Kiyok Sito Meiyanto²

^{1,2}Fakultas Psikologi Universitas Gadjah Mada

lathifatulazmi@mail.ugm.ac.id, smeiyanto@ugm.ac.id

Abstrak. Penerapan skema kerja *remote working* kini menjadi bagian dari kondisi normal baru usai pandemi. Implementasi skema tersebut menimbulkan tantangan peningkatan tuntutan kerja yang disebut dapat teratasi dengan hadirnya perilaku *job crafting*. Data, yang didapatkan dari 241 partisipan melalui pengisian kuesioner daring yang berisi tiga alat ukur, yaitu *Job Crafting Scale*, *Empowering Leadership Scale*, dan *Life Orientation Test-Revised*, diolah dengan metode analisis regresi moderasi menggunakan IBM SPSS Statistics 26. Hasil penelitian menunjukkan kesesuaian dengan hipotesis bahwa *empowering leadership* berperan signifikan terhadap *job crafting* dan optimisme sebagai moderator mampu memperkuat peran tersebut. Dengan mengetahui interaksi *empowering leadership*, *job crafting*, dan optimisme dalam skema kerja *remote working*, diharapkan organisasi dapat terus mencetak pemimpin yang *empower* dan pegawai yang optimis guna mendorong timbulnya *job crafting* sebagai bentuk penyesuaian akan tantangan lingkungan kerja yang dihadapi.

Kata kunci: *empowering leadership*, *job crafting*, *optimisme*, *remote working*

Abstract. The implementation of *remote working* is now part of the post-pandemic new normal. The challenge of this working arrangement is the increasing job demands, which are supposed to be overcome by the presence of *job crafting*. Data obtained from 241 participants by completing an online questionnaire containing three measures, namely the *Job Crafting Scale*, the *Empowering Leadership Scale* and the *Life Orientation Test-Revised*, were processed using the moderation analysis with IBM SPSS Statistics 26. The results were consistent with the hypothesis that *empowering leadership* plays an important role in *job crafting* and that optimism, as a moderator, can enhance this role. By knowing the interactions between *empowering leadership*, *job crafting*, and optimism in *remote working*, it is hoped that organization can continue to develop empowered leaders and optimistic employees to promote *job crafting* as a form of adaptation to the challenges of the work environment.

Keyword: *empowering leadership*, *job crafting*, *optimism*, *remote working*