

Peran Kepemimpinan Diri (Self Leadership) terhadap Kesuksesan Karir Subjektif Karyawan Usia Produktif Dimediasi oleh Core Self-Evaluation

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Abstrak

Selain pencapaian materi, kesuksesan karir juga mencakup penilaian pribadi individu terhadap kehidupan pekerjaannya. Bersamaan dengan *core self-evaluation*, kepemimpinan diri membantu individu memahami kapasitas diri dan meraih kesuksesan pribadinya. Penelitian ini bertujuan untuk menyelidiki peran mediasi *core self-evaluation* dalam hubungan antara kepemimpinan diri dan kesuksesan karir subjektif. Subjek penelitian ini adalah karyawan berusia 25-44 tahun sebanyak 252 orang dari instansi pemerintah dan swasta. Skala Kepemimpinan Diri, *Core Self-Evaluation Scale*, dan *Subjective Career Success Inventory* digunakan dalam penelitian ini. Data penelitian ini dianalisis menggunakan teknik regresi linear sederhana dan berganda. Hasil penelitian ini menunjukkan bahwa kepemimpinan diri memengaruhi *core self-evaluation* ($B = 0,0434$; $p < 0,05$), sedangkan *core self-evaluation* tidak memengaruhi kesuksesan karir subjektif ($B = 0,4625$; $p > 0,05$) karena adanya perbedaan kondisi antar partisipan terkait faktor-faktor yang berkontribusi pada hubungan tersebut. Sehingga, *core self-evaluation* tidak dapat memediasi hubungan antara kepemimpinan diri dan kesuksesan karir subjektif. Penelitian berikutnya disarankan untuk mempertimbangkan kecerdasan emosi ataupun aspirasi karir sebagai variabel moderator.

Kata kunci: kesuksesan karir subjektif, kepemimpinan diri, *core self-evaluation*, karyawan usia produktif

Abstract

Besides material achievement, career success also includes an individual's personal assessment of their work life. Along with the core self-evaluation, self-leadership helps individuals understand their own capacity and achieve personal success. This study aims to investigate the mediating role of core self-evaluation in the relationship between self-leadership and subjective career success. The subjects of this study were 252 employees aged 25-44 years from government and private institutions. The Self-Leadership Scale, Core Self-Evaluation Scale, and Subjective Career Success Inventory were used in this study. Data were analyzed by simple and multiple linear regression techniques. The results of this study shows that self-leadership significantly influence core self-evaluation ($B = 0.0434$; $p < 0,05$), while core self-evaluation did not influence subjective career success ($B = 0.4625$; $p > 0,05$) due to different conditions among participants that are related to factors contributing to this relationship. Thus, core self-evaluation could not mediate the relationship between self-leadership and subjective career success. Further research is suggested to consider emotional intelligence or career aspirations as a moderator variable.

Keywords: *subjective career success, self-leadership, core self-evaluation, productive age employees*