

INTISARI

Program Magang dan Studi Independen Bersertifikat (MSIB) merupakan program yang dirancang pemerintah sebagai miniatur dunia kerja nyata. Segala dinamika dalam pekerjaan tercermin di dalamnya, termasuk *challenge stress* yang sering dianggap negatif, padahal berpotensi berdampak positif, seperti mendorong kreativitas. Tantangan yang dikelola dengan baik dapat menjadi motivasi, namun efektivitasnya sangat dipengaruhi faktor lain seperti rekan kerja, lingkungan, dan rasa aman secara psikologis atau *psychological safety*. Ketika tekanan dan keamanan psikologis berjalan seiring, maka secara hipotesis hal ini mampu mendorong kreativitas secara linear. Penelitian ini bertujuan mengungkap hubungan antarvariabel tersebut serta peran keamanan psikologis sebagai moderator.

Kata kunci: *Challenge Stress*, *Self-rated Creativity*, Keamanan Psikologis, Magang, MSIB.

ABSTRACT

The Certified Internship and Independent Study Program (MSIB) is a government-initiated program designed as a miniature representation of the real working world. All workplace dynamics are reflected within it, including challenge stress, which is often perceived negatively, even though it has the potential to yield positive outcomes, such as boosting creativity. Well-managed challenges can serve as motivation; however, their effectiveness is significantly influenced by other factors such as colleagues, the work environment, and a sense of psychological safety. When pressure and psychological safety go hand in hand, it is hypothesized that they can linearly enhance creativity. This study aims to explore the relationships between these variables and the role of psychological safety as a moderating factor.

Keywords: Challenge Stress, Self-rated Creativity, Psychological Safety, Internship, MSIB.