

Peran Personal Resilience Terhadap Job Flourishing dengan Psychosocial Safety Climate Sebagai Moderator Pada Pekerja Tambang

Ardhianita Iftitah Rizqy¹, Rizqi Nur'aini A'yunnisa²

^{1,2}Fakultas Psikologi, Universitas Gadjah Mada

Jl. Sosio-Humaniora 1, Bulaksumur, Yogyakarta 55281, Indonesia

email: ¹ardhianitaiftitahrizqy@mail.ugm.ac.id ²rizqi.ayunnisa@ugm.ac.id

Abstrak.

Kondisi psikologis pekerja tambang rentan mengalami perubahan negatif karena lingkungan kerja beresiko, dan proses produksi yang kompleks. Sehingga penting untuk mengkaji kesejahteraan psikologis mereka selama bekerja. Penelitian ini bertujuan untuk menguji peran *personal resilience* terhadap *job flourishing* dengan *psychosocial safety climate* sebagai moderator. Partisipan penelitian ini berjumlah 104 pekerja tambang lapangan yang telah bekerja selama minimal 1 tahun. Analisis data dilakukan dengan teknik *Structural Equation Modeling* (SEM) menggunakan AMOS versi 23. Hasil menunjukkan bahwa *psychosocial safety climate* tidak memoderatori peran *personal resilience* terhadap *job flourishing*. Artinya, pekerja tambang yang *resilient* mampu merasakan *job flourishing*, terlepas dari tingkat penerapan *psychosocial safety climate*.

Kata Kunci: *job flourishing, personal resilience, psychosocial safety climate, pekerja tambang*

Abstract.

The psychological state of mining workers is susceptible to negative changes due to the high-risk work environment and complex production process. Therefore, it is essential to assess their well-being in the workplace. This study aims to examine the role of personal resilience on job flourishing among mining workers, with psychosocial safety climate as a moderating variable. The research involved 104 field mining workers with a minimum tenure of one year. Data analysis was conducted using Structural Equation Modeling (SEM) with AMOS version 23. The findings indicate that psychosocial safety climate does not moderate the relationship between personal resilience and job flourishing. This suggests that resilient mining workers can experience job flourishing regardless of the level of psychosocial safety climate implementation.

Keywords: *job flourishing, personal resilience, psychosocial safety climate, mining workers*