



Peran Career Calling terhadap Job Flourishing dengan Psychological Safety sebagai Moderator

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Abstrak

Tujuan dari penelitian ini adalah untuk mengetahui peran *psychological safety* sebagai moderator dalam hubungan antara *career calling* dan *job flourishing* pada guru. Data dikumpulkan dari 247 guru di berbagai wilayah Indonesia menggunakan teknik *purposive* dan *convenience sampling*. Analisis dilakukan dengan *Structural Equation Modeling* (SEM) menggunakan SmartPLS 4 untuk menguji hubungan antar variabel yang dihipotesiskan. Hasil penelitian menunjukkan bahwa *career calling* dan *psychological safety* memiliki peran dalam terwujudnya *job flourishing* pada guru. Sebaliknya, ditemukan efek yang negatif signifikan dari *psychological safety* terhadap hubungan antara *career calling* dengan *job flourishing*. Hal ini menandakan bahwa dalam kondisi *psychological safety* yang buruk, peran *career calling* terhadap *job flourishing* lebih kuat, dibandingkan lingkungan kerja yang sangat suportif. Temuan ini menjelaskan bahwa guru dengan tingkat *career calling* yang tinggi mampu mempertahankan *job flourishing* meskipun dalam konteks kerja yang kurang aman secara psikologis.

Keywords: *career calling, job flourishing, psychological safety, kesejahteraan guru, Self-Determination Theory*



The Role of Career Calling on Job Flourishing with Psychological Safety as A Moderator

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Abstrak

The purpose of this study was to determine the role of psychological safety as a moderator in the relationship between career calling and job flourishing among teachers. Data were collected from 247 teachers in various regions of Indonesia using purposive and convenience sampling techniques. Analysis was performed using Structural Equation Modeling (SEM) with SmartPLS 4 to test the hypothesized relationships between variables. The results showed that career calling and psychological safety had a positive effect on job flourishing. Furthermore, it was found that in conditions of poor psychological safety, the relationship between career calling and job flourishing was stronger than in a highly supportive work environment. These findings explain that teachers with high levels of career calling are able to maintain their job flourishing even in a context of psychologically unsafe work.

Keywords: *career calling, job flourishing, psychological safety, teacher well-being, Self-Determination Theory*