

EMPLOYABILITY INSTITUSI PEMERINTAHAN: PERAN JOB CRAFTING DAN MODERATOR IKLIM KREATIF

ABSTRAK

Perkembangan teknologi menyebabkan perubahan bergerak cepat yang berdampak bagi organisasi dan karyawan. *Employability* merupakan terminologi yang dapat menggambarkan proses berkelanjutan individu dalam menjawab tuntutan keahlian dan keterampilan yang terus berubah. Perilaku karyawan dalam memprakarsai pekerjaan—disebut sebagai *job crafting*—dapat mengarah pada *employability*. Iklim organisasi (iklim kreatif) secara dapat memoderatori peran *job crafting* terhadap *employability* sehingga penelitian ini menguji peran *job crafting* dalam memprediksi *employability* karyawan institusi pemerintahan X dengan iklim kreatif sebagai moderator. Hasil penelitian menunjukkan bahwa *job crafting* mampu memprediksi *employability* secara signifikan ($R^2 = 56.7\%$; $p = 0.000$, $p < 0.05$) dengan kemampuan iklim kreatif memoderatori peran *job crafting* pada *employability* ($p = 0.027$, $p < 0.05$) sehingga hipotesis dalam penelitian ini diterima. Penelitian ini menginformasikan *job crafting* dapat mencapai *employability* dengan kondisi iklim organisasi yang mendukung.

Kata kunci: *employability*, *job crafting*, iklim kreatif

THE EMPLOYABILITY OF GOVERNMENT INSTITUTION: THE ROLE OF JOB CRAFTING AND CREATIVE CLIMATE MODERATOR

ABSTRACT

The evolution of technology led to a rapid changes that affected both organization and employee. Employability was a term to describe a continuum process of fulfilling the skills and expertise that also changed rapidly. One's behavior of crafting a job could lead to one's employability. Organization climate (creative climate) had moderating role affected the job crating toward employability. This study was aimed to explain the role of job crafting to predict the employability in government institution X and creative climate as the moderator. The study had shown that job crafting significantly predict the employability ($R^2 = 56.7\%$; $p = 0.000$, $p < 0.05$) along with creative climate moderated the prediction of job crafting to employability ($p = 0.027$, $p < 0.05$). Thus, hypothesis in this study was accepted. Therefore, it was worth noting that job crafting had benefit for employees' employability with a constructive, suitable organization climate.

Keywords: *creative climate, employability, job crafting,*